



B2023/880 Protected Action Ballot

Australian Federation of Air Pilots

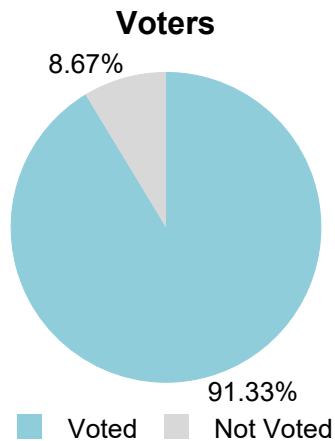
6 September 2023 to 25 September 2023

Ballot Report

The following ballot report is for B2023/880 Protected Action Ballot conducted by TrueVote on behalf of Australian Federation of Air Pilots. The ballot was live from 6/9/23 8:00 AM AEST to 25/9/23 5:00 PM AEST.

Voter Roll

The voter roll for the ballot consisted of 196 registered voters. 179 voters responded to the ballot notification sent out by TrueVote.



Voter Notifications

The following notifications were sent to the Voter roll by TrueVote as part of conducting the ballot.

Note: All times are shown in Eastern Australia Time.

B2023/880 Protected Action Ballot

Subject	Date	Type	Event
Notice of - B2023/880 Protected Action Ballot	5/9/23 8:00 AM	Email	Generic
Vote Open - B2023/880 Protected Action Ballot	6/9/23 8:00 AM	Email	Voting open
SMS Reminder	7/9/23 12:00 PM	SMS	Voting reminder
Vote Reminder - B2023/880 Protected Action Ballot	14/9/23 8:00 AM	Email	Voting reminder
SMS Reminder	14/9/23 12:00 PM	SMS	Voting reminder
Vote Reminder - B2023/880 Protected Action Ballot	21/9/23 8:00 AM	Email	Voting reminder
Vote Reminder - B2023/880 Protected Action Ballot	25/9/23 8:00 AM	Email	Voting reminder

In support for, or in order to advance claims in relation to, the proposed enterprise agreement with Sunstate Airlines (QLD Pty Ltd) (Sunstate Airlines) do you endorse the taking of any or all protected industrial action against Sunstate Airlines, which is authorised by this ballot in the form of the following:

1. An unlimited number of indefinite or periodic bans on working on any of the following days:
 - a. rostered days off,
 - b. UA or any duty free days,
 - c. non-work days for part time employees
 - d. leave of absence days
 - e. annual leave days,
 - f. long service leave days

Response	Result	% of Total (196)	% of Response Rate (179)
YES	164	83.67%	91.62%
NO	15	7.65%	8.38%

2. An unlimited number of indefinite or periodic bans on accepting or performing any extensions to rostered duty periods, this includes prior to or after a rostered duty period?

Response	Result	% of Total (196)	% of Response Rate (179)
YES	172	87.76%	96.09%
NO	7	3.57%	3.91%

3. An unlimited number of indefinite or periodic bans on accepting any duties outside any reserve period?

Response	Result	% of Total (196)	% of Response Rate (179)
YES	172	87.76%	96.09%
NO	7	3.57%	3.91%

4. An unlimited number of indefinite or periodic bans on accepting any alterations to rostered duties, unless strictly in accordance with EA clause 36.19.2?

Response	Result	% of Total (196)	% of Response Rate (179)
YES	172	87.76%	96.09%
NO	7	3.57%	3.91%

5. An unlimited number of indefinite or periodic bans on accepting any request from crewing that results in swapping another pilots duty or any part thereof?

Response	Result	% of Total (196)	% of Response Rate (179)
YES	172	87.76%	96.09%
NO	7	3.57%	3.91%

6. An unlimited number of indefinite or periodic bans on answering any phone calls from the employer unless on a rostered or a reassigned reserve period?

Response	Result	% of Total (196)	% of Response Rate (179)
YES	170	86.73%	94.97%
NO	9	4.59%	5.03%

7. An unlimited number of indefinite or periodic bans on signing on any earlier than 2 hours after being called in off any reserve period or reassigned reserve period?

Response	Result	% of Total (196)	% of Response Rate (179)
YES	174	88.78%	97.21%
NO	5	2.55%	2.79%

8. An unlimited number of indefinite or periodic bans on accepting or acknowledging any duty changes on IFlightNeo?

Response	Result	% of Total (196)	% of Response Rate (179)
YES	173	88.27%	96.65%
NO	6	3.06%	3.35%

9. An unlimited number of indefinite or periodic use of APU on all turnarounds, in addition to the GPU?

Response	Result	% of Total (196)	% of Response Rate (179)
YES	173	88.27%	96.65%
NO	6	3.06%	3.35%

10. An unlimited number of indefinite or periodic bans on departing any port with an aircraft with a MEL applied?

Response	Result	% of Total (196)	% of Response Rate (179)
YES	167	85.20%	93.30%
NO	12	6.12%	6.70%

11. An unlimited number of indefinite or periodic bans on completing of any work tasks or functions on iPads except during the period from sign-on to sign-off duty?

Response	Result	% of Total (196)	% of Response Rate (179)
YES	174	88.78%	97.21%
NO	5	2.55%	2.79%

12. An unlimited number of indefinite or periodic bans on single engine taxi?

Response	Result	% of Total (196)	% of Response Rate (179)
YES	173	88.27%	96.65%
NO	6	3.06%	3.35%

13. An unlimited number of indefinite or periodic bans on using less than NTOP for all takeoffs?

Response	Result	% of Total (196)	% of Response Rate (179)
YES	176	89.80%	98.32%
NO	3	1.53%	1.68%

14. An unlimited number of indefinite or periodic bans on using less than MCR for cruise setting on all flights?

Response	Result	% of Total (196)	% of Response Rate (179)
YES	175	89.29%	97.77%
NO	4	2.04%	2.23%

15. An unlimited number of indefinite or periodic bans on pilots deferring or not taking any already published or agreed annual leave, long service or leave of absence periods?

Response	Result	% of Total (196)	% of Response Rate (179)
YES	174	88.78%	97.21%
NO	5	2.55%	2.79%

16. An unlimited number of indefinite or periodic bans of signing on prior to 60 minutes for any paxing flight to operate from an outport?

Response	Result	% of Total (196)	% of Response Rate (179)
YES	176	89.80%	98.32%
NO	3	1.53%	1.68%

17. An unlimited number of indefinite or periodic bans on tankering fuel to regional ports?

Response	Result	% of Total (196)	% of Response Rate (179)
YES	175	89.29%	97.77%
NO	4	2.04%	2.23%

18. An unlimited number of indefinite or periodic bans on any duty travel other than business class (J) seat?

Response	Result	% of Total (196)	% of Response Rate (179)
YES	175	89.29%	97.77%
NO	4	2.04%	2.23%

19. An unlimited number of indefinite or periodic bans on wearing some or all elements of the prescribed uniform, including wearing non-uniform items in addition or instead of the prescribed uniform?

Response	Result	% of Total (196)	% of Response Rate (179)
YES	164	83.67%	91.62%
NO	15	7.65%	8.38%

20. An unlimited number of indefinite or periodic bans on signing-on before 9am after a rostered day off?

Response	Result	% of Total (196)	% of Response Rate (179)
YES	170	86.73%	94.97%
NO	9	4.59%	5.03%

21. An unlimited number of indefinite or periodic bans on signing-off after 3pm before a rostered day off ?

Response	Result	% of Total (196)	% of Response Rate (179)
YES	169	86.22%	94.41%
NO	10	5.10%	5.59%

22. An unlimited number of single or consecutive stoppages of all work outside the hours embracing 9 am to 5 pm daily?

Response	Result	% of Total (196)	% of Response Rate (179)
YES	162	82.65%	90.50%
NO	17	8.67%	9.50%

23. An unlimited number of single or consecutive 4-hour stoppages of all work?

Response	Result	% of Total (196)	% of Response Rate (179)
YES	166	84.69%	92.74%
NO	13	6.63%	7.26%

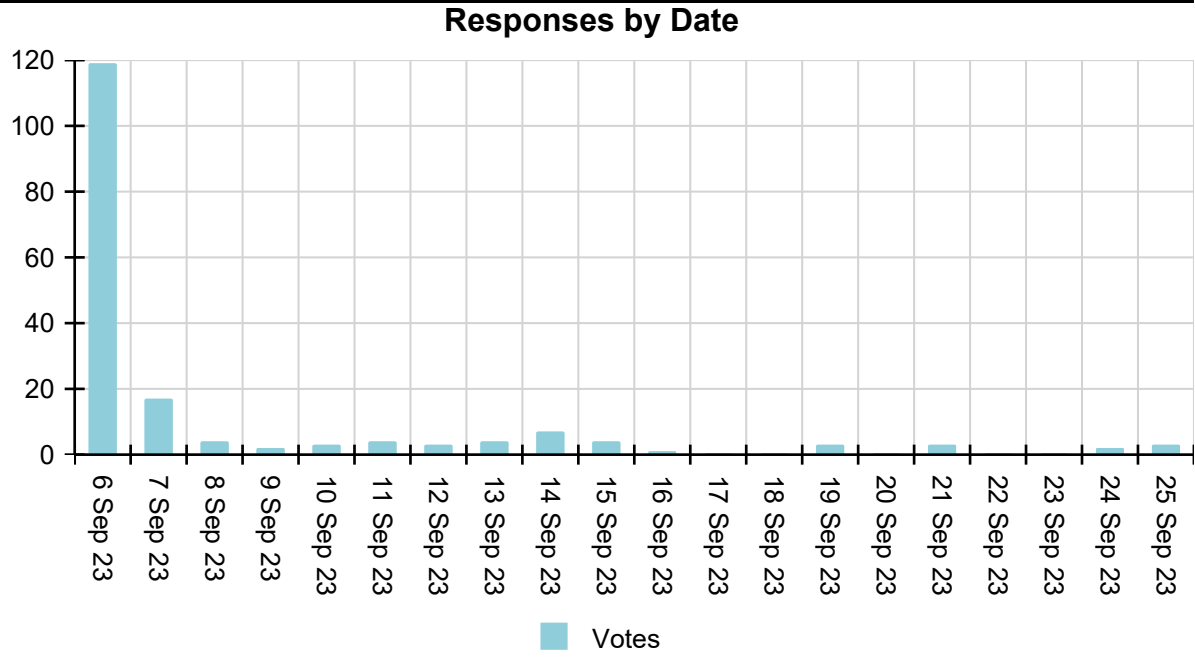
24. An unlimited number of single or consecutive 24-hour stoppages of all work?

Response	Result	% of Total (196)	% of Response Rate (179)
YES	161	82.14%	89.94%
NO	18	9.18%	10.06%

Responses By Date

The following section shows a breakdown of voter response by day while the ballot was open. Voters cast their vote by using the voting link supplied to them.

Date	Votes	% of Total (196)	% of Response Rate (179)
6 Sep 23	119	60.71%	66.48%
7 Sep 23	17	8.67%	9.50%
8 Sep 23	4	2.04%	2.23%
9 Sep 23	2	1.02%	1.12%
10 Sep 23	3	1.53%	1.68%
11 Sep 23	4	2.04%	2.23%
12 Sep 23	3	1.53%	1.68%
13 Sep 23	4	2.04%	2.23%
14 Sep 23	7	3.57%	3.91%
15 Sep 23	4	2.04%	2.23%
16 Sep 23	1	0.51%	0.56%
17 Sep 23	0	0.00%	0.00%
18 Sep 23	0	0.00%	0.00%
19 Sep 23	3	1.53%	1.68%
20 Sep 23	0	0.00%	0.00%
21 Sep 23	3	1.53%	1.68%
22 Sep 23	0	0.00%	0.00%
23 Sep 23	0	0.00%	0.00%
24 Sep 23	2	1.02%	1.12%
25 Sep 23	3	1.53%	1.68%



Systems / Security / Help Desk

TrueVote portal 100% online during the ballot period.
There was no suspicious activity detected during the ballot period.
Voter assistance was provided throughout the ballot.



25 September 2023

Stephen Donaldson

TrueVote Returning Officer