



Ballot Report

# B2025-900 Protected Action Ballot

Australian and International Pilots Association

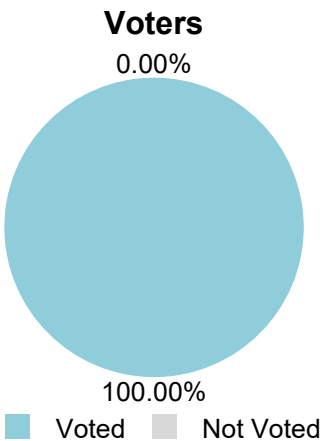
16 June 2025 to 25 June 2025

## Ballot Report

The following ballot report is for B2025-900 Protected Action Ballot conducted by TrueVote on behalf of Australian and International Pilots Association. The ballot was live from 16/6/25 12:00 PM AEST to 25/6/25 4:00 PM AEST.

### Voter Roll

The voter roll for the ballot consisted of 14 registered voters. 14 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.

| Subject   | Date             | Type  | Event           |
|---|------------------|-------|-----------------|
| Notice of B2025-900 Protected Action Ballot     | 16/6/25 6:00 AM  | Email | Generic         |
| Vote Open B2025-900 Protected Action Ballot     | 16/6/25 12:00 PM | Email | Voting open     |
| SMS Vote Open                                   | 16/6/25 12:00 PM | SMS   | Voting open     |
| Vote Reminder B2025-900 Protected Action Ballot | 18/6/25 6:00 AM  | Email | Voting reminder |
| SMS Reminder                                    | 23/6/25 6:00 AM  | SMS   | Voting reminder |
| Vote Reminder B2025-900 Protected Action Ballot | 25/6/25 6:00 AM  | Email | Voting reminder |
| SMS Reminder                                    | 25/6/25 6:00 AM  | SMS   | Voting reminder |

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

1. An unlimited number of indefinite or periodic bans on working on any of the following days (as scheduled in the initially published roster):

- 1. rostered days off;
- 2. non-work days for part time employees
- 3. annual leave days; and
- 4. long service leave days

| Response | Result | % of Total (14) | % of Response Rate (14) |
|----------|--------|-----------------|-------------------------|
| YES      | 12     | 85.71%          | 85.71%                  |
| NO       | 2      | 14.29%          | 14.29%                  |

2. An unlimited number of indefinite or periodic bans on working on any of the following days (as scheduled in the initially published roster):

- 1. any day with no duty or reserve duty assigned; and
- 2. AX days

| Response | Result | % of Total (14) | % of Response Rate (14) |
|----------|--------|-----------------|-------------------------|
| YES      | 12     | 85.71%          | 85.71%                  |
| NO       | 2      | 14.29%          | 14.29%                  |

3. An unlimited number of indefinite or periodic bans on accepting or performing any extensions to rostered duty periods where such roster changes are notified at or before sign on?

| Response | Result | % of Total (14) | % of Response Rate (14) |
|----------|--------|-----------------|-------------------------|
| YES      | 12     | 85.71%          | 85.71%                  |
| NO       | 2      | 14.29%          | 14.29%                  |

4. An unlimited number of indefinite or periodic bans on accepting or performing additional sectors that pass through the pilot's home base?

| Response | Result | % of Total (14) | % of Response Rate (14) |
|----------|--------|-----------------|-------------------------|
| YES      | 12     | 85.71%          | 85.71%                  |
| NO       | 2      | 14.29%          | 14.29%                  |

5. An unlimited number of indefinite or periodic bans on being contactable by the company unless on a rostered duty or during a reserve period, including:

- 1. answering any phone calls;
- 2. acknowledging text messages;
- 3. acknowledging updates to the rostering system;
- 4. e-mails; and
- 5. any other form of communication?

(Note: AX days, cleared, uncleared or however so described, are not deemed a rostered duty or a reserve period).

| Response | Result | % of Total (14) | % of Response Rate (14) |
|----------|--------|-----------------|-------------------------|
| YES      | 12     | 85.71%          | 85.71%                  |
| NO       | 2      | 14.29%          | 14.29%                  |

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

| Response | Result | % of Total (14) | % of Response Rate (14) |
|----------|--------|-----------------|-------------------------|
| YES      | 12     | 85.71%          | 85.71%                  |
| NO       | 2      | 14.29%          | 14.29%                  |

7. An unlimited number of indefinite or periodic bans on signing on earlier than 120 minutes after being called in off any reserve period?

| Response | Result | % of Total (14) | % of Response Rate (14) |
|----------|--------|-----------------|-------------------------|
| YES      | 12     | 85.71%          | 85.71%                  |
| NO       | 2      | 14.29%          | 14.29%                  |

8. An unlimited number of indefinite or periodic bans on accepting a change of sign-on?

| Response | Result | % of Total (14) | % of Response Rate (14) |
|----------|--------|-----------------|-------------------------|
| YES      | 12     | 85.71%          | 85.71%                  |
| NO       | 2      | 14.29%          | 14.29%                  |

9. An unlimited number of indefinite or periodic bans on reporting and/or conducting work duties prior to the scheduled sign-on time for a duty?

| Response | Result | % of Total (14) | % of Response Rate (14) |
|----------|--------|-----------------|-------------------------|
| YES      | 12     | 85.71%          | 85.71%                  |
| NO       | 2      | 14.29%          | 14.29%                  |

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

| Response | Result | % of Total (14) | % of Response Rate (14) |
|----------|--------|-----------------|-------------------------|
| YES      | 11     | 78.57%          | 78.57%                  |
| NO       | 3      | 21.43%          | 21.43%                  |

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

| Response | Result | % of Total (14) | % of Response Rate (14) |
|----------|--------|-----------------|-------------------------|
| YES      | 12     | 85.71%          | 85.71%                  |
| NO       | 2      | 14.29%          | 14.29%                  |

## Responses By Date

| Date      | Votes | % of Total (14) | % of Response Rate (14) |
|-----------|-------|-----------------|-------------------------|
| 16 Jun 25 | 10    | 71.43%          | 71.43%                  |
| 19 Jun 25 | 3     | 21.43%          | 21.43%                  |
| 25 Jun 25 | 1     | 7.14%           | 7.14%                   |

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.

A handwritten signature in black ink, appearing to read 'SD', followed by a long horizontal flourish.

25 June 2025

Stephen Donaldson

TrueVote Returning Officer