



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

Australian Licenced Aircraft Engineers Association, The

v

Alliance Airlines Pty Ltd

(B2024/1035)

28 August 2024

1. Ballot Result

Total Eligible Voters: 9
Total Participated: 9

9 out of 9 have answered all questions 100.0%

Final Ballot Audit: Wednesday, 28 August 2024 at 12.05pm AWST

Diagram 1: Final Vote Participation

**Australian Licenced Aircraft Engineers Association Protected Action
Ballot (B2024/1035)**
Voters: 9
Total Participated: 9 (100.0%)

2. CiVS Independence Declaration

The Australian Licenced Aircraft Engineers Association Protected Action Ballot (B2024/1035) has been managed and declared independent of all other parties.

The Australian Licenced Aircraft Engineers Association Protected Action Ballot (B2024/1035) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

Question 1

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

1. An unlimited number of stoppages of work, including consecutive stoppages of work, for one (1) minute in duration?

- Yes - 9 (100%)
- No - 0 (0%)



Question 2

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

2. An unlimited number of stoppages of work, including consecutive stoppages of work, for one (1) hour in duration?

- Yes - 9 (100%)
- No - 0 (0%)



Question 3

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

3. An unlimited number of stoppages of work, including consecutive stoppages of work, for eight (8) hours in duration?

- Yes - 9 (100%)
- No - 0 (0%)

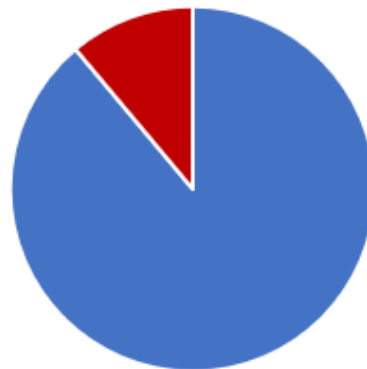


Question 4

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

4. An unlimited number of stoppages of work, including consecutive stoppages of work, for twenty-four (24) hours in duration?

- Yes - 8 (88.9%)
- No - 1 (11.1%)



Question 5

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

5. An unlimited number of indefinite or periodic bans on overtime?

- Yes - 9 (100%)
- No - 0 (0%)

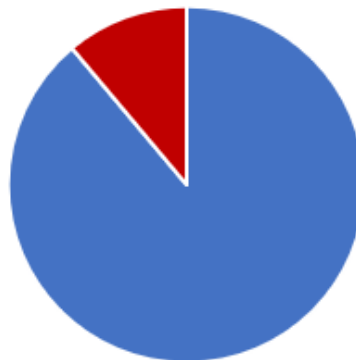


Question 6

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

6. An unlimited number of indefinite or periodic bans on the utilisation of high-risk work licenses, for example forklift, elevated work platform, rigging, dogging, cranes etc?

- Yes - 8 (88.9%)
- No - 1 (11.1%)



Question 7

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

7. An unlimited number of indefinite or periodic bans on participating in aircraft towing or docking functions?

- Yes - 9 (100%)
- No - 0 (0%)



Question 8

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

8. An unlimited number of indefinite or periodic bans on LAME's towing and brake riding?

- Yes - 9 (100%)
- No - 0 (0%)



Question 9

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

9. An unlimited number of indefinite or periodic bans on signing off minor defects in accordance with CAME 6.7.1 or permissible unserviceability in accordance with the minimum equipment list?

- Yes - 9 (100%)
- No - 0 (0%)



Question 10

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

10. An unlimited number of indefinite or periodic bans on commencing work on a work pack where the estimated man hours exceed the ordinary hours left in a shift?

- Yes - 9 (100%)
- No - 0 (0%)



Question 11

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

11. An unlimited number of indefinite or periodic bans on completing daily inspections in less time than the estimated man-hours?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 12

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

12. An unlimited number of indefinite or periodic bans on the use of personal phones, iPads, devices etc for work purposes?

■ Yes - 9 (100%)

■ No - 0 (0%)



Question 13

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

13. An unlimited number of indefinite or periodic bans on undertaking work on a second task without completing task completion and certification on the first task?

- Yes - 9 (100%)
- No - 0 (0%)



Question 14

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

14. An unlimited number of indefinite or periodic bans on robbing parts from in-service aircraft?

- Yes - 9 (100%)
- No - 0 (0%)



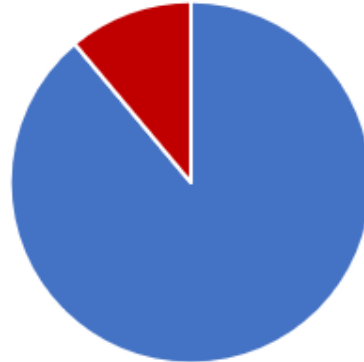
Question 15

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

15. An unlimited number of indefinite or periodic bans on completing stores and logistics functions, including booking parts etc?

■ Yes - 8 (88.9%)

■ No - 1 (11.1%)



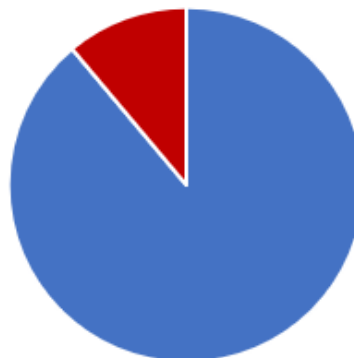
Question 16

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

16. An unlimited number of indefinite or periodic bans on engine ground running?

■ Yes - 8 (88.9%)

■ No - 1 (11.1%)

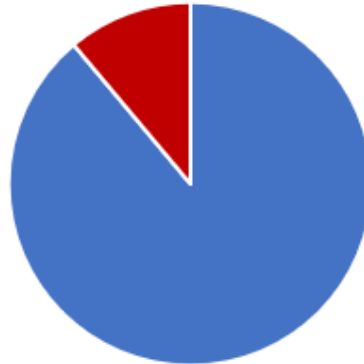


Question 17

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

17. An unlimited number of indefinite or periodic bans on performing F100 daily services on Tuesdays, Thursdays, Saturdays and Sundays and F70 daily services on Mondays, Wednesdays and Fridays?

- Yes - 8 (88.9%)
- No - 1 (11.1%)

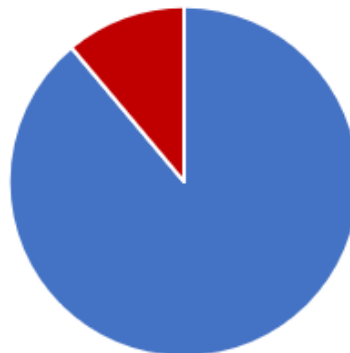


Question 18

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

18. An unlimited number of indefinite or periodic bans on performing work on Virgin flights?

- Yes - 8 (88.9%)
- No - 1 (11.1%)



Question 19

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

19. An unlimited number of indefinite or periodic bans on performing work on Qantas flights?

- Yes - 9 (100%)
- No - 0 (0%)

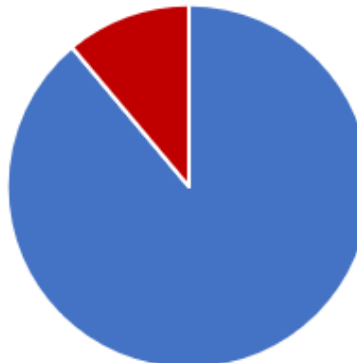


Question 20

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

20. An unlimited number of indefinite or periodic bans on performing work on QQ flights?

- Yes - 8 (88.9%)
- No - 1 (11.1%)



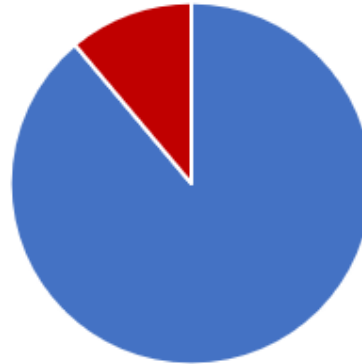
Question 21

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

21. An unlimited number of indefinite or periodic bans on trainers utilising Certificate IV TAE's or assessing internal training authorisations?

■ Yes - 8 (88.9%)

■ No - 1 (11.1%)



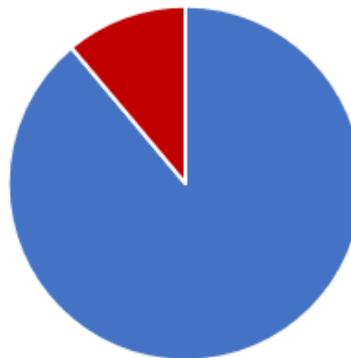
Question 22

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

22. An unlimited number of indefinite or periodic bans on providing a data breakdown detailing where hours of work have been performed on engineering timesheets?

■ Yes - 8 (88.9%)

■ No - 1 (11.1%)





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