

Declaration of Results



CEPU

V

**Qantas Airways
(B2025/865)**

Monday 16th June, 2025 5:12pm AEST



Vero Voting

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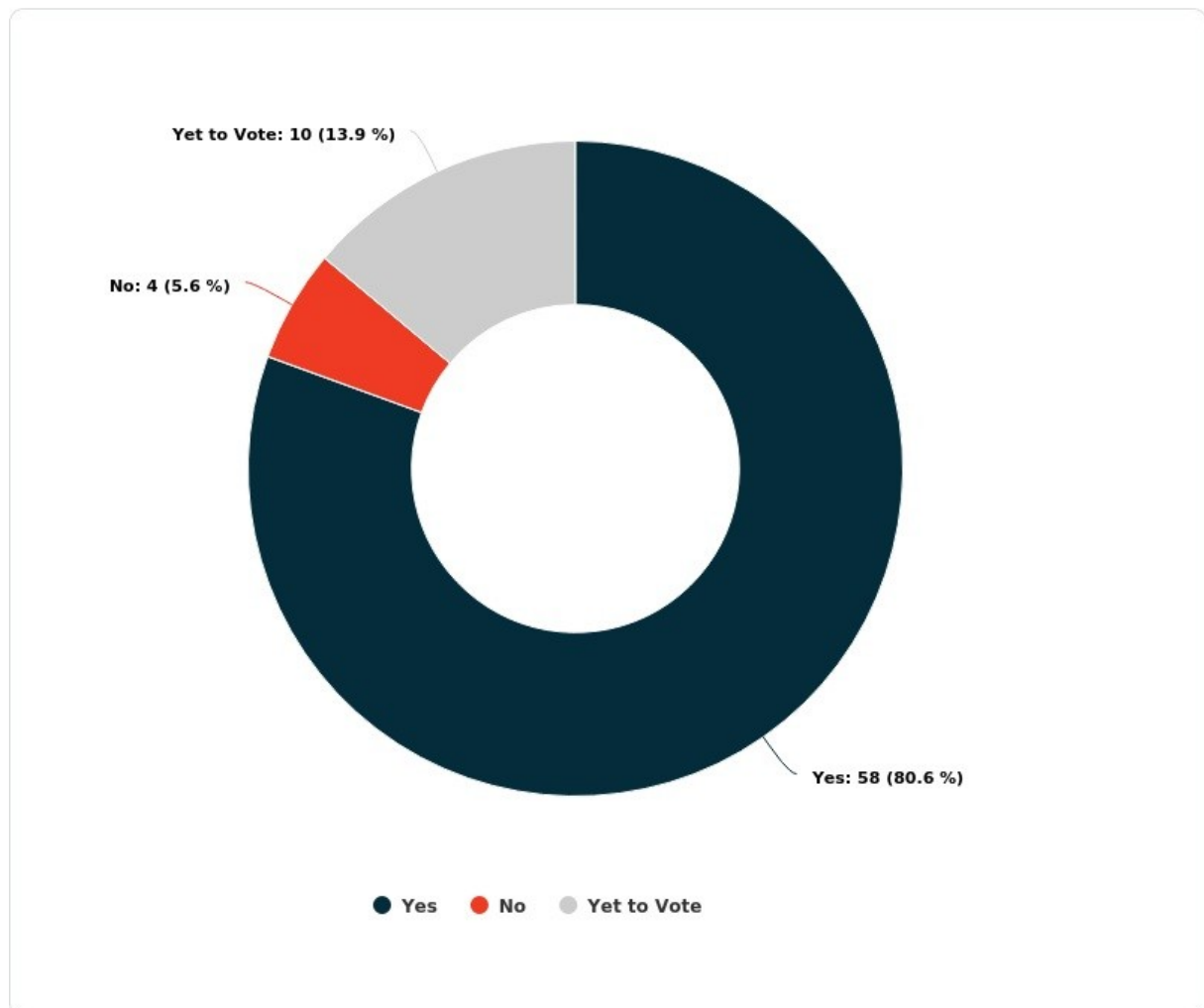
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Voting Results for: CEPU v Qantas Airways (PAB B2025/865)

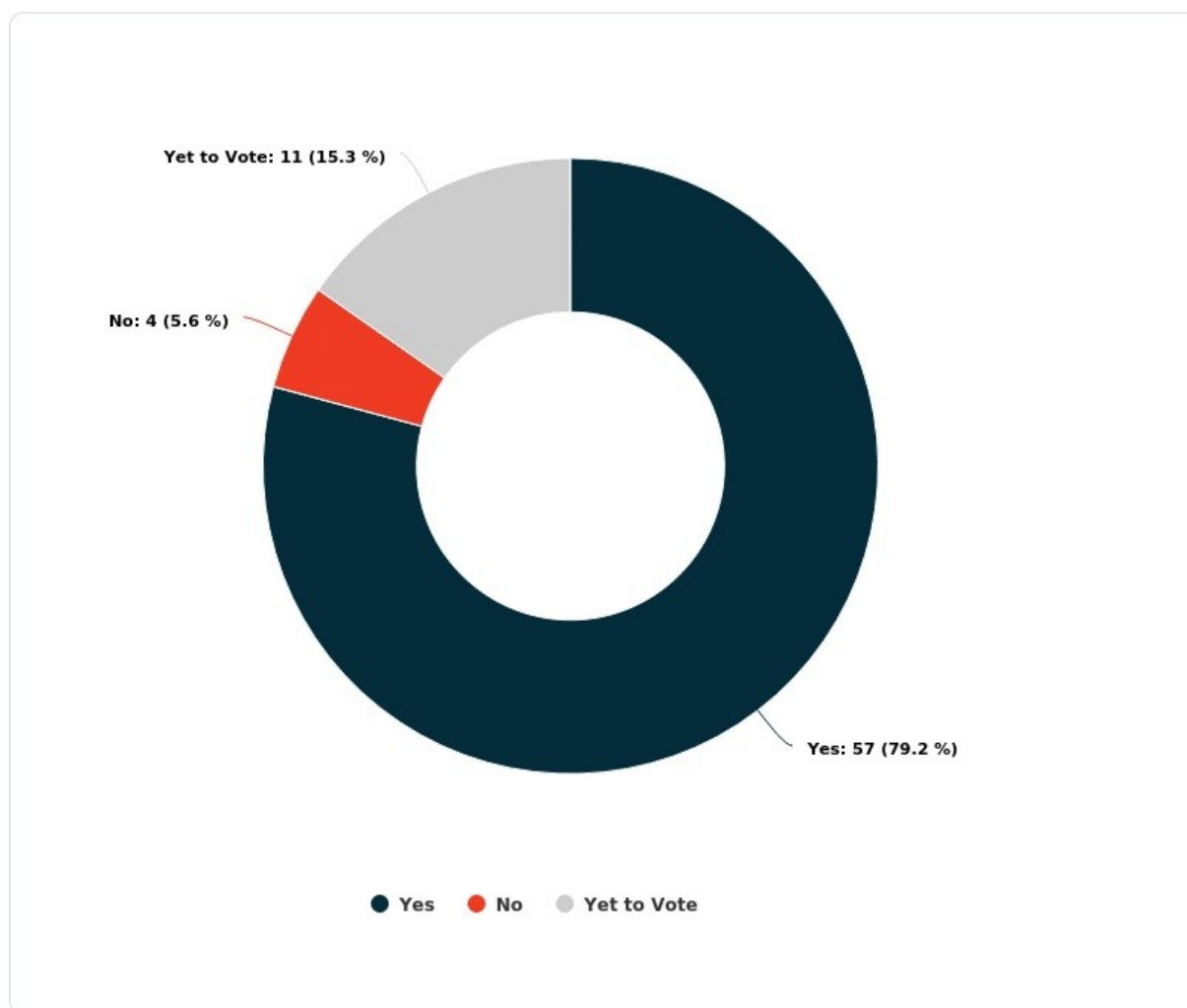
Final Vote Audit: Monday 16th June, 2025 5:12pm AEST

Total Eligible Voters:	72
Total Voted:	62

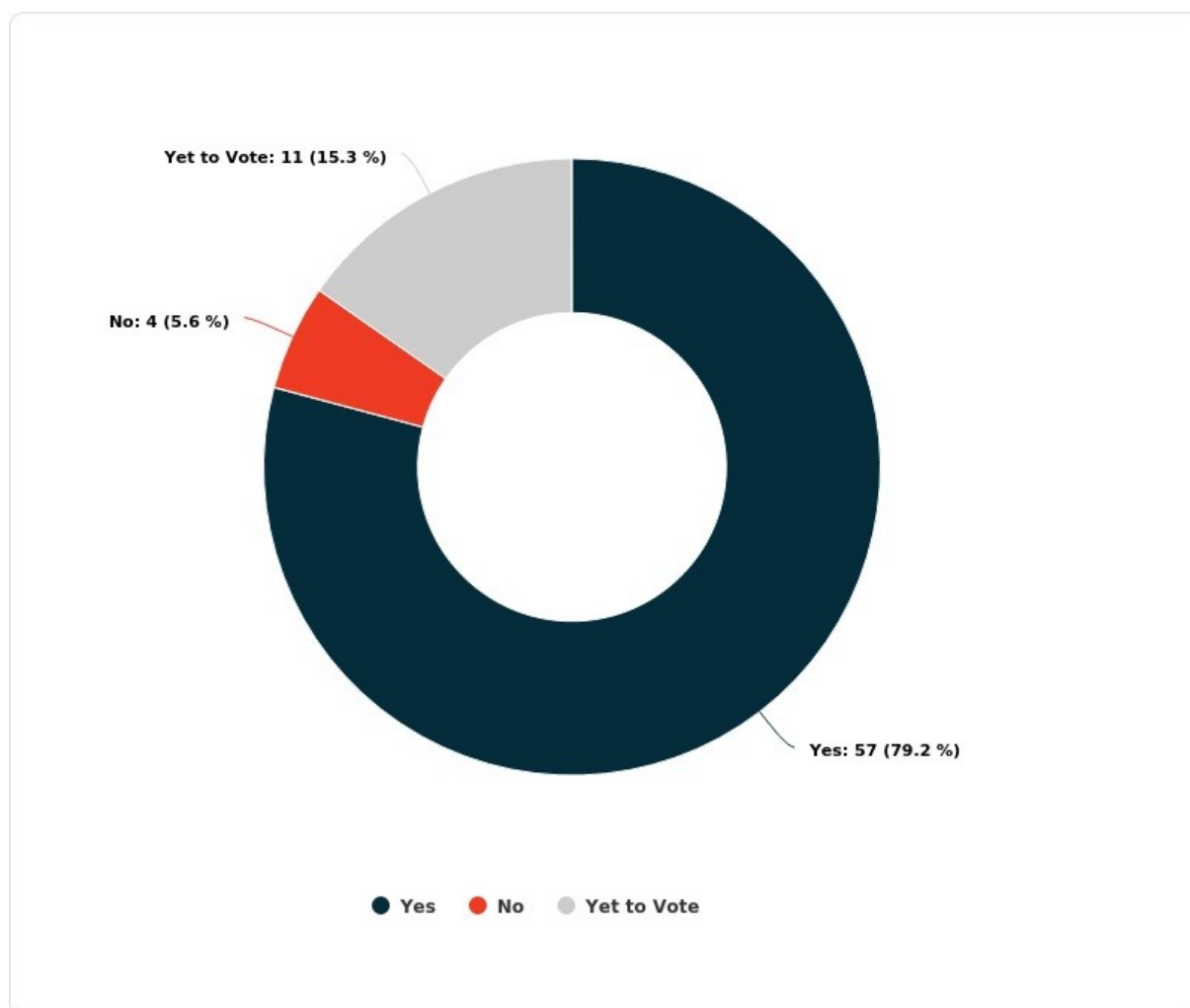
1. An unlimited number of periodic or indefinite bans on the use of forklifts?



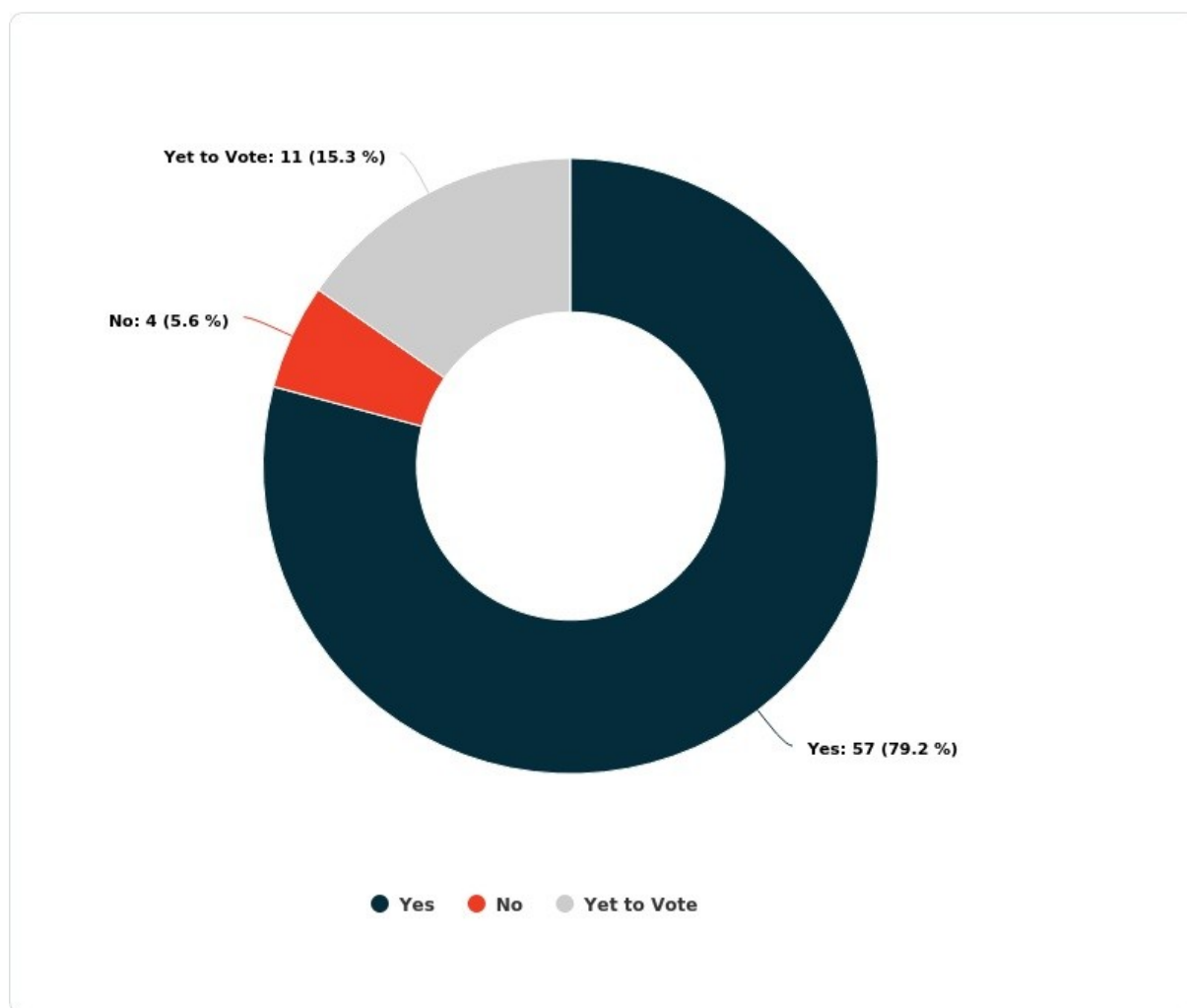
2A. An unlimited number of periodic or indefinite bans on the performance of functions related to towing of aircraft, including: the towing of aircraft?



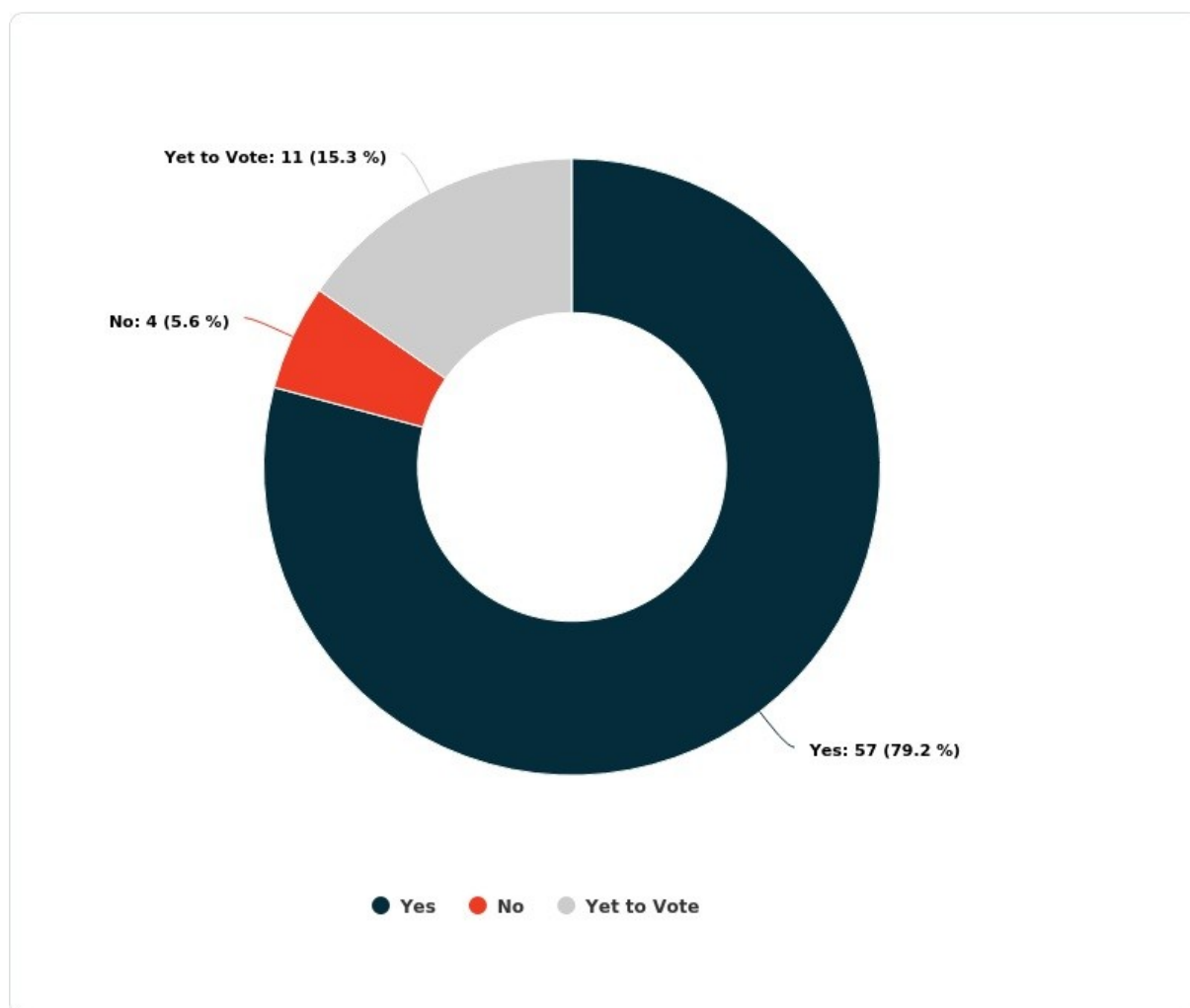
2B. An unlimited number of periodic or indefinite bans on the performance of functions related to towing of aircraft, including: work as person in charge (PIC) for the towing of aircraft?



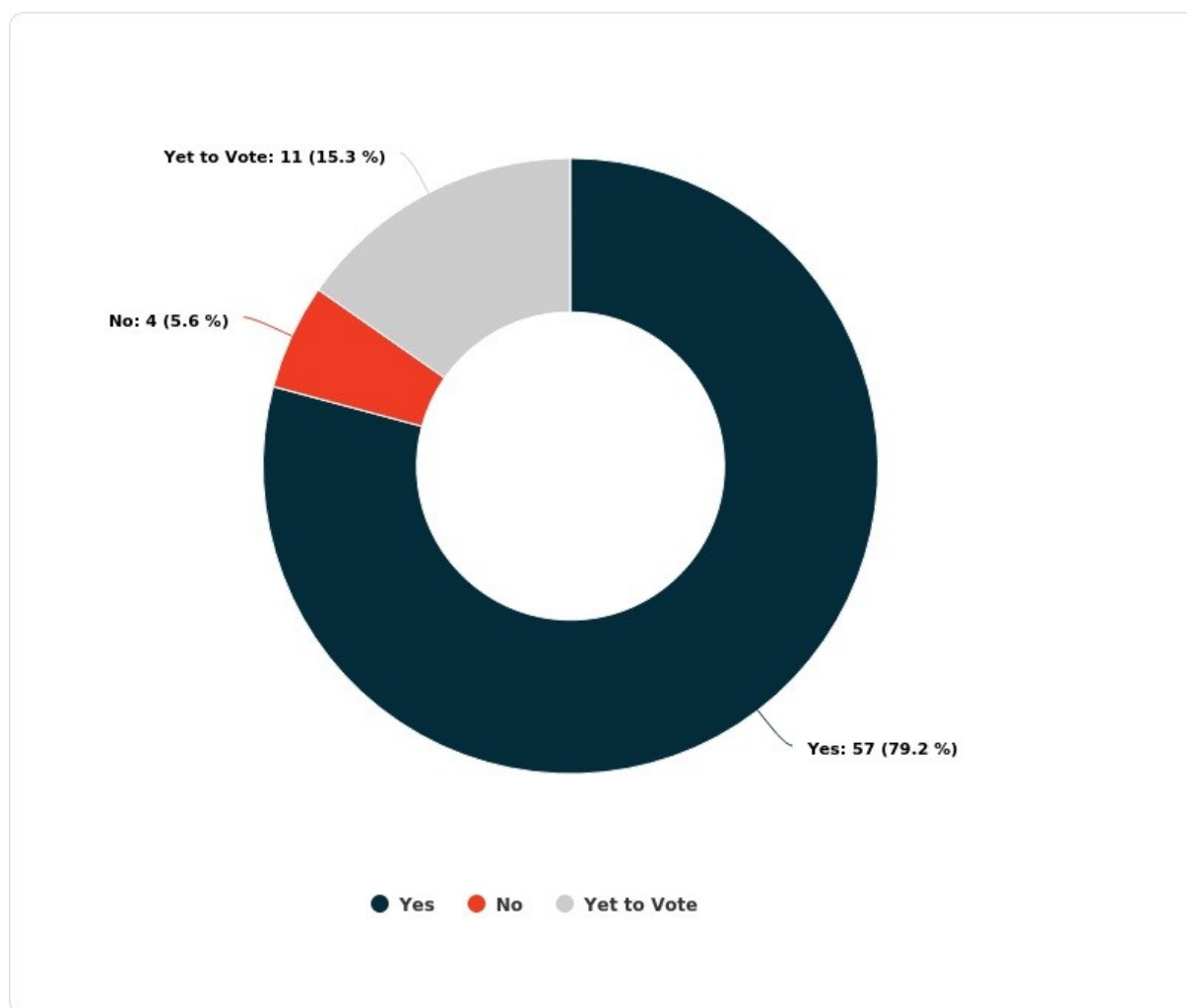
2C. An unlimited number of periodic or indefinite bans on the performance of functions related to towing of aircraft, including: work as Flight Deck Operator (FDO) for the towing of aircraft?



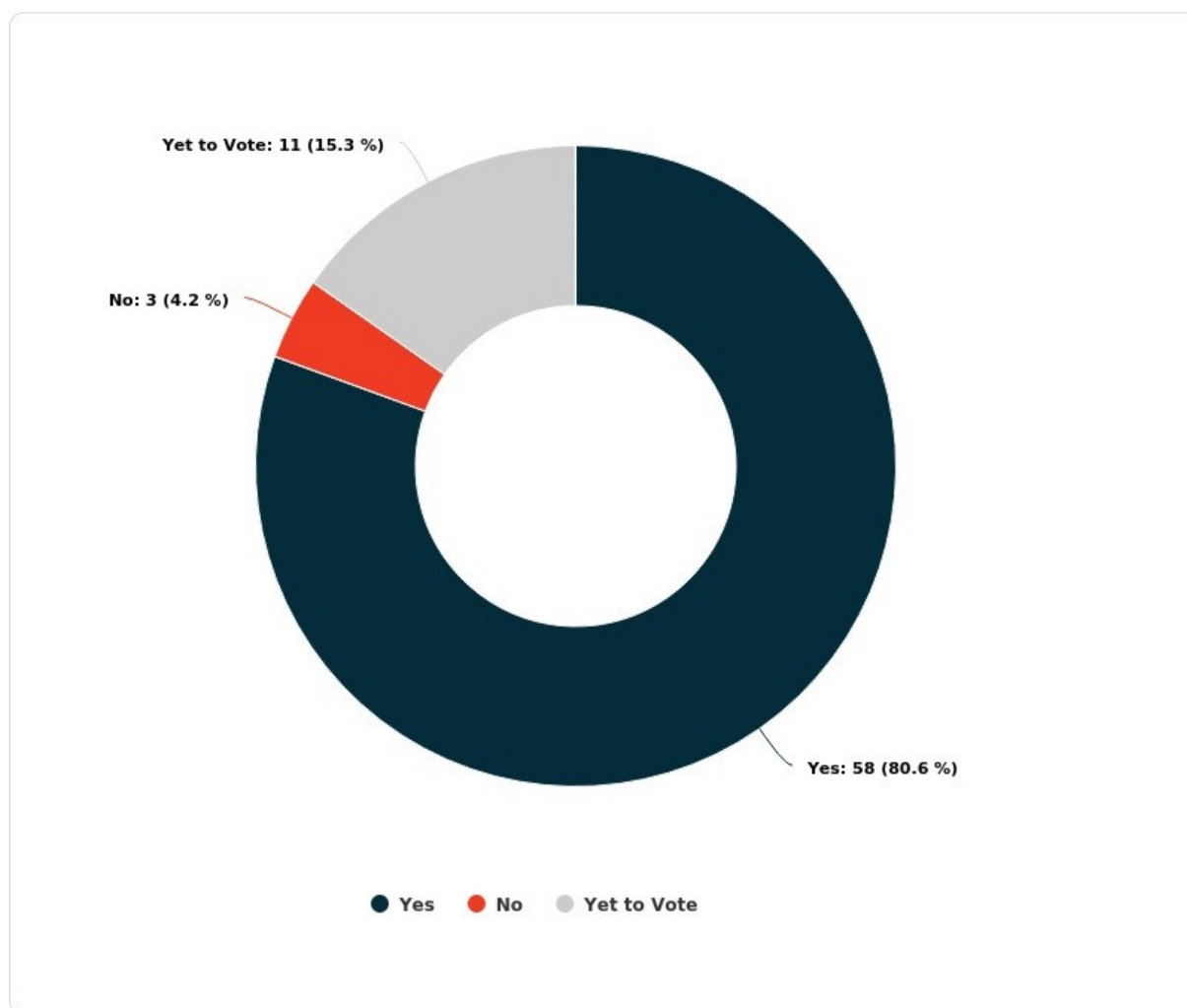
2D. An unlimited number of periodic or indefinite bans on the performance of functions related to towing of aircraft, including: works as aircraft clearance marshaller for the towing of aircraft?



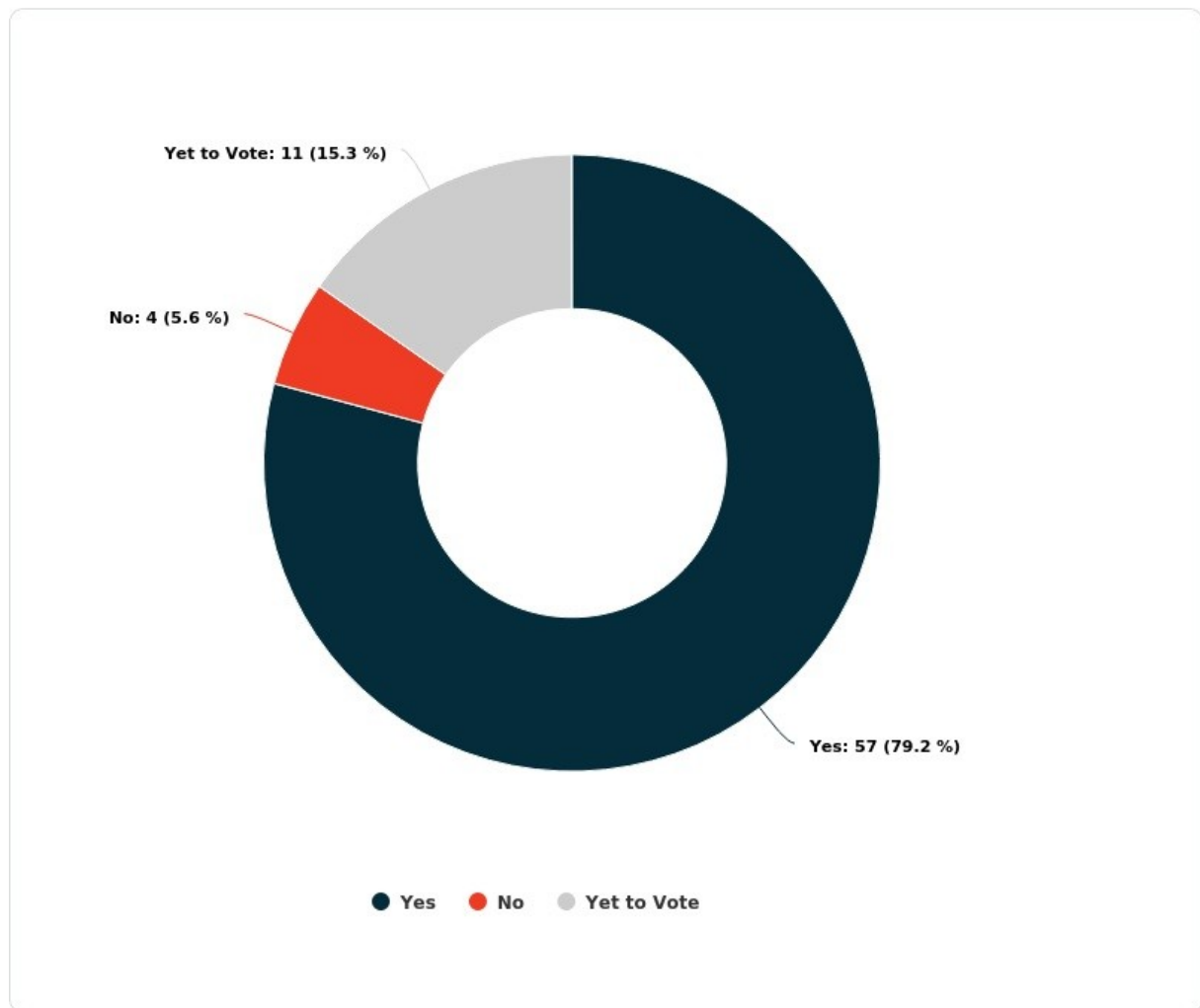
2E. An unlimited number of periodic or indefinite bans on the performance of functions related to towing of aircraft, including: Aircraft tug or tractor driving for the towing of aircraft?



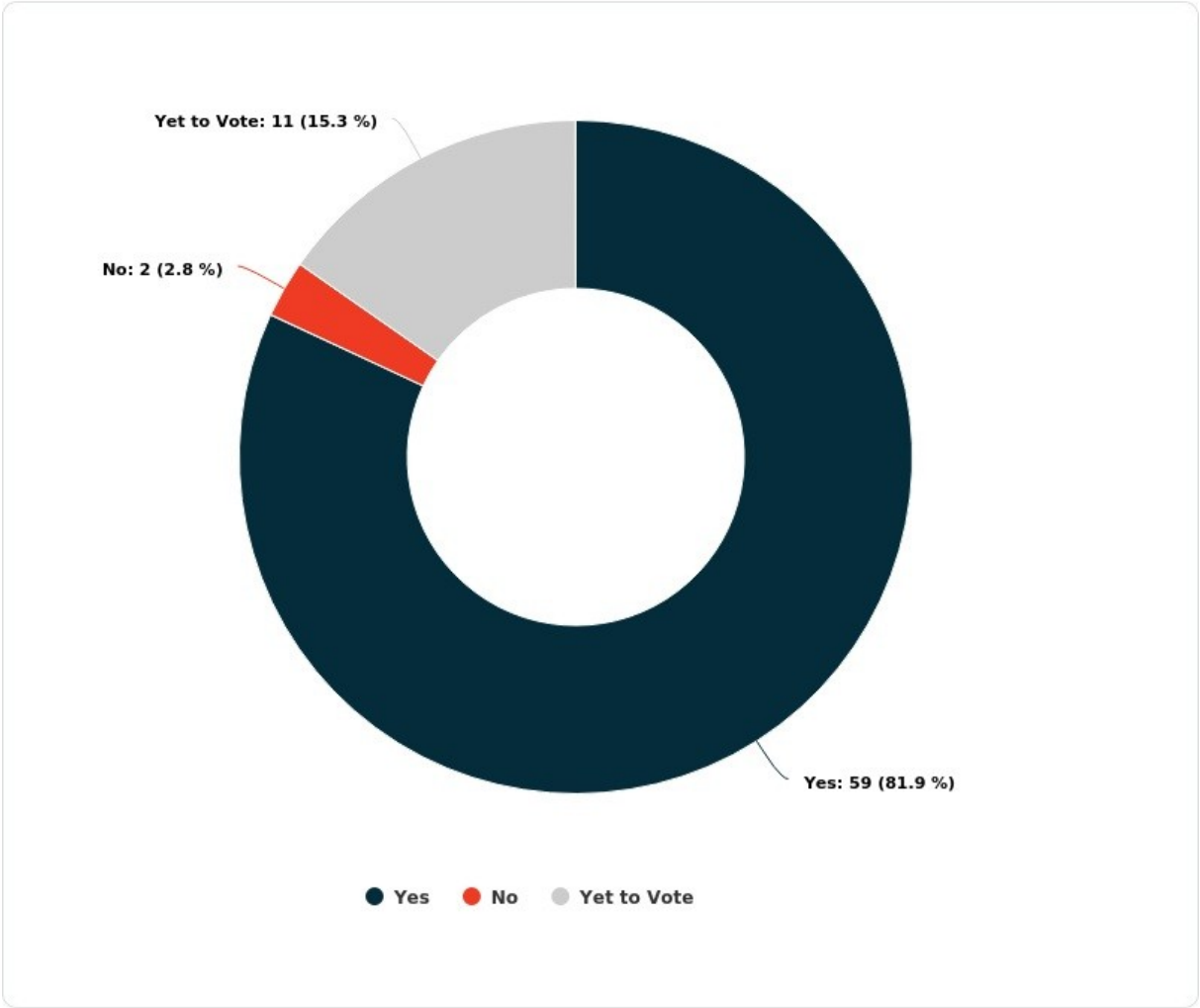
3. An unlimited number of periodic or indefinite bans on the use or operation of elevated work platforms (EWP)?



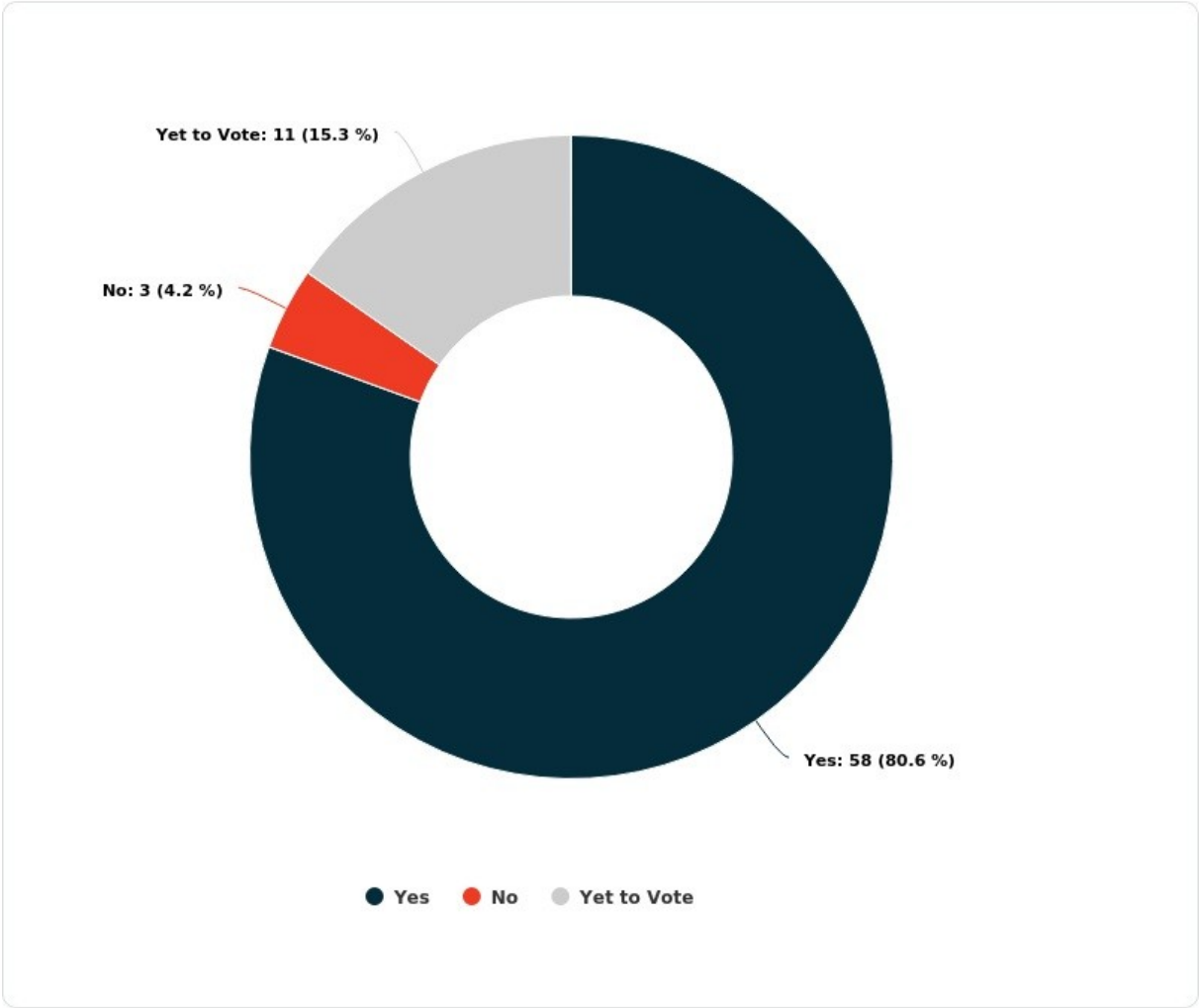
4. An unlimited number of periodic or indefinite bans on the performance of customer airline (third party) work?



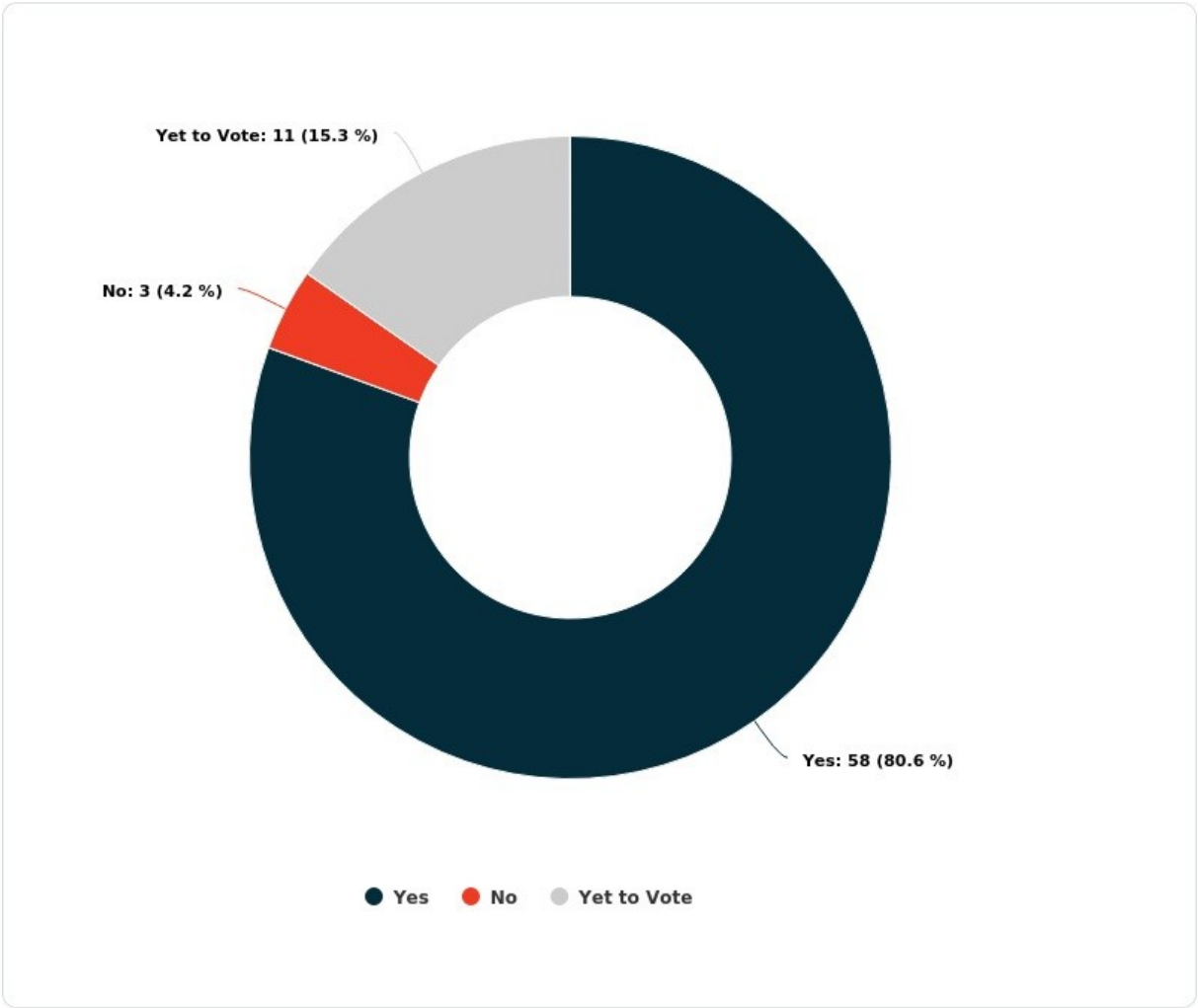
5. An unlimited number of periodic or indefinite bans on the performance of work that requires a High Risk Work license or qualification?



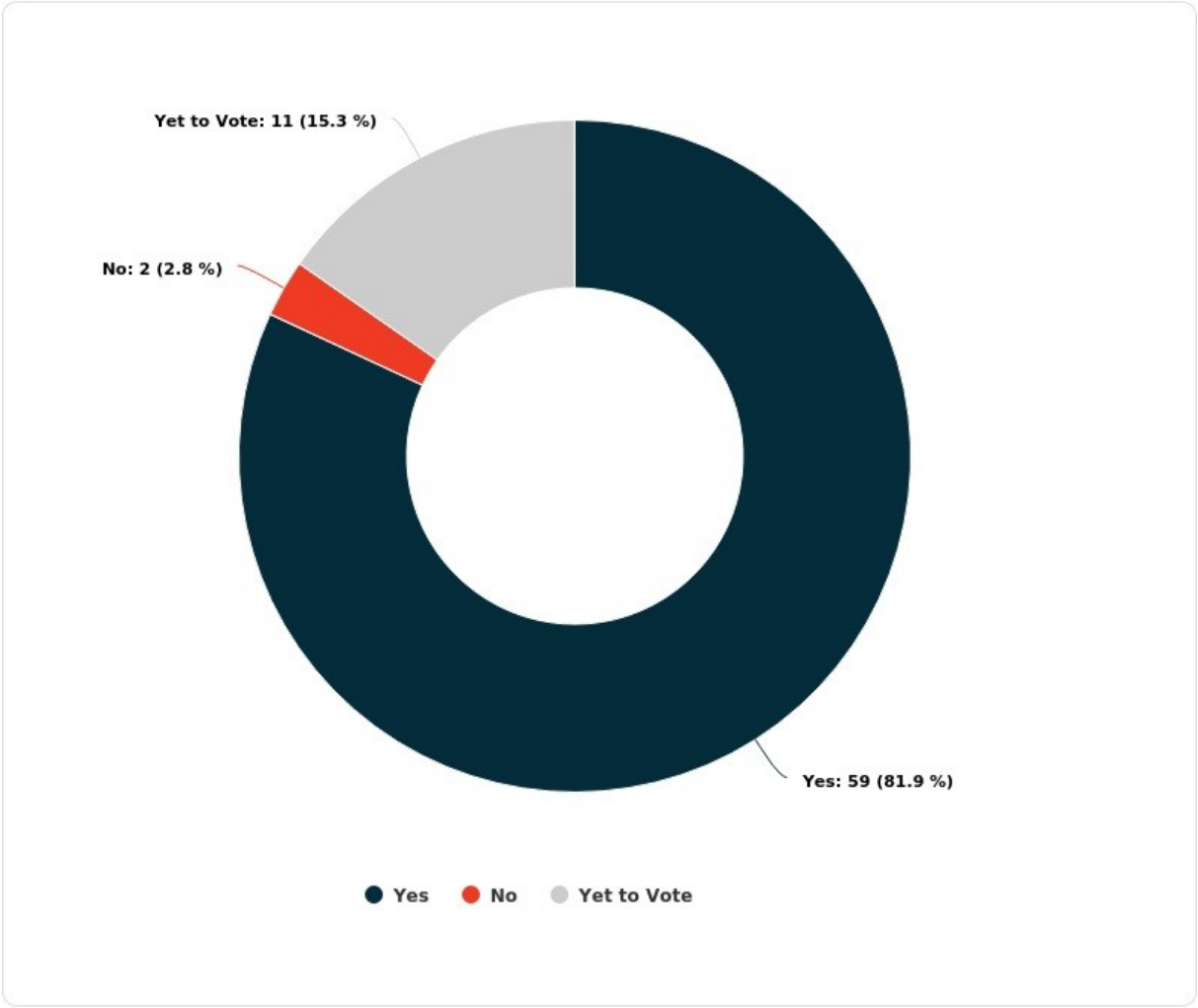
6. An unlimited number of periodic or indefinite bans on any work requiring the use or fitting of fall arrest harness?



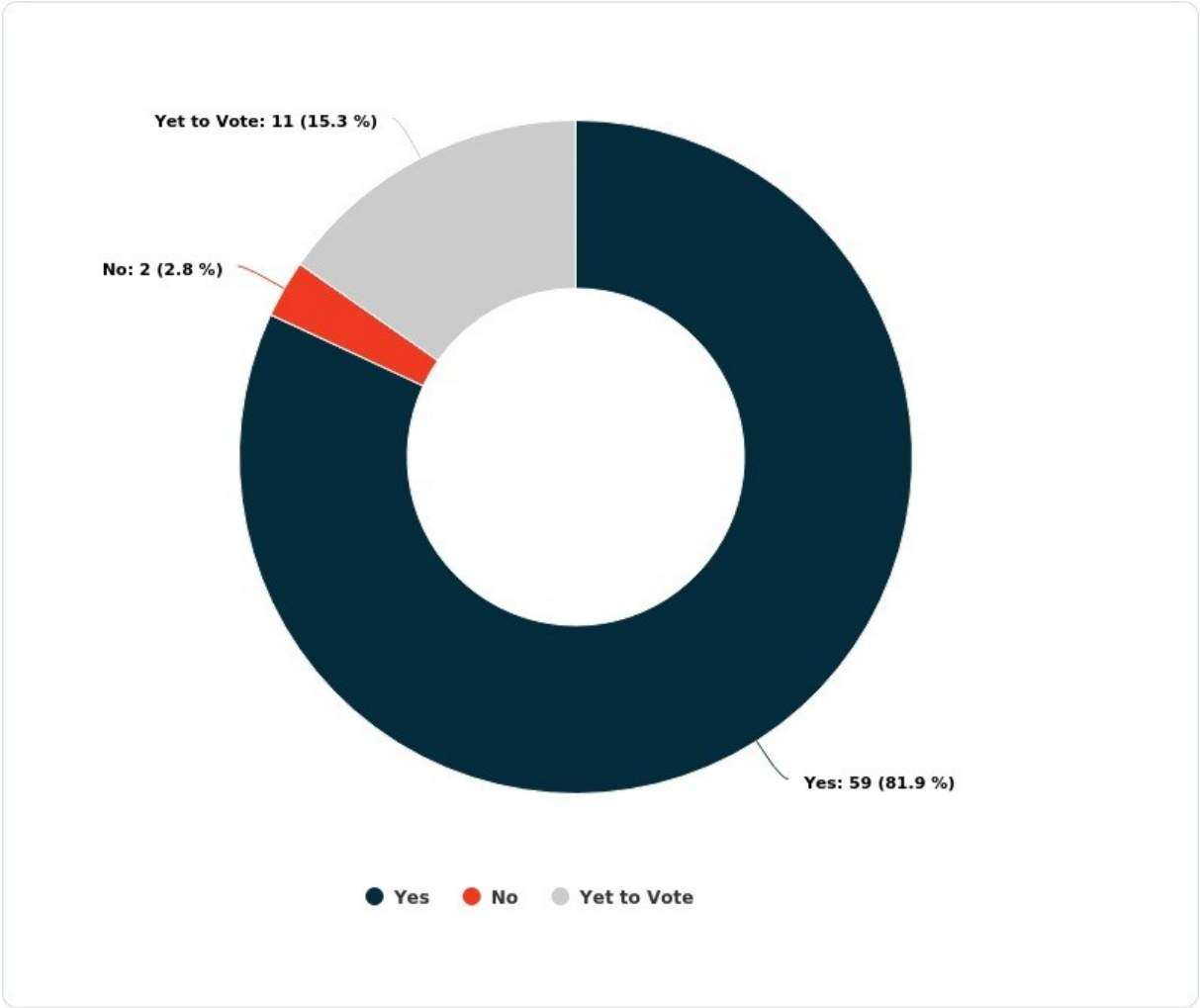
7. An unlimited number of periodic or indefinite bans on the performance of higher duties?



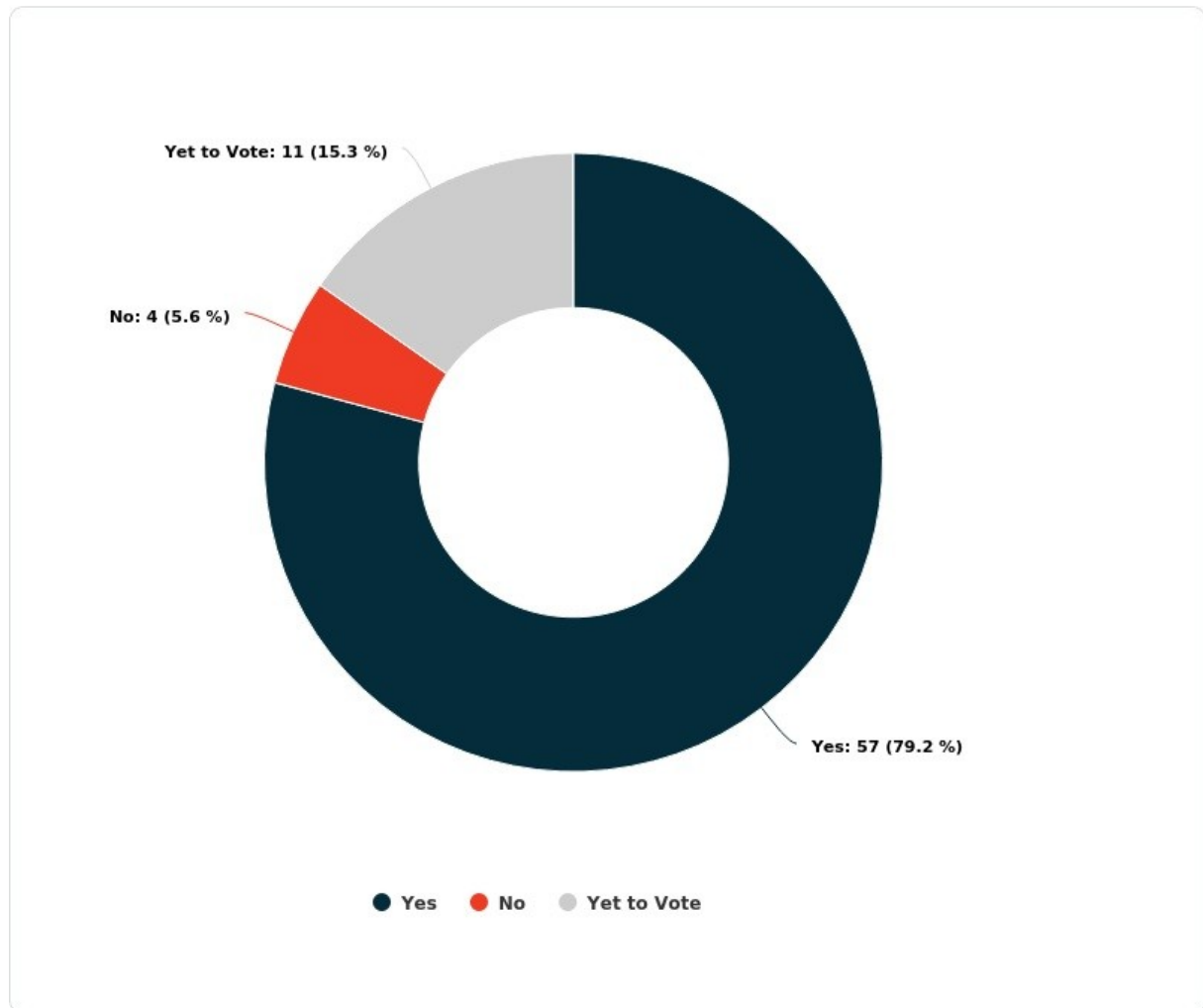
8. An unlimited number of periodic or indefinite ban on the De-icing of aircraft and all associated functions?



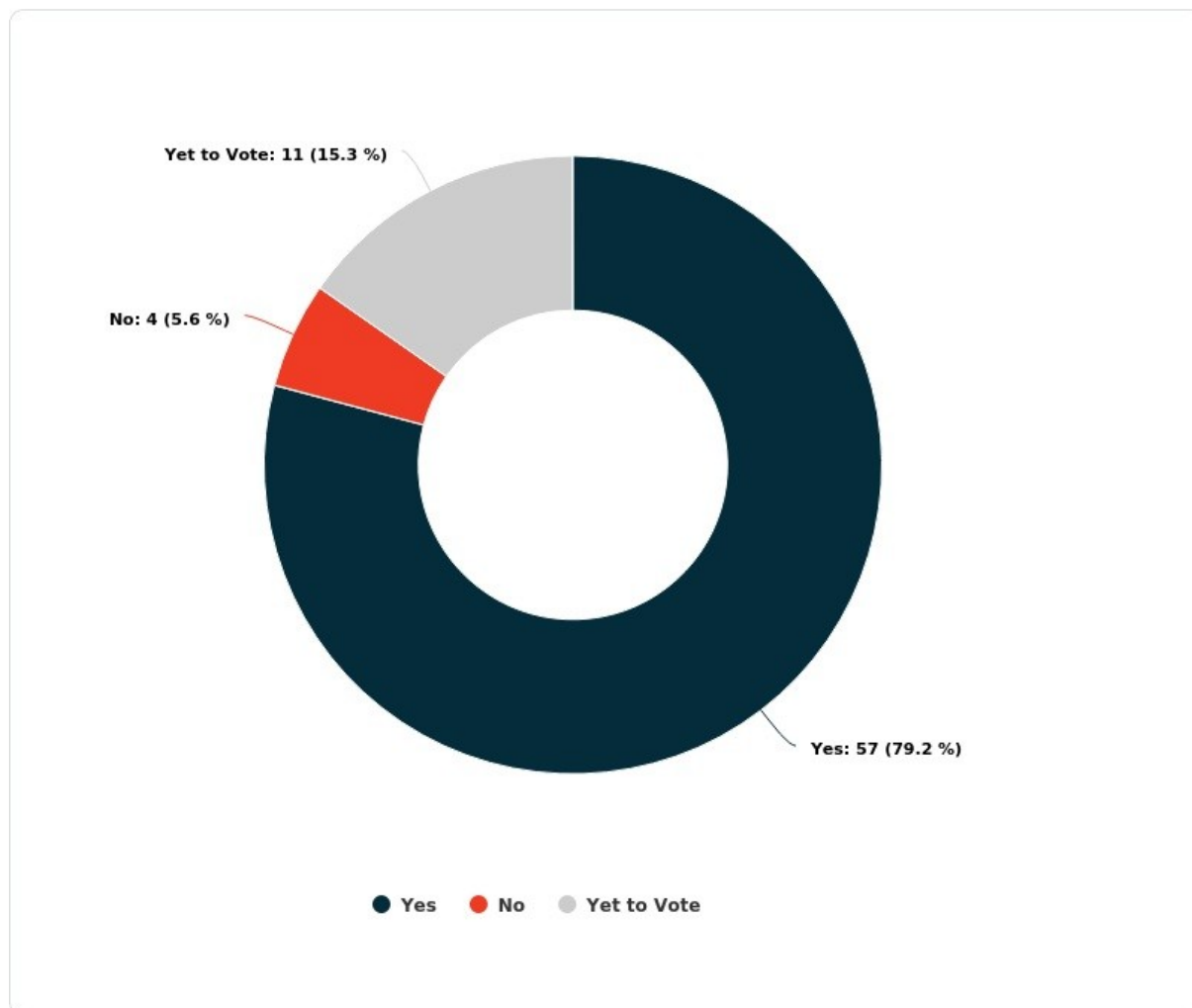
9. An unlimited number of periodic or indefinite ban on De-icing of aircraft Clean-up and all associated functions?



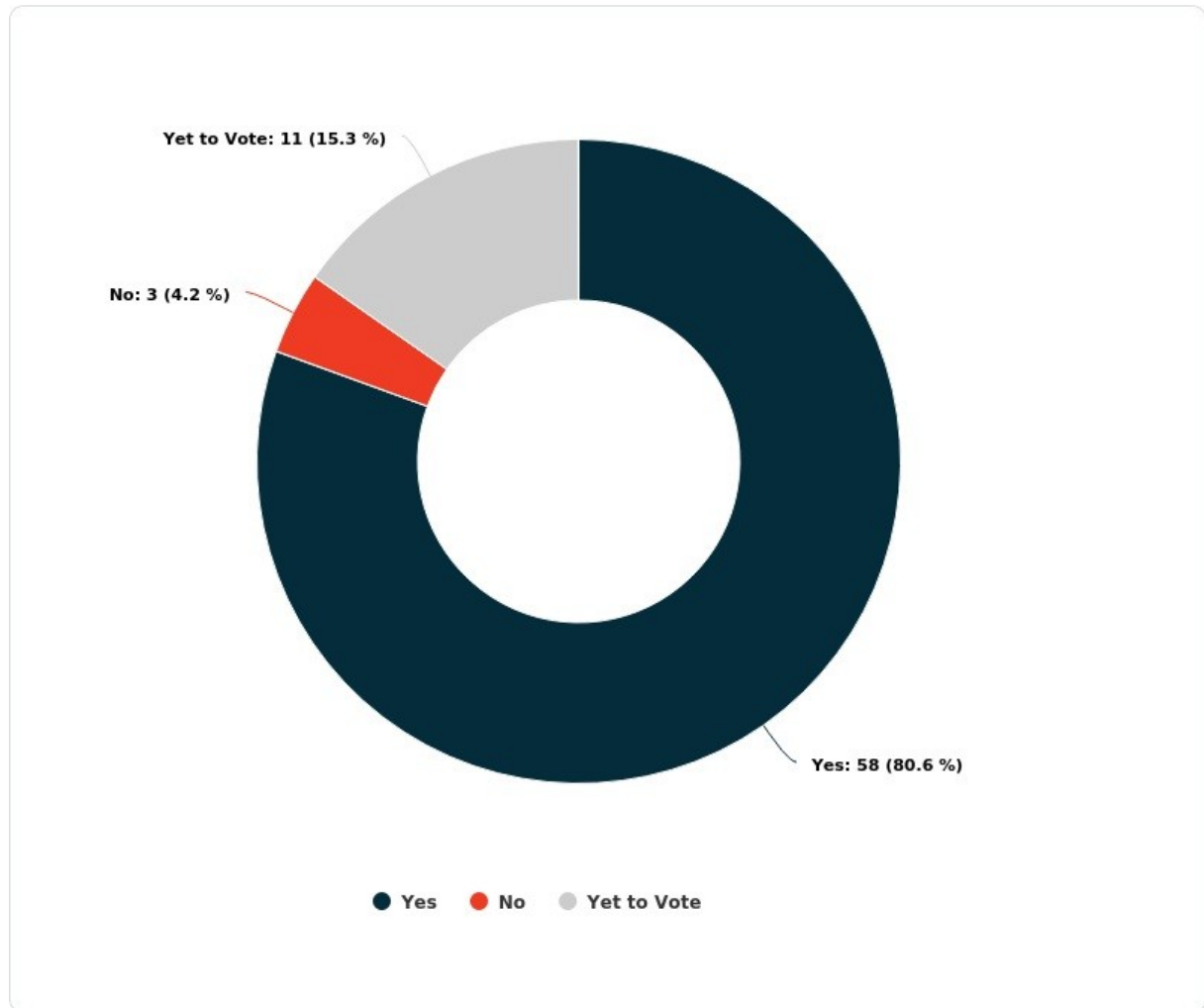
10A. An unlimited number of periodic or indefinite bans on: any production work carried out at any location away from an employee's PRIMARY assigned cost centre and / or Primary Cell Leader jurisdiction?



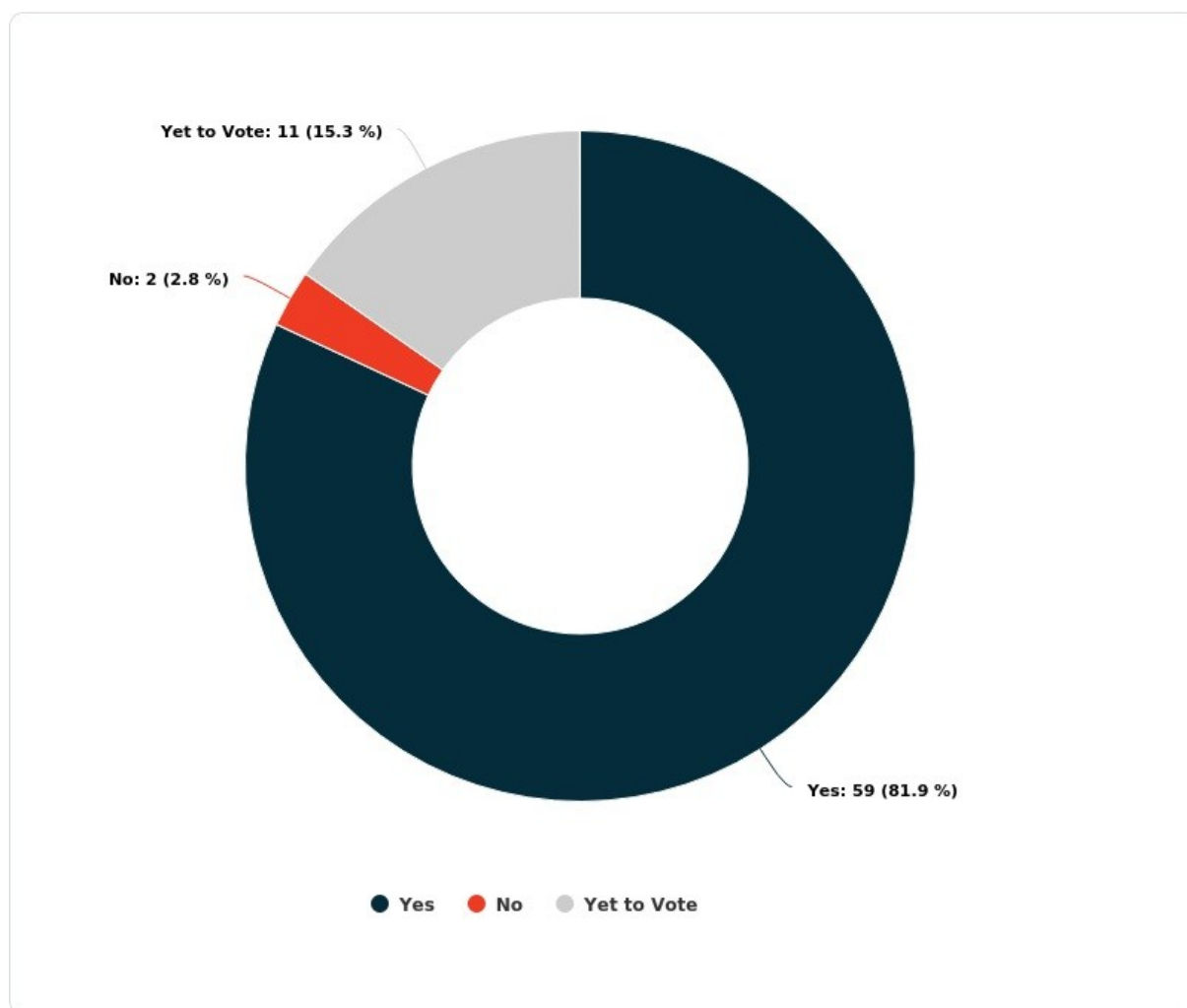
10B. An unlimited number of periodic or indefinite bans on: the certification of any work carried out at any location away from an employee's PRIMARY assigned cost centre and / or Primary Cell Leader jurisdiction?



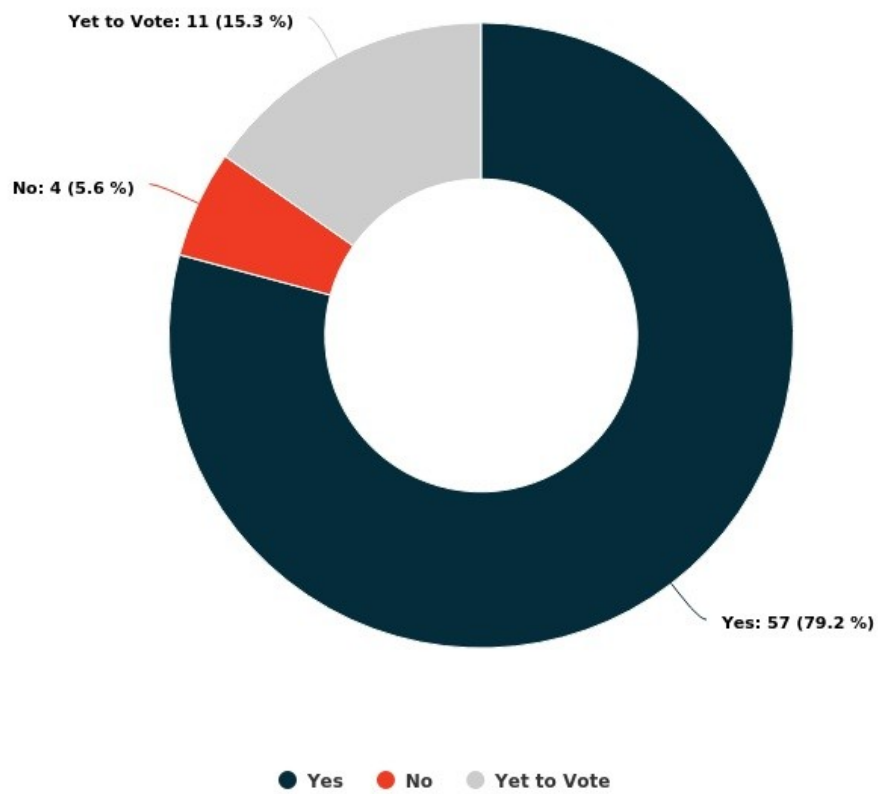
11A. An unlimited number of periodic or indefinite bans on any Temporary Acting roles where the member is filling in for: Cell Leader?



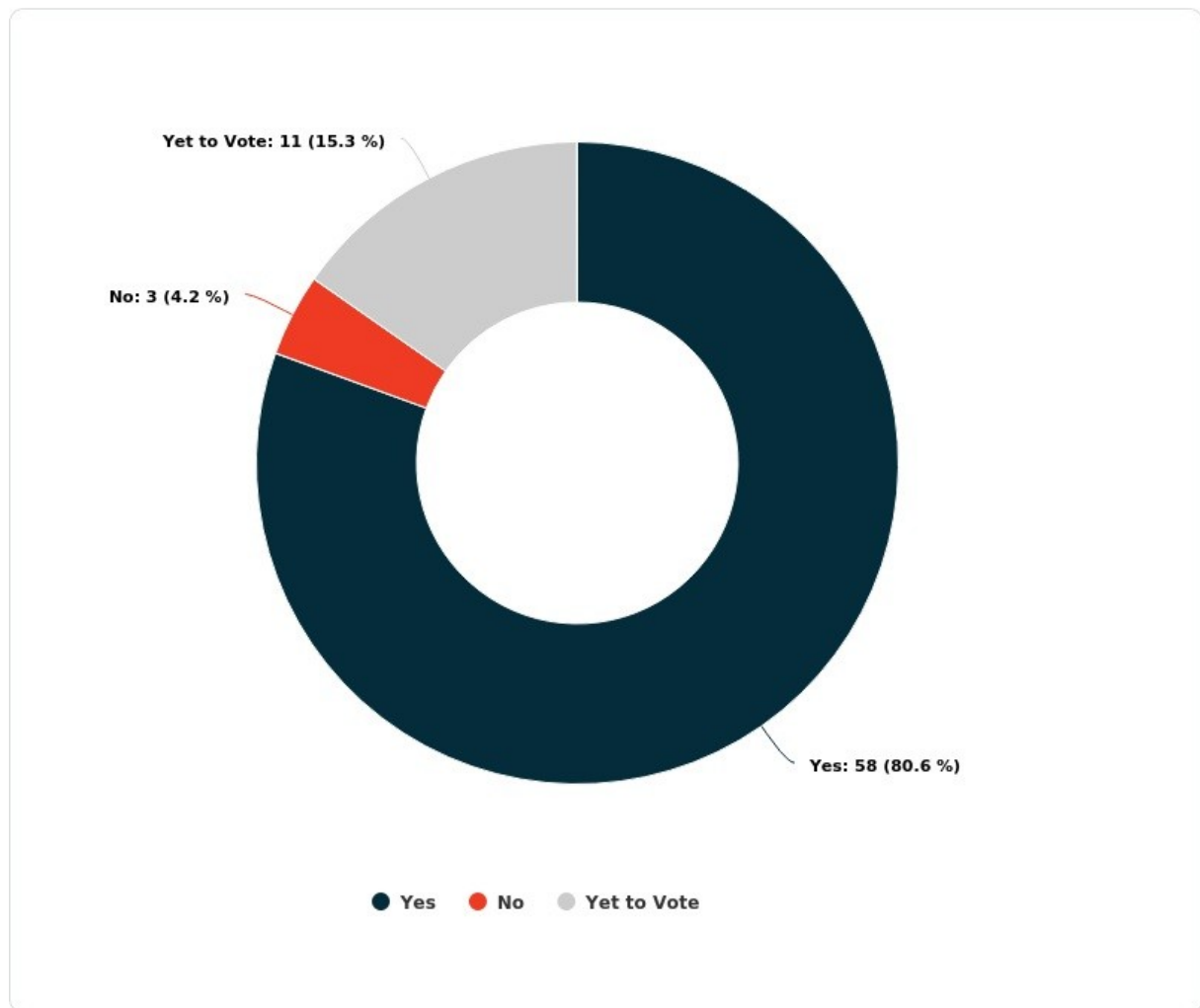
11B. An unlimited number of periodic or indefinite bans on any Temporary Acting roles where the member is filling in for: Management positions?



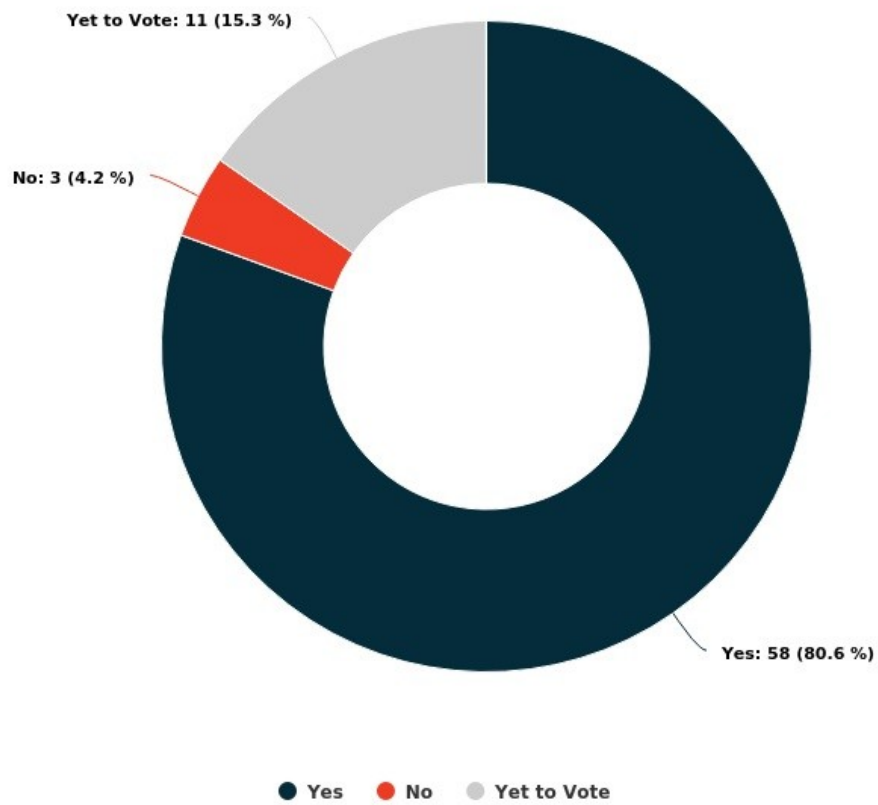
12A. An unlimited number of periodic or indefinite bans on the use of: Overhead Crane?



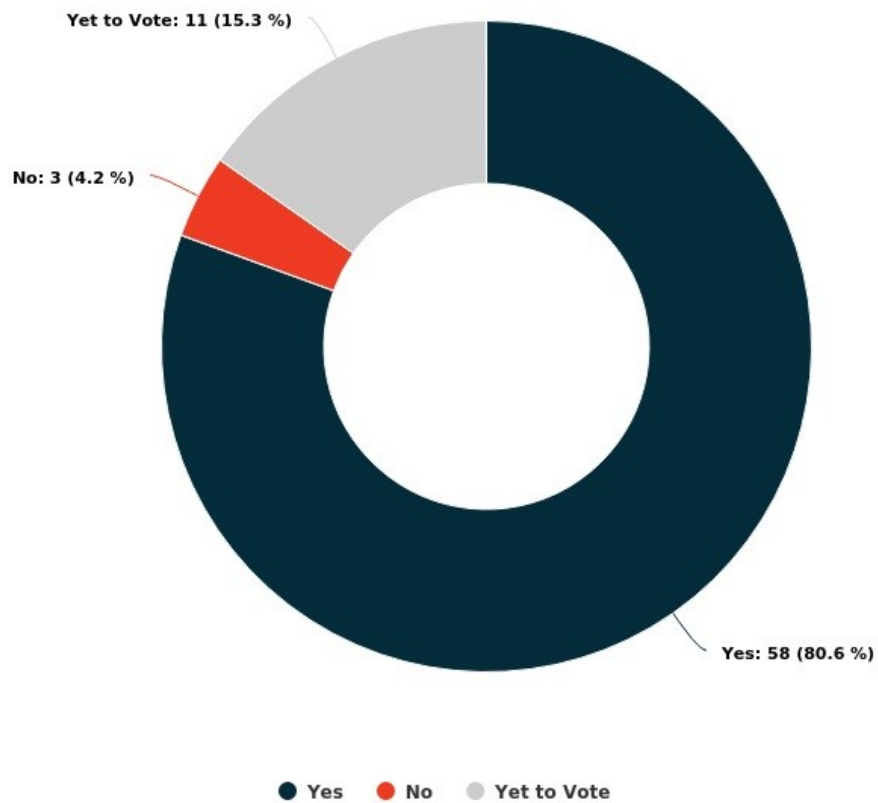
12B. An unlimited number of periodic or indefinite bans on the use of: Mobile crane operation (including all pallet trucks)?



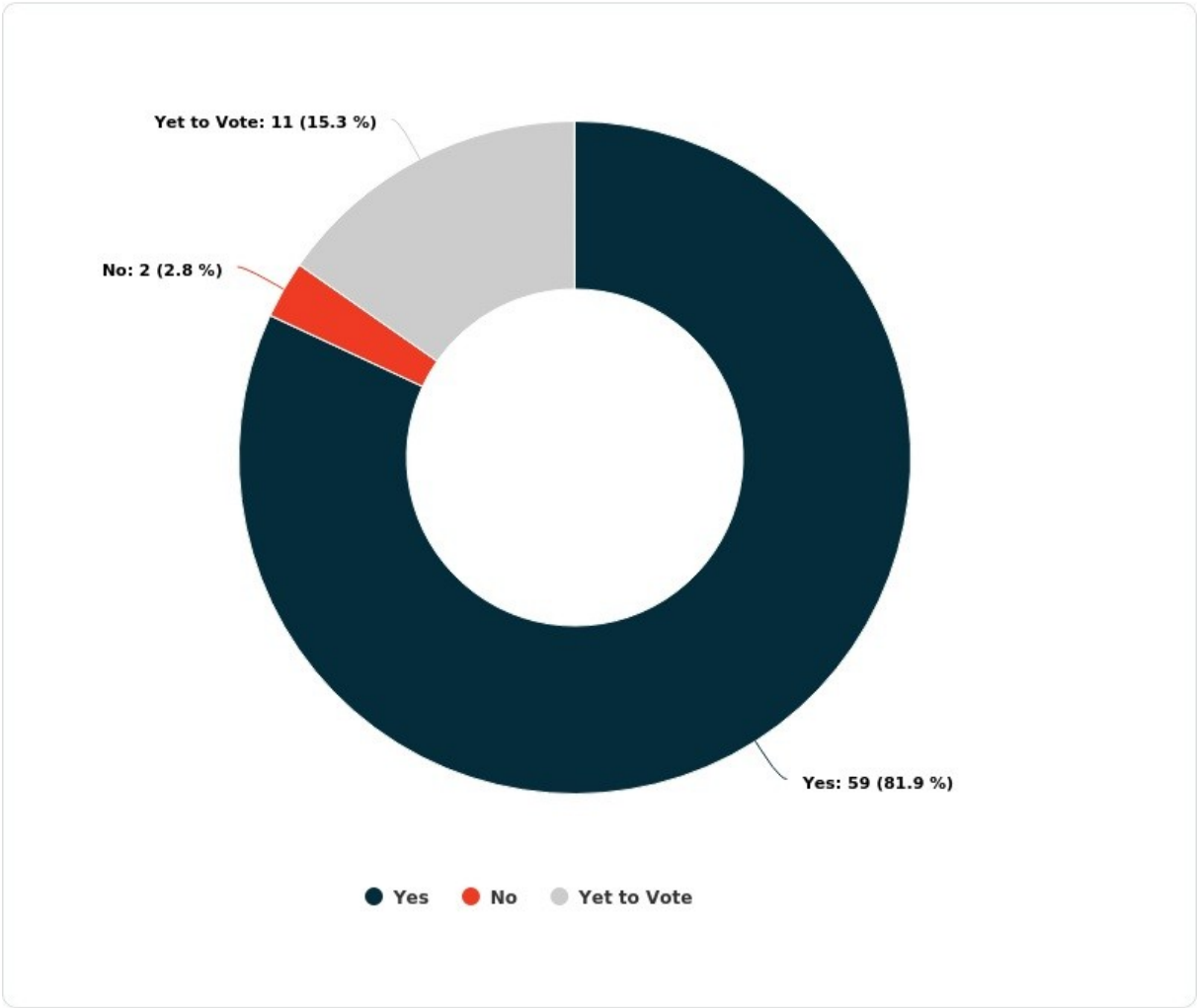
13A. An unlimited number of periodic or indefinite bans on certifying: SMC work?



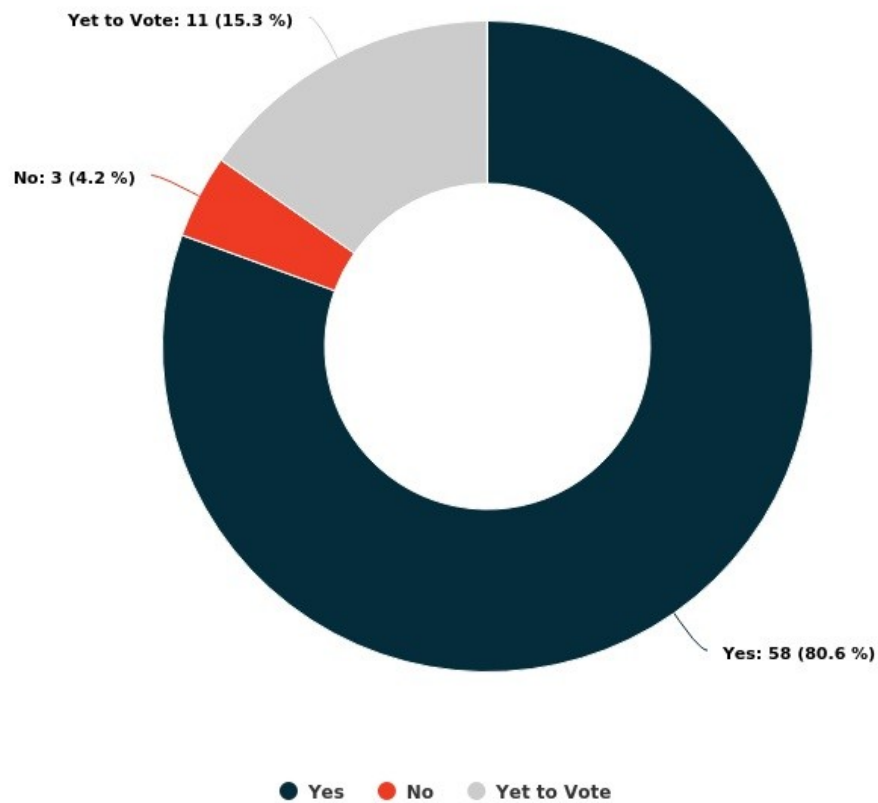
13B. An unlimited number of periodic or indefinite bans on certifying: FAA work?



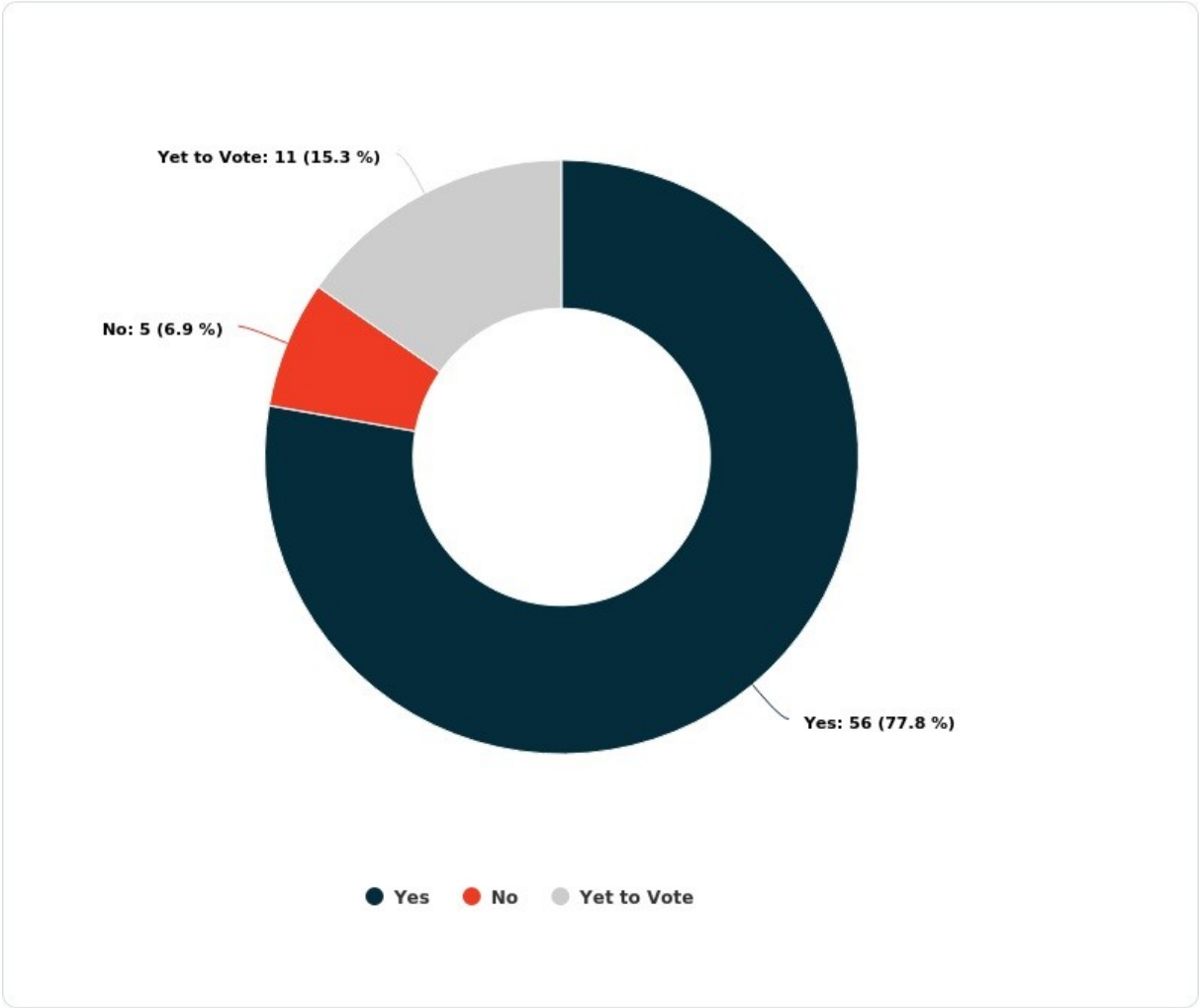
13C. An unlimited number of periodic or indefinite bans on certifying: EASA work?



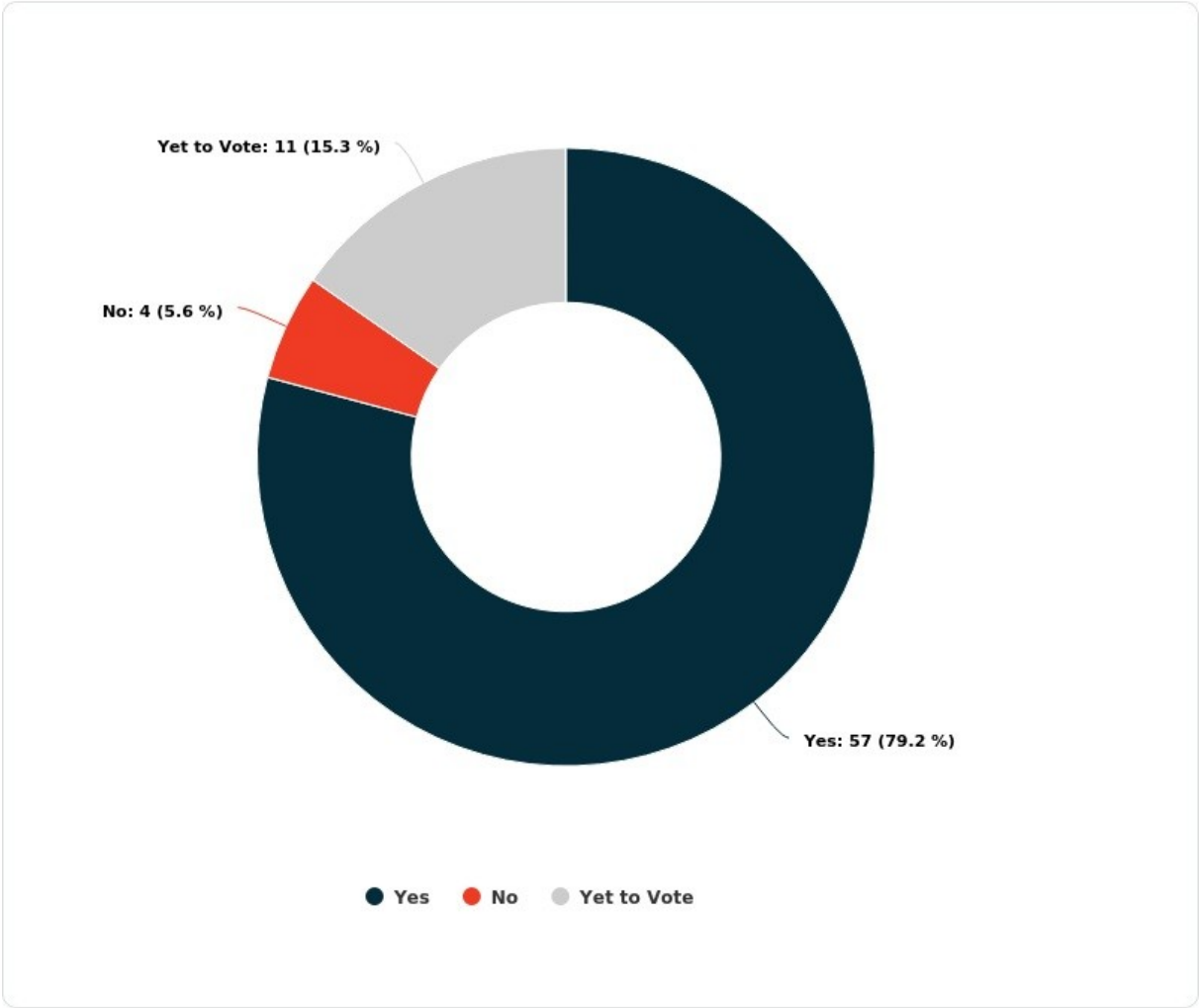
13D. An unlimited number of periodic or indefinite bans on certifying: NATA work?



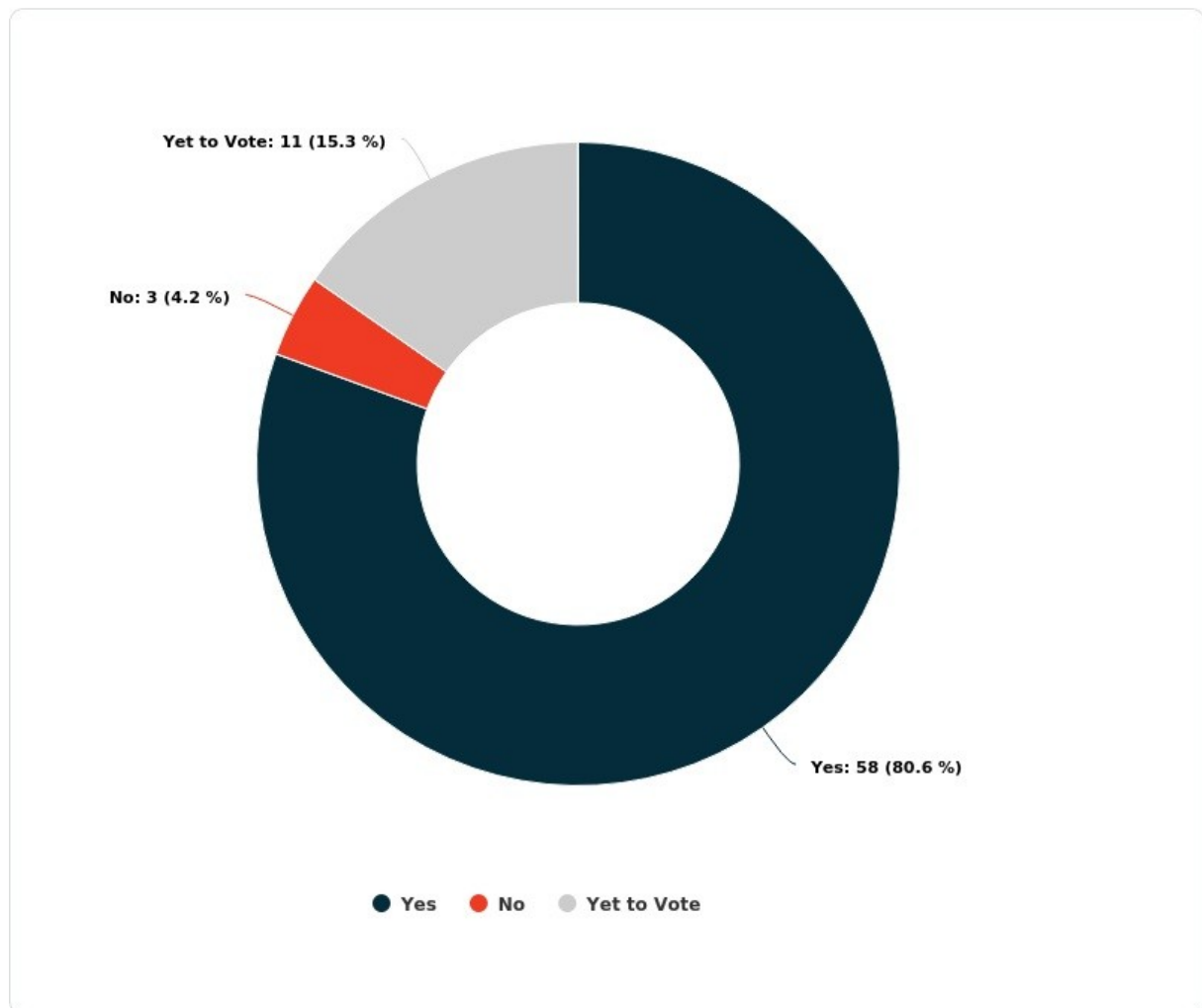
14. An unlimited number of periodic or indefinite bans on the performance of work within the NLCS scope?



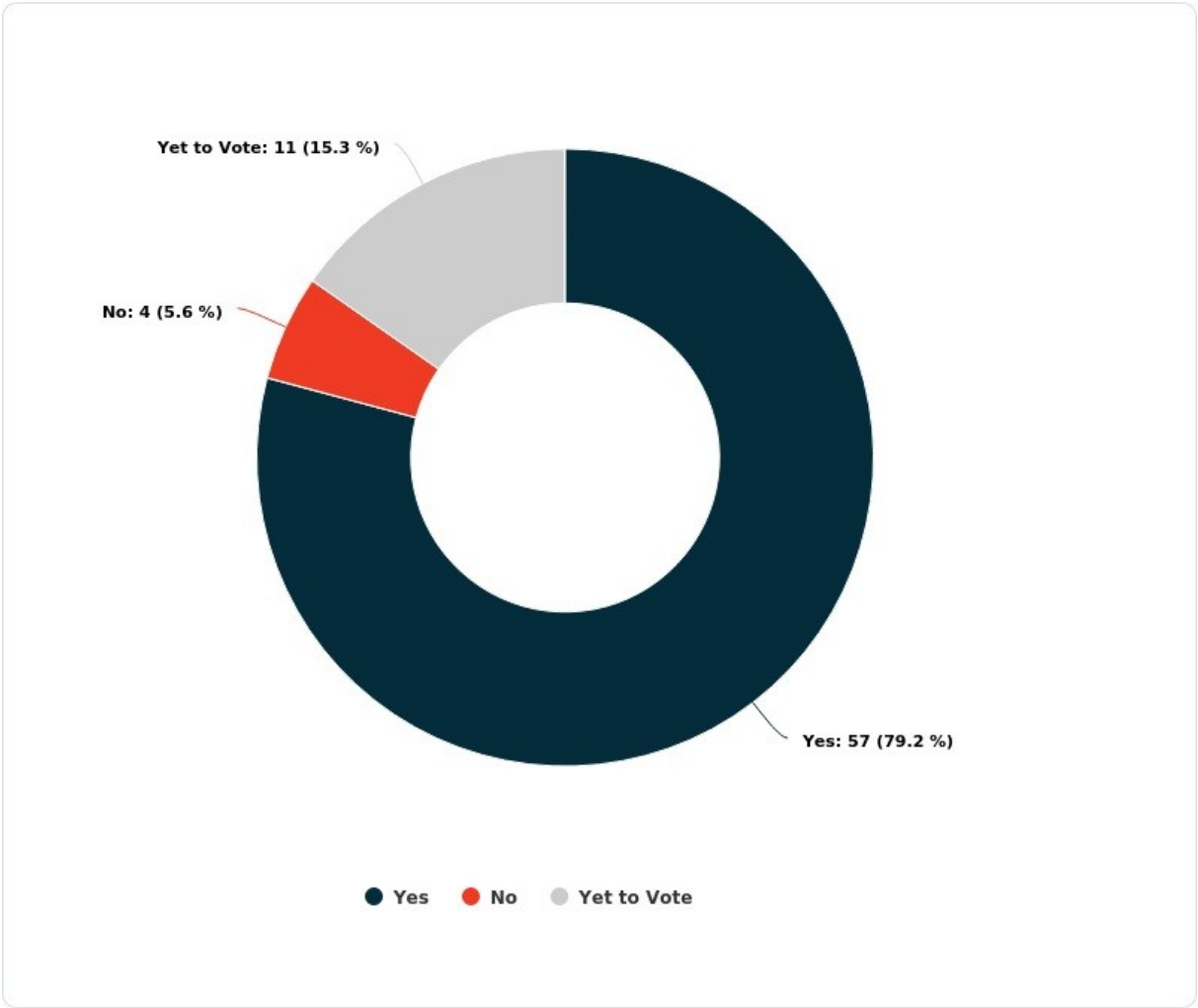
15. An unlimited number of periodic or indefinite bans on the use of all phones, including mobile phones whilst on shift?



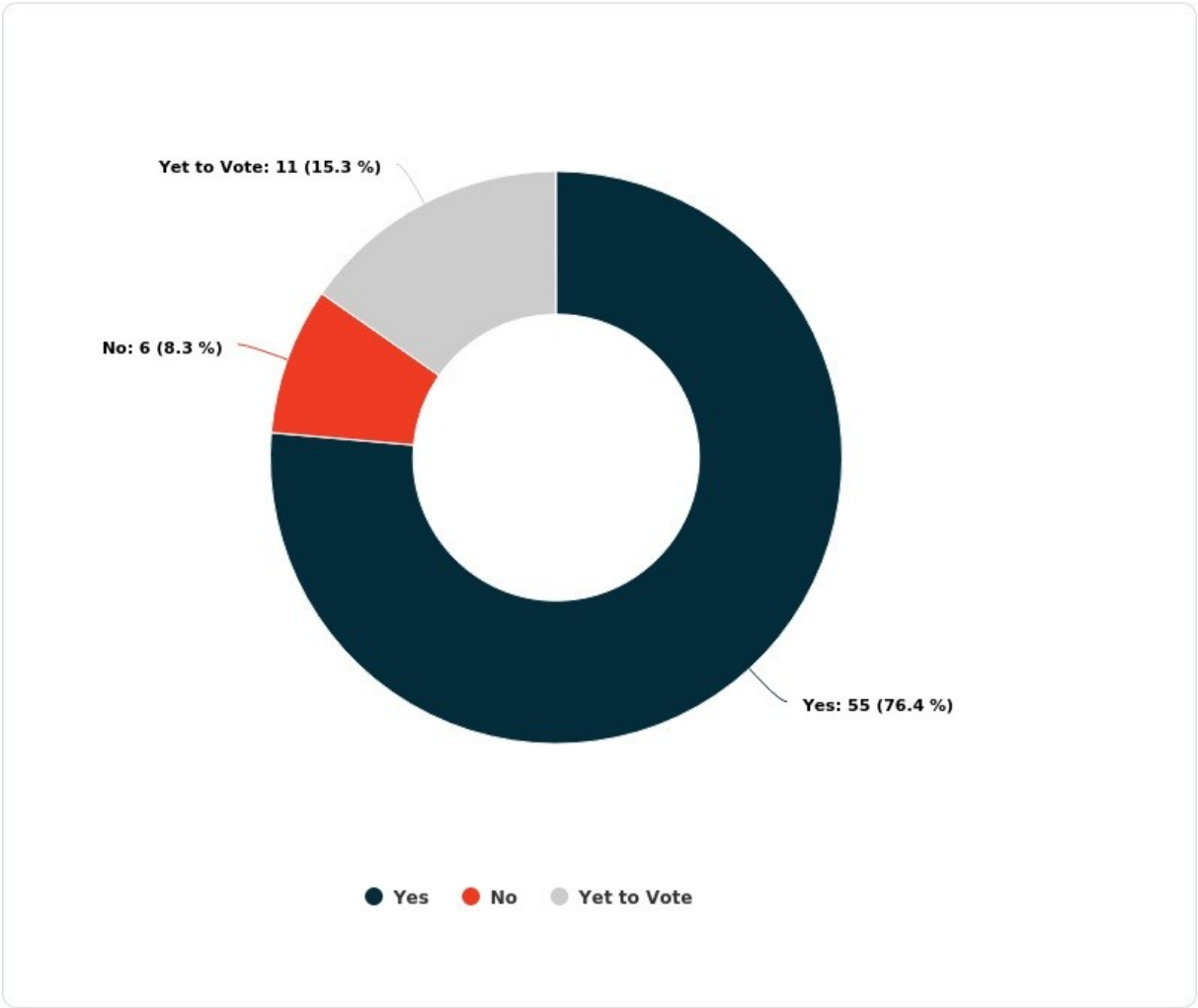
16. An unlimited number of periodic or indefinite bans on the use of any equipment used for lifting or transporting including Forklifts, pallet jacks, trolleys, overhead gantry cranes and mobile cranes?



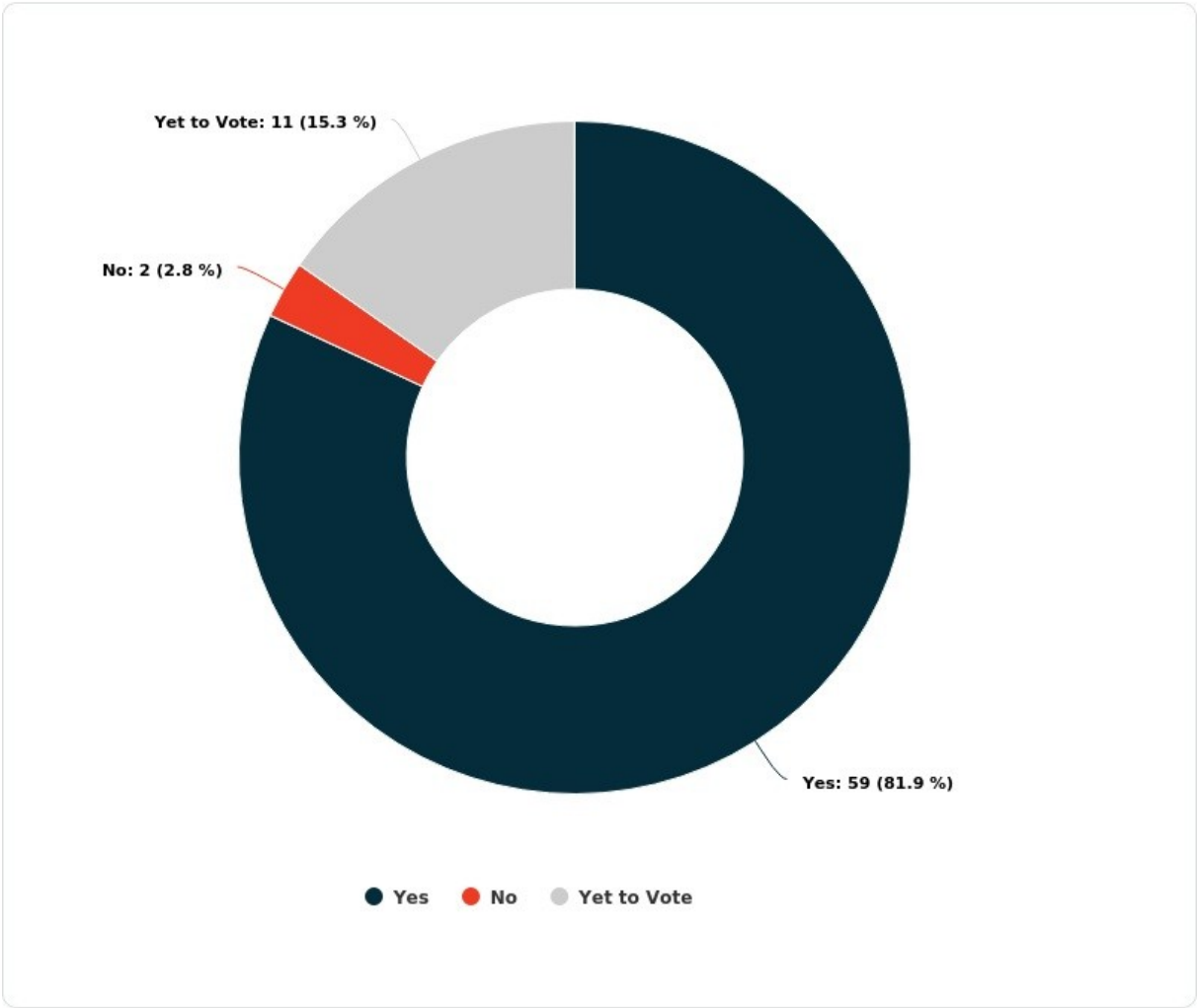
17. An unlimited number of periodic or indefinite bans on the performance of any extensions to tasks



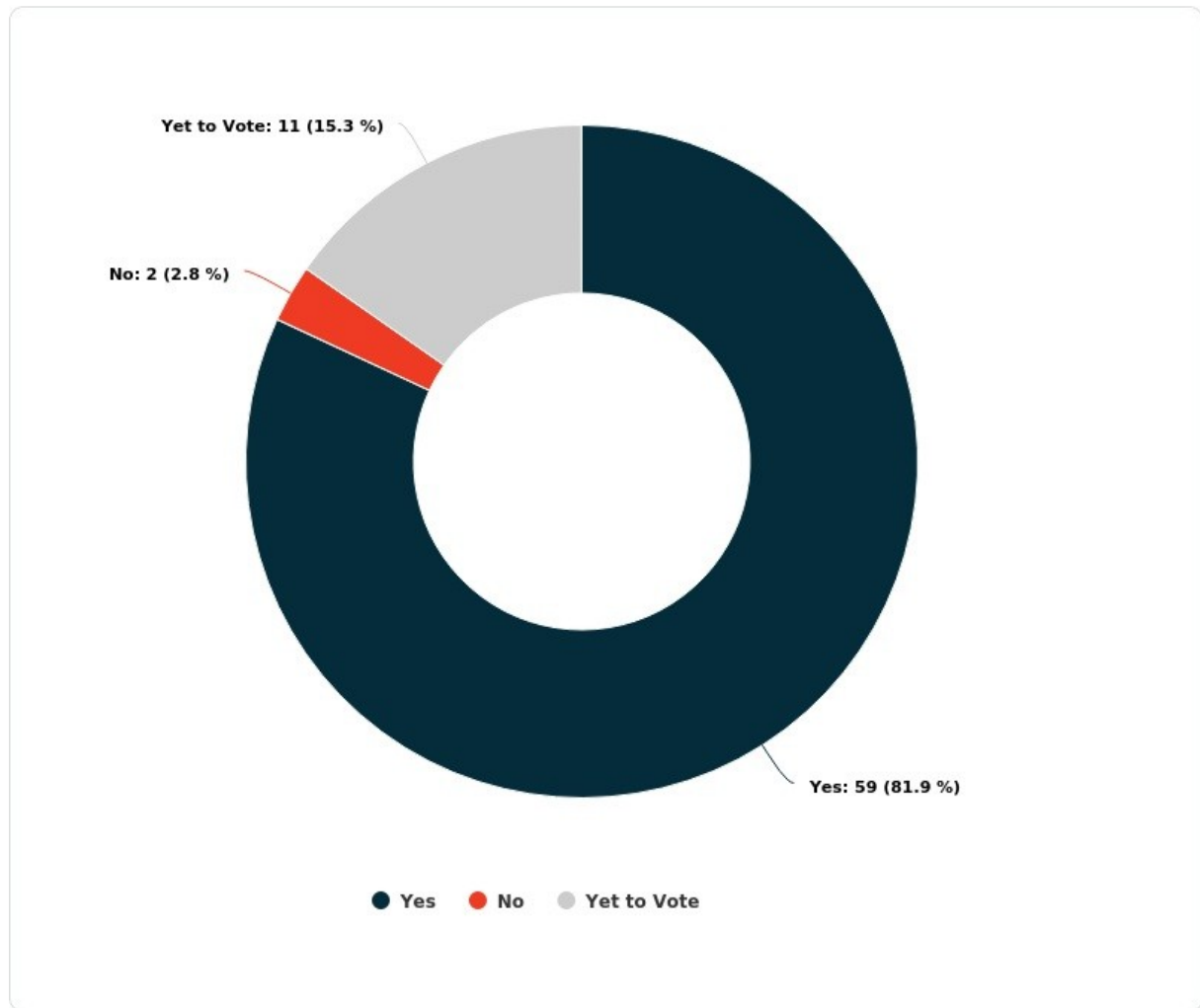
18. An unlimited number of periodic or indefinite bans on creating AdHoc tasks or faults?



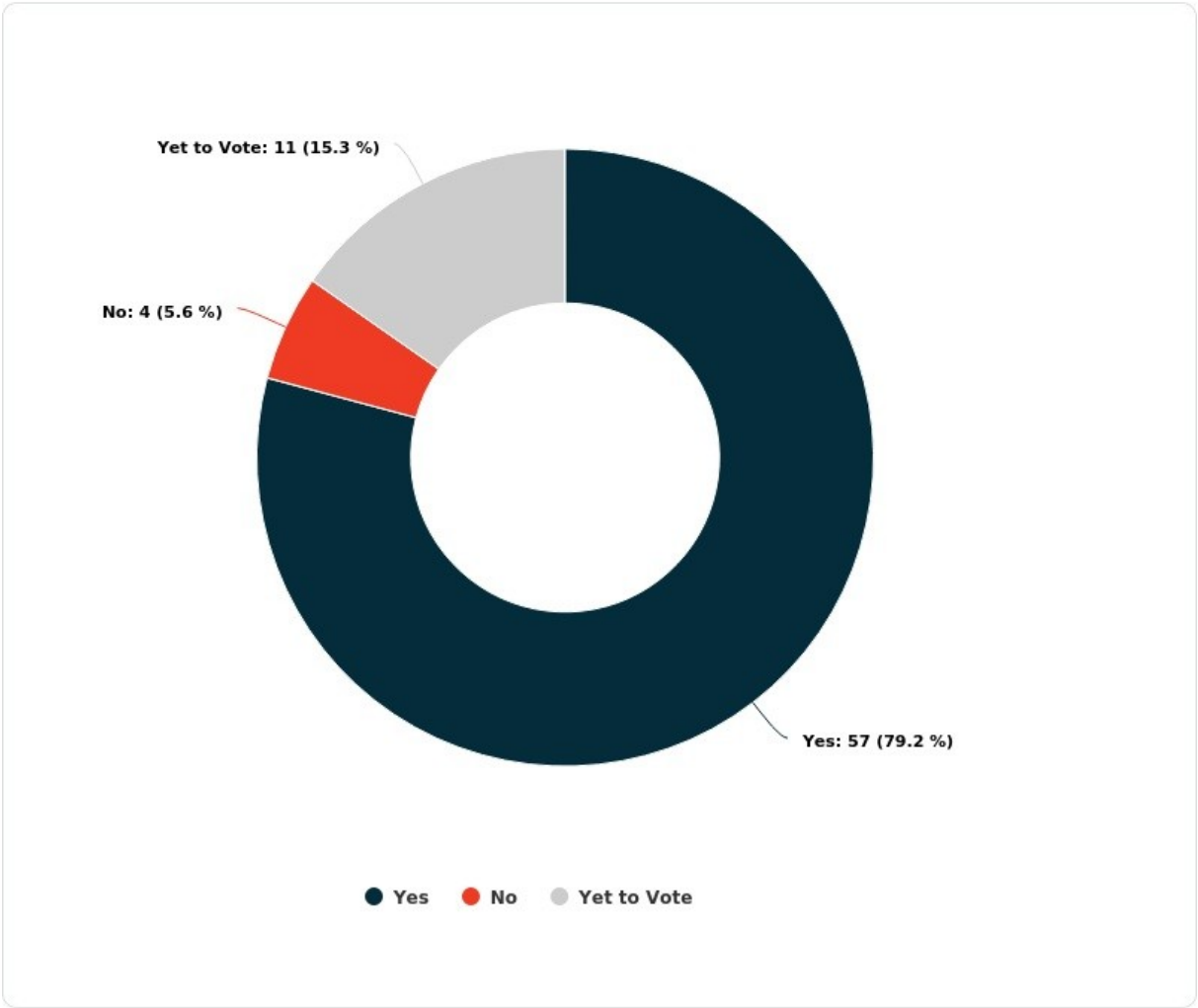
19A. An unlimited number of periodic or indefinite bans on: creating crew rest facility work packages?



19B. An unlimited number of periodic or indefinite bans on: initialising crew rest tasks?



20. An unlimited number of periodic or indefinite bans on the performance of any eLog functions?



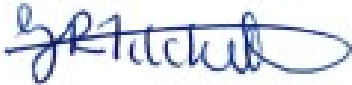
Vero Voting Independence Declaration

The CEPU v Qantas Airways (PAB B2025/865) has been managed and declared independent of CEPU, Qantas Airways and Fair Work.

No Individual vote has been disclosed to CEPU, Qantas Airways or Fair Work

The Protected Action Ballot result has been audited, and the declared result is assured.

Regards,



Greg Mitchell
Director,

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