



Ballot Report

B2025-891 Protected Action Ballot

Australian Federation of Air Pilots

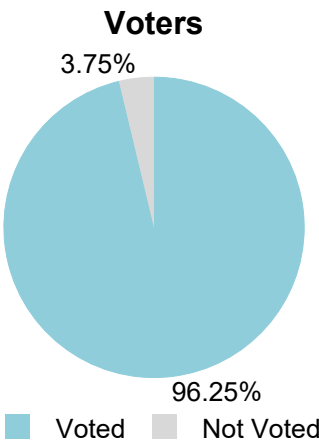
16 June 2025 to 25 June 2025

Ballot Report

The following ballot report is for B2025-891 Protected Action Ballot conducted by TrueVote on behalf of Australian Federation of Air Pilots. 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 80 registered voters. 77 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 B2025-891 Protected Action Ballot | 16/6/25 6:00 AM | Email | Generic |
| Vote Open B2025-891 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 B2025-891 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 B2025-891 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 (80) | % of Response Rate (77) |
|----------|--------|-----------------|-------------------------|
| YES | 76 | 95.00% | 98.70% |
| NO | 1 | 1.25% | 1.30% |

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 (80) | % of Response Rate (77) |
|----------|--------|-----------------|-------------------------|
| YES | 76 | 95.00% | 98.70% |
| NO | 1 | 1.25% | 1.30% |

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 (80) | % of Response Rate (77) |
|----------|--------|-----------------|-------------------------|
| YES | 75 | 93.75% | 97.40% |
| NO | 2 | 2.50% | 2.60% |

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 (80) | % of Response Rate (77) |
|----------|--------|-----------------|-------------------------|
| YES | 77 | 96.25% | 100.00% |
| NO | 0 | 0.00% | 0.00% |

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 (80) | % of Response Rate (77) |
|----------|--------|-----------------|-------------------------|
| YES | 74 | 92.50% | 96.10% |
| NO | 3 | 3.75% | 3.90% |

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

| Response | Result | % of Total (80) | % of Response Rate (77) |
|----------|--------|-----------------|-------------------------|
| YES | 75 | 93.75% | 97.40% |
| NO | 2 | 2.50% | 2.60% |

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 (80) | % of Response Rate (77) |
|----------|--------|-----------------|-------------------------|
| YES | 76 | 95.00% | 98.70% |
| NO | 1 | 1.25% | 1.30% |

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

| Response | Result | % of Total (80) | % of Response Rate (77) |
|----------|--------|-----------------|-------------------------|
| YES | 75 | 93.75% | 97.40% |
| NO | 2 | 2.50% | 2.60% |

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 (80) | % of Response Rate (77) |
|----------|--------|-----------------|-------------------------|
| YES | 76 | 95.00% | 98.70% |
| NO | 1 | 1.25% | 1.30% |

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 (80) | % of Response Rate (77) |
|----------|--------|-----------------|-------------------------|
| YES | 74 | 92.50% | 96.10% |
| NO | 3 | 3.75% | 3.90% |

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

| Response | Result | % of Total (80) | % of Response Rate (77) |
|----------|--------|-----------------|-------------------------|
| YES | 74 | 92.50% | 96.10% |
| NO | 3 | 3.75% | 3.90% |

Responses By Date

| Date | Votes | % of Total (80) | % of Response Rate (77) |
|-----------|-------|-----------------|-------------------------|
| 16 Jun 25 | 54 | 67.50% | 70.13% |
| 17 Jun 25 | 9 | 11.25% | 11.69% |
| 18 Jun 25 | 3 | 3.75% | 3.90% |
| 19 Jun 25 | 1 | 1.25% | 1.30% |
| 20 Jun 25 | 1 | 1.25% | 1.30% |
| 21 Jun 25 | 1 | 1.25% | 1.30% |
| 22 Jun 25 | 1 | 1.25% | 1.30% |
| 23 Jun 25 | 4 | 5.00% | 5.19% |
| 24 Jun 25 | 1 | 1.25% | 1.30% |
| 25 Jun 25 | 2 | 2.50% | 2.60% |

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