



# **B2024-1607 Protected Action Ballot**

Australian Federation of Air Pilots

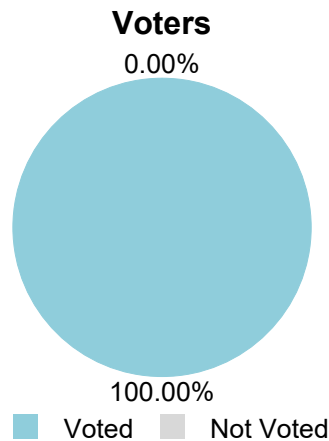
16 December 2024 to 20 December 2024

## Ballot Report

The following ballot report is for B2024-1607 Protected Action Ballot conducted by TrueVote on behalf of Australian Federation of Air Pilots. The ballot was live from 16/12/24 12:00 PM AWST to 20/12/24 4:00 PM AWST.

### Voter Roll

The voter roll for the ballot consisted of 29 registered voters. 29 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 Western Australia Time.

Subject	Date	Type	Event
Notice of B2024-1607 Protected Action Ballot	16/12/24 6:00 AM	Email	Generic
Vote Open B2024-1607 Protected Action Ballot	16/12/24 12:00 PM	Email	Voting open
SMS Vote Open	16/12/24 12:00 PM	SMS	Voting open
Vote Reminder B2024-1607 Protected Action Ballot	18/12/24 6:00 AM	Email	Voting reminder
Vote Reminder B2024-1607 Protected Action Ballot	20/12/24 6:00 AM	Email	Voting reminder
SMS Reminder	20/12/24 6:00 AM	SMS	Voting reminder

In supporting or advancing claims in relation to an enterprise agreement with Lloyd Helicopters Pty Ltd t/a CHC Helicopters (Australia) (“the Employer”), do you endorse the taking of any or all protected industrial action against the employer, which is authorised by this ballot in the form of the following:

1. An unlimited number of indefinite or periodic bans on the performance of work relating to: (i) using the company-provided flight information recording application; (ii) client billing, and (iii) entering any post-flight information (except safety critical information) in all online databases and electronic management systems, including but not limited to iSar?

Response	Result	% of Total (29)	% of Response Rate (29)
YES	29	100.00%	100.00%
NO	0	0.00%	0.00%

2. An unlimited number of indefinite or periodic bans on the performance of work, by employees who do not ordinarily receive an on-call/standby/reserve (howsoever called) payment, relating to logging into, or accepting, or responding to any work- related phone calls, or text messages, or emails (whether on company provided or personal equipment), provided this action shall not apply in preparation for, or during, an emergency service operation, a medical transport operation, or other emergency flight that involves a risk to human life or a risk of injury to humans?

Response	Result	% of Total (29)	% of Response Rate (29)
YES	29	100.00%	100.00%
NO	0	0.00%	0.00%

3. An unlimited number of indefinite or periodic bans on the performance of work relating to refuelling, towing or other ground handling of aircraft, provided this action shall not apply in preparation for, or during, an emergency service operation, a medical transport operation, or other emergency flight that involves a risk to human life or a risk of injury to humans?

Response	Result	% of Total (29)	% of Response Rate (29)
YES	29	100.00%	100.00%
NO	0	0.00%	0.00%

4. An unlimited number of indefinite or periodic bans on the performance of work relating to aircraft washing and husbandry, decontamination or work under a Pilot Maintenance Authority, including daily engine water rinse procedures prior to ground running?

Response	Result	% of Total (29)	% of Response Rate (29)
YES	28	96.55%	96.55%
NO	1	3.45%	3.45%

5. An unlimited number of indefinite or periodic bans on the performance of work relating to all duty travel and/or non-operational overtime undertaken outside of normal rostered hours?

Response	Result	% of Total (29)	% of Response Rate (29)
YES	29	100.00%	100.00%
NO	0	0.00%	0.00%

6. An unlimited number of indefinite or periodic bans on the performance of work that exceeds the Flight, Duty, Standby or any other applicable element of the Roster Conditions and Limitations (EMS – RC6 and SAR-RC1/RC4) prescribed at Appendix 1 of the current onshore pilots enterprise agreement, provided this action shall not apply in preparation for, or during, an emergency service operation, a medical transport operation, or other emergency flight that involves a risk to human life or a risk of injury to humans?

Response	Result	% of Total (29)	% of Response Rate (29)
YES	29	100.00%	100.00%
NO	0	0.00%	0.00%

7. An unlimited number of indefinite or periodic bans on the performance of work relating to accepting to work overtime or casual shifts (howsoever called) on a Rostered Day Off, Field Leave day or Annual Leave day, for any period that exceeds seven hours duration from start time to finish time?

Response	Result	% of Total (29)	% of Response Rate (29)
YES	28	96.55%	96.55%
NO	1	3.45%	3.45%

8. An unlimited number of indefinite or periodic bans on the performance of work relating to accepting to work any overtime or casual shift (howsoever called) on a Rostered Day Off, Field Leave day or Annual Leave day with the exception of coverage for unplanned Sick Leave on an emergency service operation, medical transport operation, or other emergency flight that involves a risk to human life or a risk of injury to humans?

Response	Result	% of Total (29)	% of Response Rate (29)
YES	27	93.10%	93.10%
NO	2	6.90%	6.90%

9. An unlimited number of indefinite or periodic bans on the performance of work relating to accepting any changes to rosters within 28 days of the proposed roster change?

<b>Response</b>	<b>Result</b>	<b>% of Total (29)</b>	<b>% of Response Rate (29)</b>
YES	29	100.00%	100.00%
NO	0	0.00%	0.00%

10. An unlimited number of indefinite or periodic bans on the performance of work relating to speaking to the media, other than to advise of the taking of protected industrial action by employees and the reason for the taking of the industrial action?

<b>Response</b>	<b>Result</b>	<b>% of Total (29)</b>	<b>% of Response Rate (29)</b>
YES	29	100.00%	100.00%
NO	0	0.00%	0.00%

11. An unlimited number of indefinite or periodic bans on the performance of work relating to pilot participation in filming of any footage or taking of any photographs for the purposes of CHC or Client media reporting or coverage, including the use of any aircraft-based media, of any flying activity, including operational sorties and training?

<b>Response</b>	<b>Result</b>	<b>% of Total (29)</b>	<b>% of Response Rate (29)</b>
YES	29	100.00%	100.00%
NO	0	0.00%	0.00%

12. An unlimited number of indefinite or periodic bans on the performance of work relating to wearing company and/or client uniform items (except for personal protective clothing and equipment) or displaying the company logo (ie. the company logo shall be covered), such as wearing of non-company t-shirts and company flight jacket inside out, whilst still complying with any hi-vis clothing requirements?

<b>Response</b>	<b>Result</b>	<b>% of Total (29)</b>	<b>% of Response Rate (29)</b>
YES	28	96.55%	96.55%
NO	1	3.45%	3.45%

13. An unlimited number of indefinite or periodic bans on the performance of work relating to conducting client training or company training in any aircraft, during any period where the pilot is rostered on an operational shift.

Response	Result	% of Total (29)	% of Response Rate (29)
YES	28	96.55%	96.55%
NO	1	3.45%	3.45%

14. An unlimited number of 4-hour stoppages of work, provided this action shall not apply in preparation for, or during, an emergency service operation, a medical transport operation, or other emergency flight that involves a risk to human life or a risk of injury to humans?

Response	Result	% of Total (29)	% of Response Rate (29)
YES	29	100.00%	100.00%
NO	0	0.00%	0.00%

15. An unlimited number of 7-hour stoppages of work during all company training activities, including flight training, recurrency, HUET and Simulator Training.

Response	Result	% of Total (29)	% of Response Rate (29)
YES	27	93.10%	93.10%
NO	2	6.90%	6.90%

16. An unlimited number of indefinite or periodic bans on the performance of work relating to accepting an aircraft for flight with any Deferred Defect(s), including those covered by Minimum Equipment Lists (MELs) or Configuration Deviation Lists (CDLs), provided this action shall not apply in preparation for, or during, an emergency service operation, a medical transport operation, or other emergency flight that involves a risk to human life or a risk of injury to humans?

Response	Result	% of Total (29)	% of Response Rate (29)
YES	29	100.00%	100.00%
NO	0	0.00%	0.00%

## Responses By Date

Date	Votes	% of Total (29)	% of Response Rate (29)
16 Dec 24	16	55.17%	55.17%
17 Dec 24	7	24.14%	24.14%
18 Dec 24	4	13.79%	13.79%
19 Dec 24	1	3.45%	3.45%
20 Dec 24	1	3.45%	3.45%

Systems / Security / Help Desk

There was no suspicious activity detected during the ballot period.  
Voter assistance was provided throughout the ballot.



20 December 2024

Stephen Donaldson

TrueVote Returning Officer