



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Australian Workers' Union**

**v**

**Qantas Airways Limited**

**(B2024/1034)**

**30 August 2024**

# 1. Ballot Result

Total Eligible Voters: 32  
Total Participated: 25

25 out of 32 have answered all questions 78.1%

Final Ballot Audit: Friday, 30 August at 11.15am AWST

*Diagram 1: Final Vote Participation*

**Australian Workers Union Protected Action Ballot (B2024/1034)**  
Voters: 32  
Total Participated: 25 (78.1%)

## 2. CiVS Independence Declaration

The Australian Workers Union Protected Action Ballot (B2024/1034) has been managed and declared independent of all other parties.

The Australian Workers Union Protected Action Ballot (B2024/1034) result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

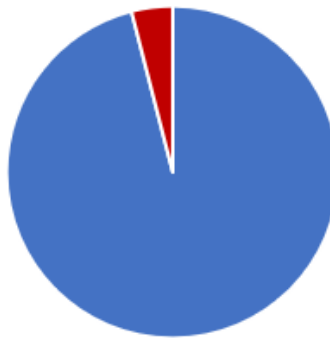
### 3. Questions and Results

#### Question 1

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer 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 - 24 (96%)
- No - 1 (4.0%)

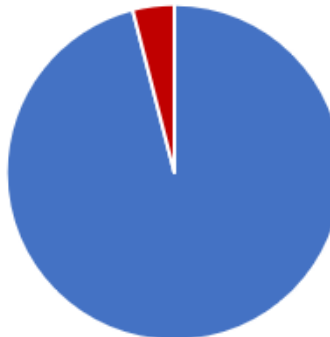


#### Question 2

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:

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

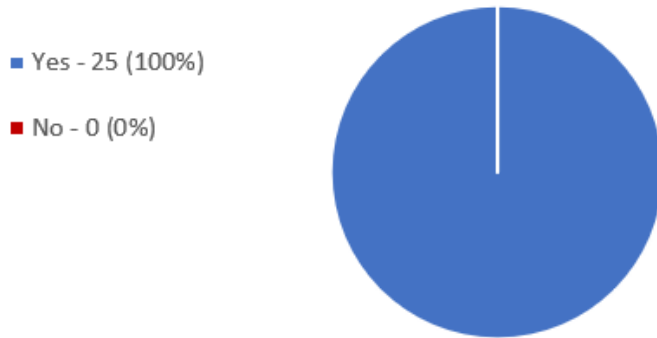
- Yes - 24 (96%)
- No - 1 (4.0%)



### Question 3

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:

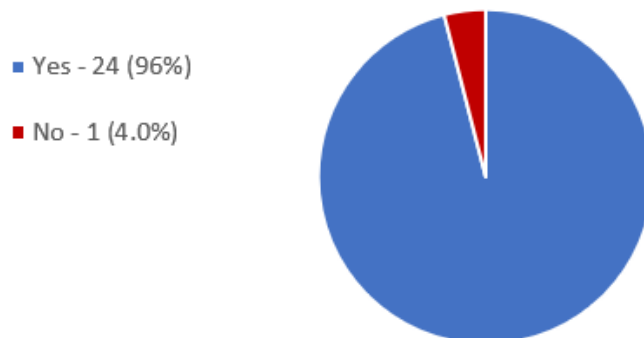
3. An unlimited number of stoppages of work, including consecutive stoppages of work, for eight (8) hours in duration?



### Question 4

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:

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



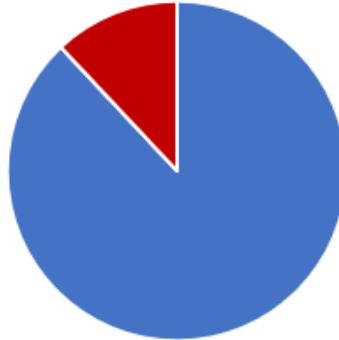
## Question 5

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:

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

■ Yes - 22 (88%)

■ No - 3 (12%)



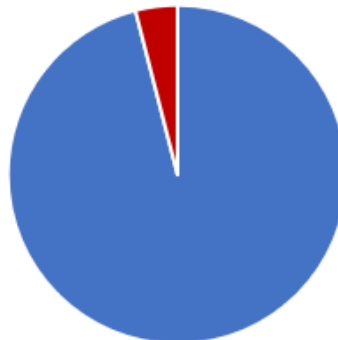
## Question 6

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:

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

■ Yes - 24 (96%)

■ No - 1 (4.0%)

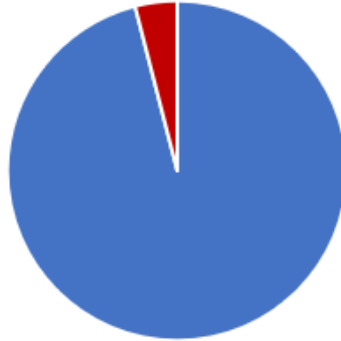


## Question 7

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:

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

- Yes - 24 (96%)
- No - 1 (4.0%)

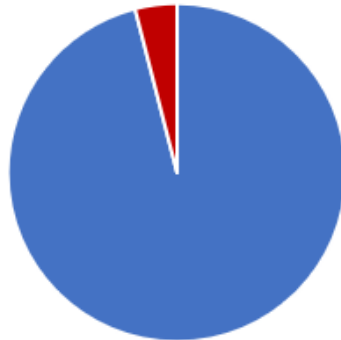


## Question 8

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:

8. An unlimited number of indefinite or periodic bans on participating in docking functions?

- Yes - 24 (96%)
- No - 1 (4.0%)

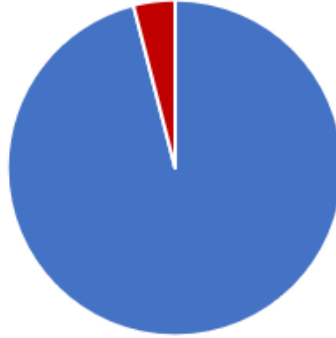


## Question 9

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:

9. An unlimited number of indefinite or periodic bans on the use of scaffolding?

- Yes - 24 (96%)
- No - 1 (4.0%)

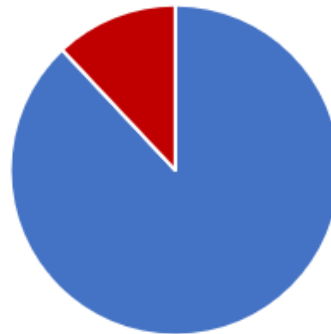


## Question 10

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:

10. An unlimited number of indefinite or periodic bans on entering airside/facilities other than by signing in with security?

- Yes - 23 (92.0%)
- No - 2 (8.0%)



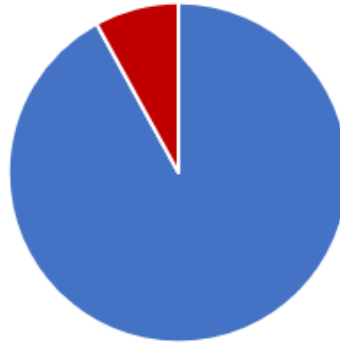
## Question 11

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:

11. An unlimited number of indefinite or periodic bans on the use of cordless power tools?

■ Yes - 23 (92.0%)

■ No - 2 (8.0%)



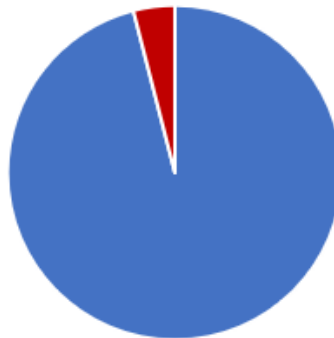
## Question 12

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:

12. An unlimited number of indefinite or periodic bans on the performance of work other than in strict compliance with maintenance policy manuals?

■ Yes - 24 (96%)

■ No - 1 (4.0%)



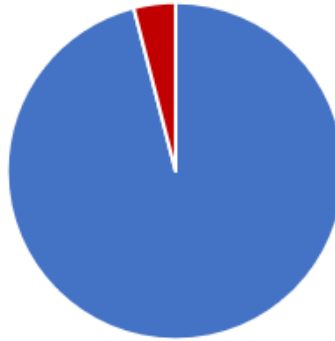


## Question 13

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:

13. An unlimited number of indefinite or periodic bans on performing third party customer work?

- Yes - 24 (96%)
- No - 1 (4.0%)

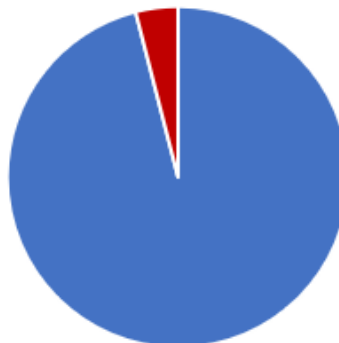


## Question 14

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:

14. An unlimited number of indefinite or periodic bans on confined space entry works?

- Yes - 24 (96%)
- No - 1 (4.0%)

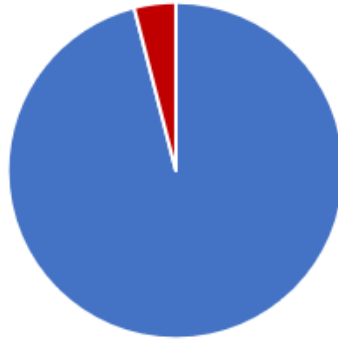


## Question 15

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:

15. An unlimited number of indefinite or periodic bans on certifying release to service form 1?

- Yes - 24 (96%)
- No - 1 (4.0%)

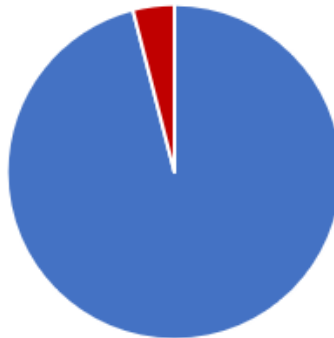


## Question 16

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 certifying release to service form 6?

- Yes - 24 (96%)
- No - 1 (4.0%)

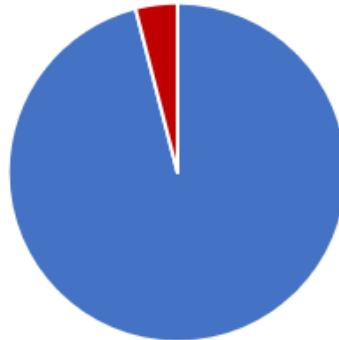


## Question 17

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:

17. An unlimited number of indefinite or periodic bans on NLCS certification?

- Yes - 24 (96%)
- No - 1 (4.0%)

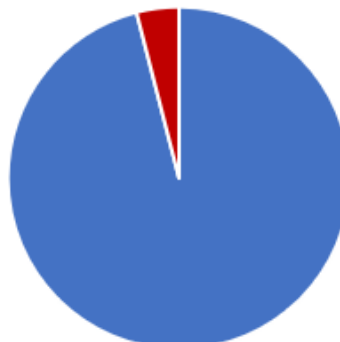


## Question 18

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:

18. An unlimited number of indefinite or periodic bans on SMC certification?

- Yes - 24 (96%)
- No - 1 (4.0%)

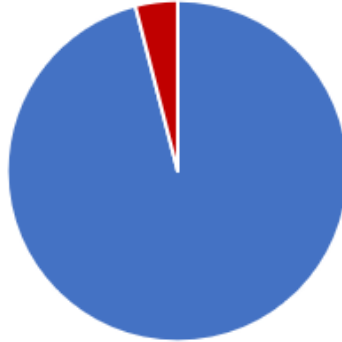


## Question 19

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:

19. An unlimited number of indefinite or periodic bans on training, working with, supervising or providing direction to contractors?

- Yes - 24 (96%)
- No - 1 (4.0%)

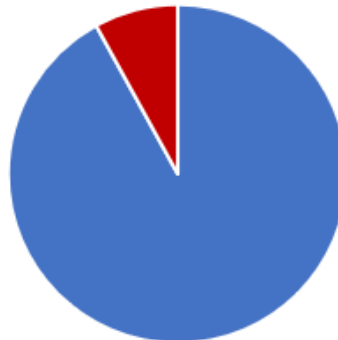


## Question 20

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:

20. An unlimited number of indefinite or periodic bans on the performance of work other than while wearing a Union branded sticker, badge or clothing?

- Yes - 23 (92.0%)
- No - 2 (8.0%)

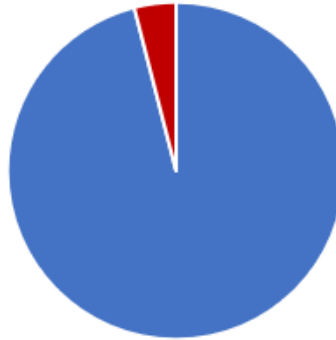


## Question 21

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:

21. An unlimited number of indefinite or periodic bans on using mobile phones or mobile devices?

- Yes - 24 (96%)
- No - 1 (4.0%)

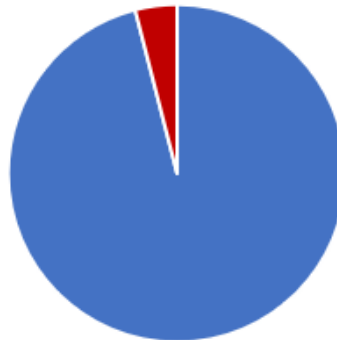


## Question 22

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:

22. An unlimited number of indefinite or periodic bans on using Toolbox Remote for signing in or signing out of the system?

- Yes - 24 (96%)
- No - 1 (4.0%)





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