



Ballot Report

B2024/391 Protected Action Ballot

The Civil Air Operations Officers' Association of
Australia

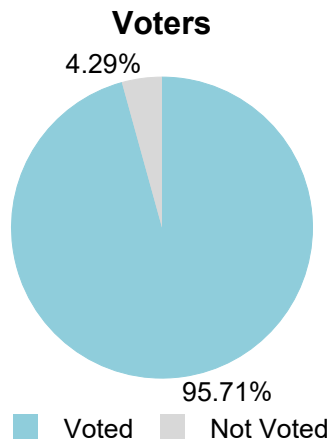
16 April 2024 to 1 May 2024

Ballot Report

The following ballot report is for B2024/391 Protected Action Ballot conducted by TrueVote on behalf of The Civil Air Operations Officers' Association of Australia. The ballot was live from 16/4/24 6:00 AM AEST to 1/5/24 4:00 PM AEST.

Voter Roll

The voter roll for the ballot consisted of 862 registered voters. 825 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 B2024-391 Protected Action Ballot	15/4/24 6:00 AM	Email	Generic
Vote Open B2024-391 Protected Action Ballot	16/4/24 6:00 AM	Email	Voting open
Vote Reminder B2024-391 Protected Action Ballot	18/4/24 6:00 AM	Email	Voting reminder
SMS REMINDER	18/4/24 9:00 AM	SMS	Voting reminder
Vote Reminder B2024-391 Protected Action Ballot	24/4/24 6:00 AM	Email	Voting reminder
Vote Reminder B2024-391 Protected Action Ballot	1/5/24 6:15 AM	Email	Voting reminder
SMS REMINDER	1/5/24 6:20 AM	SMS	Voting reminder

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

1. An unlimited number of two (2) hour stoppages of work?

Response	Result	% of Total (862)	% of Response Rate (825)
YES	801	92.92%	97.09%
NO	24	2.78%	2.91%

2. An unlimited number of four (4) hour stoppages of work?

Response	Result	% of Total (862)	% of Response Rate (825)
YES	794	92.11%	96.24%
NO	31	3.60%	3.76%

3. An unlimited number of eight (8) hour stoppages of work?

Response	Result	% of Total (862)	% of Response Rate (825)
YES	767	88.98%	92.97%
NO	58	6.73%	7.03%

4. An unlimited number of twelve (12) hour stoppages of work?

Response	Result	% of Total (862)	% of Response Rate (825)
YES	751	87.12%	91.03%
NO	74	8.58%	8.97%

5. An unlimited number of twenty four (24) hour stoppages of work?

Response	Result	% of Total (862)	% of Response Rate (825)
YES	743	86.19%	90.06%
NO	82	9.51%	9.94%

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

Response	Result	% of Total (862)	% of Response Rate (825)
YES	800	92.81%	96.97%
NO	25	2.90%	3.03%

7. An unlimited number of indefinite or periodic bans on accepting additional hours of work?

Response	Result	% of Total (862)	% of Response Rate (825)
YES	803	93.16%	97.33%
NO	22	2.55%	2.67%

8. An unlimited number of indefinite or periodic bans on agreeing to shift extensions?

Response	Result	% of Total (862)	% of Response Rate (825)
YES	806	93.50%	97.70%
NO	19	2.20%	2.30%

9. An unlimited number of indefinite or periodic bans on agreeing to changes of shift?

Response	Result	% of Total (862)	% of Response Rate (825)
YES	785	91.07%	95.15%
NO	40	4.64%	4.85%

10. An unlimited number of indefinite or periodic bans on the performance of project work by operational employees?

Response	Result	% of Total (862)	% of Response Rate (825)
YES	804	93.27%	97.45%
NO	21	2.44%	2.55%

11. An unlimited number of indefinite or periodic bans on the performance of non-operational project work by operational employees?

Response	Result	% of Total (862)	% of Response Rate (825)
YES	805	93.39%	97.58%
NO	20	2.32%	2.42%

12. An unlimited number of indefinite or periodic bans on participating in on-the-job training?

Response	Result	% of Total (862)	% of Response Rate (825)
YES	746	86.54%	90.42%
NO	79	9.16%	9.58%

13. An unlimited number of indefinite or periodic bans on calculating fatigue risk assessments?

Response	Result	% of Total (862)	% of Response Rate (825)
YES	777	90.14%	94.18%
NO	48	5.57%	5.82%

14. An unlimited number of indefinite or periodic bans on inputting flight details at Air Traffic Controllers operational positions (except for emergency, medical and police rescue flights or safety critical situations)?

Response	Result	% of Total (862)	% of Response Rate (825)
YES	753	87.35%	91.27%
NO	72	8.35%	8.73%

15. An unlimited number of indefinite or periodic bans on performing higher duties?

Response	Result	% of Total (862)	% of Response Rate (825)
YES	794	92.11%	96.24%
NO	31	3.60%	3.76%

16. An unlimited number of indefinite or periodic bans on utilising the Long Term Operating Plan and noise abatement procedures?

Response	Result	% of Total (862)	% of Response Rate (825)
YES	773	89.68%	93.70%
NO	52	6.03%	6.30%

17. An unlimited number of indefinite or periodic bans on undertaking training to transition to new technology and technology upgrades?

Response	Result	% of Total (862)	% of Response Rate (825)
YES	798	92.58%	96.73%
NO	27	3.13%	3.27%

18. An unlimited number of indefinite or periodic bans on returning to operational duty within the same shift following stand-down?

Response	Result	% of Total (862)	% of Response Rate (825)
YES	804	93.27%	97.45%
NO	21	2.44%	2.55%

19. An unlimited number of indefinite or periodic bans on the familling of non-current Air Traffic Controllers by current Air Traffic Controllers?

Response	Result	% of Total (862)	% of Response Rate (825)
YES	733	85.03%	88.85%
NO	92	10.67%	11.15%

20. An unlimited number of indefinite or periodic bans on accessing Airservices Australia's email accounts?

Response	Result	% of Total (862)	% of Response Rate (825)
YES	769	89.21%	93.21%
NO	56	6.50%	6.79%

21. An unlimited number of indefinite or periodic bans on attending meetings with management representatives?

Response	Result	% of Total (862)	% of Response Rate (825)
YES	785	91.07%	95.15%
NO	40	4.64%	4.85%

22. An unlimited number of indefinite or periodic bans on utilising the Short Break procedure?

Response	Result	% of Total (862)	% of Response Rate (825)
YES	807	93.62%	97.82%
NO	18	2.09%	2.18%

23. An unlimited number of indefinite or periodic bans on working on the Civil and Military Air Traffic System (CMATS) project?

Response	Result	% of Total (862)	% of Response Rate (825)
YES	797	92.46%	96.61%
NO	28	3.25%	3.39%

24. An unlimited number of indefinite or periodic bans on undertaking Contingency Response Manager duties?

Response	Result	% of Total (862)	% of Response Rate (825)
YES	804	93.27%	97.45%
NO	21	2.44%	2.55%

25. An unlimited number of indefinite or periodic bans on using the Enroute Conditional Endorsement (ECE)?

Response	Result	% of Total (862)	% of Response Rate (825)
YES	813	94.32%	98.55%
NO	12	1.39%	1.45%

26. An unlimited number of indefinite or periodic bans on working on Safety Case Assessment and Reporting Determinations (SCARDs)?

Response	Result	% of Total (862)	% of Response Rate (825)
YES	790	91.65%	95.76%
NO	35	4.06%	4.24%

27. An unlimited number of indefinite or periodic bans on commencing any shift that commences less than ten (10) hours after the end of the previous shift?

Response	Result	% of Total (862)	% of Response Rate (825)
YES	810	93.97%	98.18%
NO	15	1.74%	1.82%

28. An unlimited number of indefinite or periodic bans on compliance with Airservices Australia's approved acceptance rates (AARs)?

Response	Result	% of Total (862)	% of Response Rate (825)
YES	795	92.23%	96.36%
NO	30	3.48%	3.64%

Responses By Date

Date	Votes	% of Total (862)	% of Response Rate (825)
16 Apr 24	559	64.85%	67.76%
17 Apr 24	92	10.67%	11.15%
18 Apr 24	75	8.70%	9.09%
19 Apr 24	17	1.97%	2.06%
20 Apr 24	6	0.70%	0.73%
21 Apr 24	6	0.70%	0.73%
22 Apr 24	6	0.70%	0.73%
23 Apr 24	15	1.74%	1.82%
24 Apr 24	11	1.28%	1.33%
25 Apr 24	3	0.35%	0.36%
26 Apr 24	2	0.23%	0.24%
27 Apr 24	4	0.46%	0.48%
28 Apr 24	3	0.35%	0.36%
29 Apr 24	4	0.46%	0.48%
30 Apr 24	9	1.04%	1.09%
1 May 24	13	1.51%	1.58%

Systems / Security / Help Desk

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



1 May 2024

Stephen Donaldson

TrueVote Returning Officer