



Confidential & Independent Voting & Surveys

A Division of Democratic Outcomes Pty Ltd

Declaration of Result

Protected Action Ballot

**Communications, Electrical, Electronic, Energy, Information,
Postal, Plumbing and Allied Services Union of Australia**

v

**Qantas Airways Limited
(B2024/1033)**

30 August 2024

1. Ballot Result

Total Eligible Voters: 16

Total Participated: 15

15 out of 16 have answered all questions 93.8%

Final Ballot Audit: Friday, 30 August 2024 at 12.15pm AWST

Diagram 1: Final Vote Participation

Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2024/1033)

Voters: 16

Total Participated: 15 (93.8%)

2. CiVS Independence Declaration

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2024/1033) has been managed and declared independent of all other parties.

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot (B2024/1033) result has been audited and the declared result is assured.

Yours Sincerely,



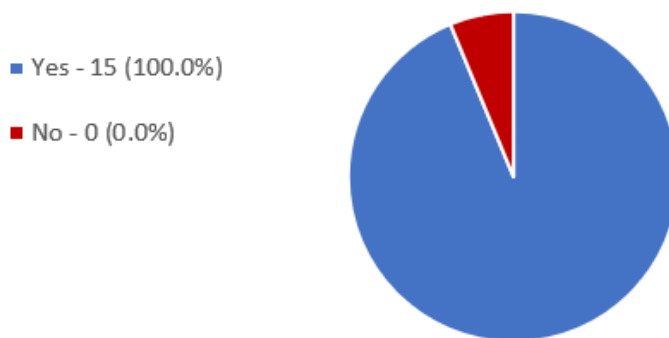
Mike Michael
Managing Director
Democratic Outcomes Pty Ltd

3. Questions and Results

Question 1

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

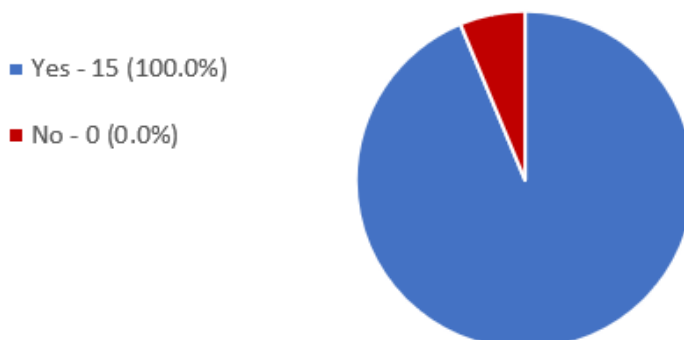
1. An unlimited number of stoppages of work, including consecutive stoppages of work, for one (1) minute in duration?



Question 2

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, 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?

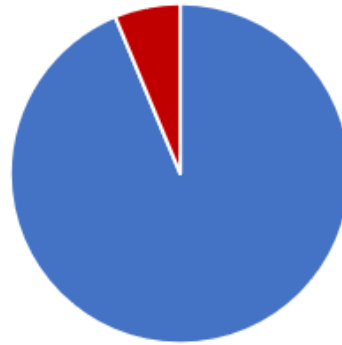


Question 3

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, 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?

- Yes - 15 (100.0%)
- No - 0 (0.0%)

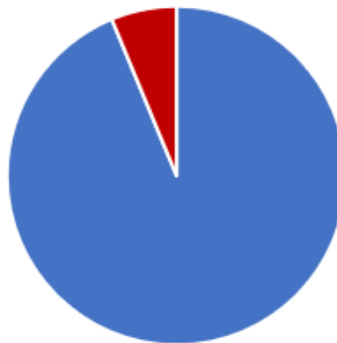


Question 4

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, 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?

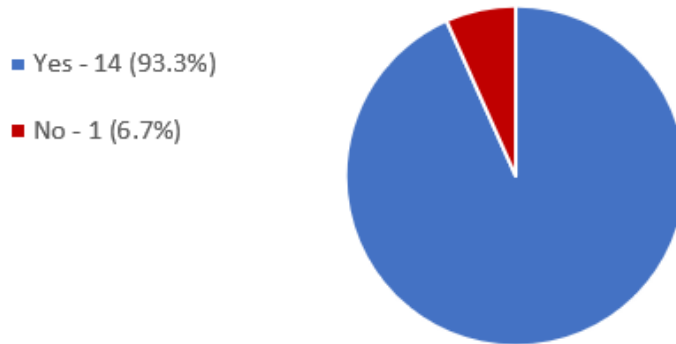
- Yes - 15 (100.0%)
- No - 0 (0.0%)



Question 5

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

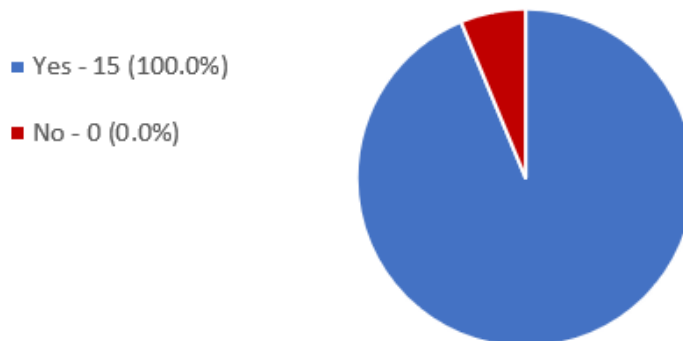
5. An unlimited number of indefinite or periodic bans on overtime?



Question 6

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, 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?

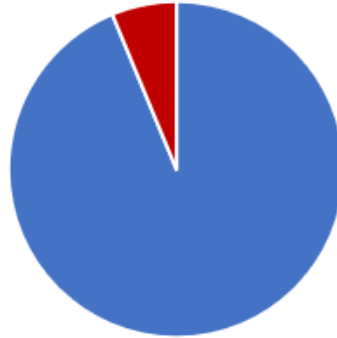


Question 7

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

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

- Yes - 15 (100.0%)
- No - 0 (0.0%)

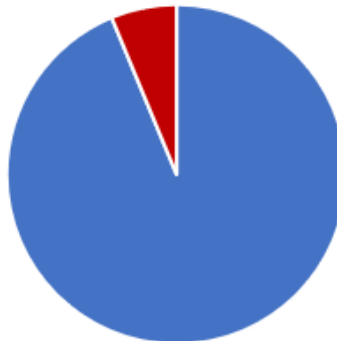


Question 8

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

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

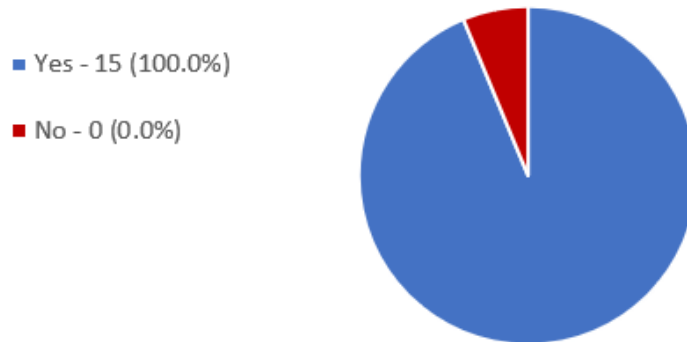
- Yes - 15 (100.0%)
- No - 0 (0.0%)



Question 9

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

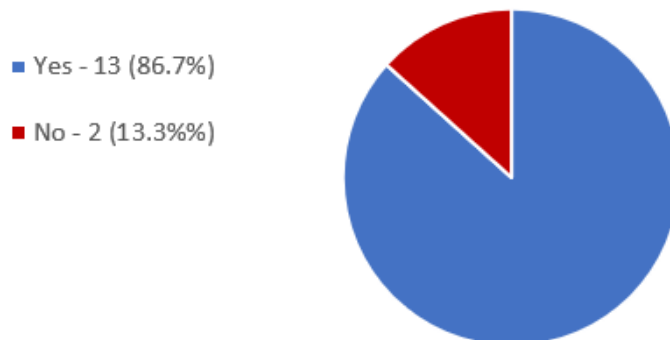
9. An unlimited number of indefinite or periodic bans on the use of scaffolding?



Question 10

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, 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?

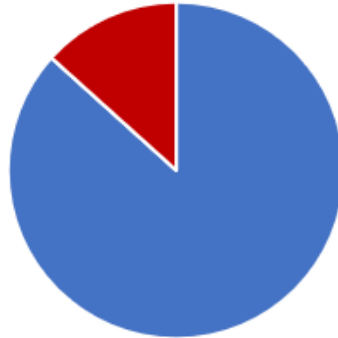


Question 11

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, 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 - 13 (86.7%)
- No - 2 (13.3%)

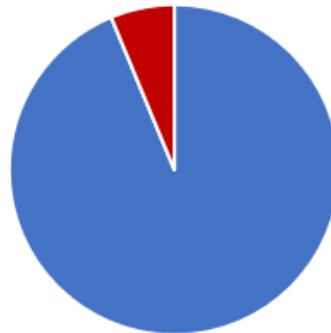


Question 12

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, 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?

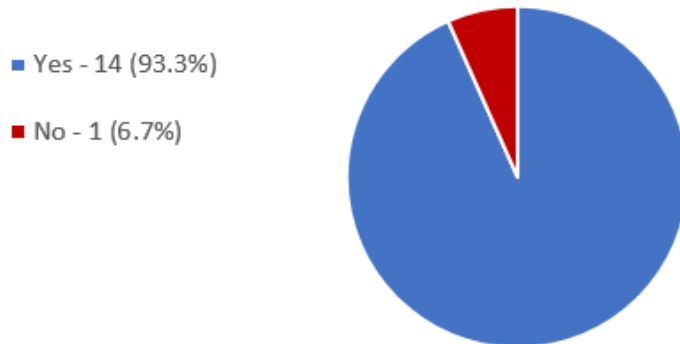
- Yes - 15 (100.0%)
- No - 0 (0.0%)



Question 13

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

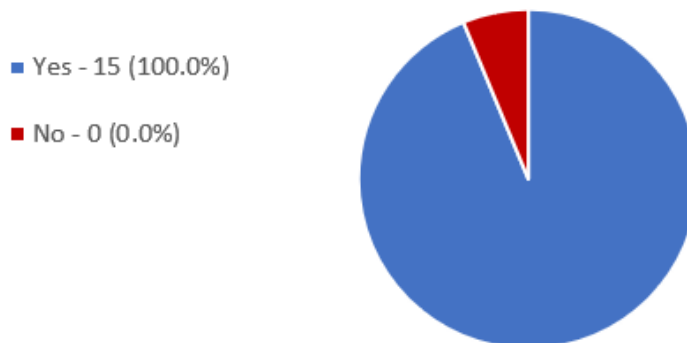
13. An unlimited number of indefinite or periodic bans on performing third party customer work?



Question 14

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

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

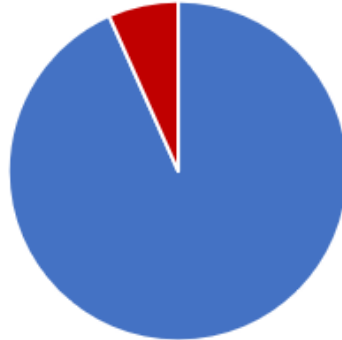


Question 15

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, 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 - 14 (93.3%)
- No - 1 (6.7%)

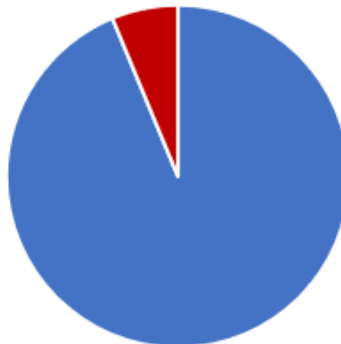


Question 16

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, 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?

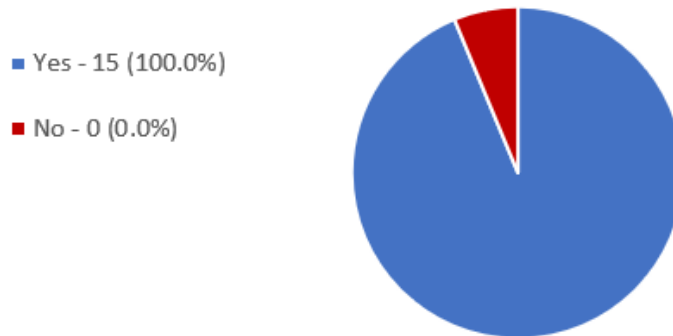
- Yes - 15 (100.0%)
- No - 0 (0.0%)



Question 17

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

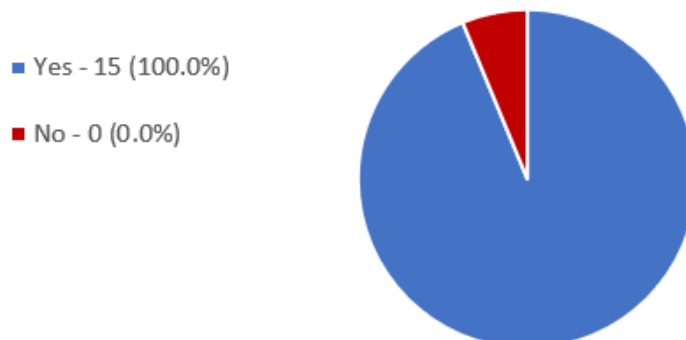
17. An unlimited number of indefinite or periodic bans on NLCS certification?



Question 18

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

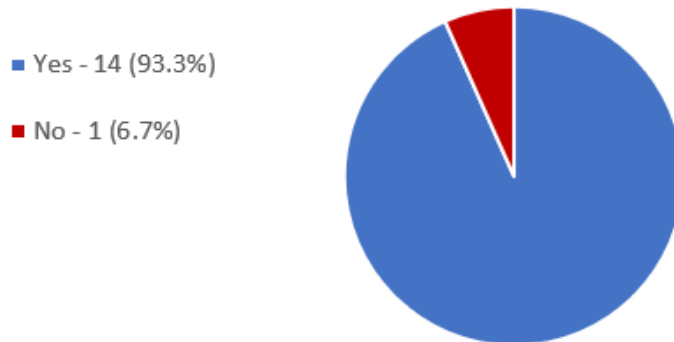
18. An unlimited number of indefinite or periodic bans on SMC certification?



Question 19

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

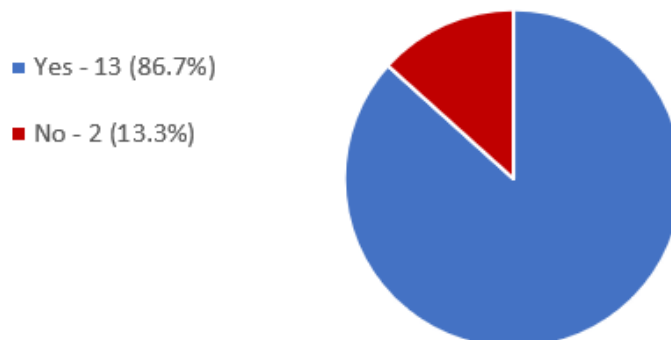
19. An unlimited number of indefinite or periodic bans on training, working with, supervising or providing direction to contractors?



Question 20

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, 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?

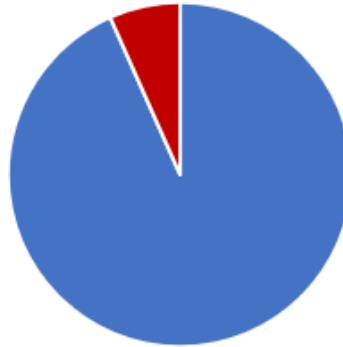


Question 21

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, 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 - 14 (93.3%)
- No - 1 (6.7%)

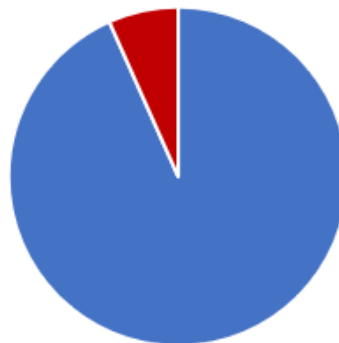


Question 22

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, 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 - 14 (93.3%)
- No - 1 (6.7%)





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