



**AUSTRALIAN  
ELECTION  
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**Ballot Agent's Declaration of Result**

for

**Protected Action Ballot  
Order B2023/1242 of 14 November, 2023**

**Transport Workers' Union of Australia**

**V**

**Virgin Australia Airlines Pty Ltd**

Prepared for:

**DEPUTY PRESIDENT WRIGHT  
FairWork Commission**

**Ms Lorraine Nunziata Biviano  
Transport Workers' Union of Australia-NSW/QLD (interim Governance) Branch**

**Jo Glynn  
Virgin Australia Airlines Pty Ltd**

# DECLARATION OF RESULT

## Protected Action Ballot Order B2023/1242 of 14 November, 2023

### Transport Workers' Union of Australia V Virgin Australia Airlines Pty Ltd

#### BALLOT QUESTION

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:

<b>Q1</b>	An unlimited number of stoppages of work for the duration of 15 minutes?	<b>Yes</b> Votes	508	<b>No</b> Votes	14
<b>Q2</b>	An unlimited number of stoppages of work for the duration of 1 hour?	<b>Yes</b> Votes	512	<b>No</b> Votes	10
<b>Q3</b>	An unlimited number of stoppages of work for the duration of 24 hours?	<b>Yes</b> Votes	516	<b>No</b> Votes	7
<b>Q4</b>	An unlimited number of indefinite or periodic bans on the performance of overtime?	<b>Yes</b> Votes	518	<b>No</b> Votes	4
<b>Q5</b>	An unlimited number of periodic or indefinite bans on the performance of duty extensions?	<b>Yes</b> Votes	522	<b>No</b> Votes	1
<b>Q6</b>	An unlimited number of periodic or indefinite bans on the performance of work on designated days off and/or opti days?	<b>Yes</b> Votes	513	<b>No</b> Votes	10
<b>Q7</b>	An unlimited number of periodic or indefinite bans on performance of airport reserve and/or home reserve?	<b>Yes</b> Votes	517	<b>No</b> Votes	4

<b>Q8</b>	An unlimited number of periodic or indefinite bans on the performance of training duties including ad hoc training and/or IFSC training?	<b>Yes</b> Votes	512	<b>No</b> Votes	11
<b>Q9</b>	An unlimited number of periodic or indefinite bans on compliance with staff grooming policies?	<b>Yes</b> Votes	493	<b>No</b> Votes	30
<b>Q10</b>	An unlimited number of indefinite or periodic bans on the cleaning of aircraft?	<b>Yes</b> Votes	497	<b>No</b> Votes	24
<b>Q11</b>	The wearing of badges or clothing or hats with TWU branding and/or TWU enterprise agreement campaign messages instead of, or in addition to, the employer's uniform either periodically or indefinitely?	<b>Yes</b> Votes	505	<b>No</b> Votes	18
<b>Q12</b>	Providing information in any form, including by way of social media platform/s, concerning the views of the employees in relation to the industrial action and the TWU campaign for a new enterprise agreement to members of the community including to members of the media?	<b>Yes</b> Votes	513	<b>No</b> Votes	10

Wade Hadley  
for  
Australian Election Company  
**Ballot Agent**  
4 December, 2023



**STATISTICAL DETAILS**

Total eligible Members/Employees compiled on voter roll	<b>579</b>
Number of Passwords issued to Members/Employees	<b>579</b>
Number of Passwords consumed by voters	<b>523</b>

**PASSWORD RECONCILIATION**

Number of Passwords – eligible Member/Employee database	<b>579</b>
<b>Less:</b> number of Passwords consumed by internet voters	<b>523</b>
Number of Passwords unconsumed	<b>56</b>
Number of Members/Employees who did not vote	<b>56</b>
<b>Plus:</b> number of Members/Employees who did vote	<b>523</b>
<b>Total number of eligible voters</b>	<b>579</b>