



Ballot Report

B2024/155 Protected Action Ballot

United Firefighters Union of Australia – Aviation
Branch

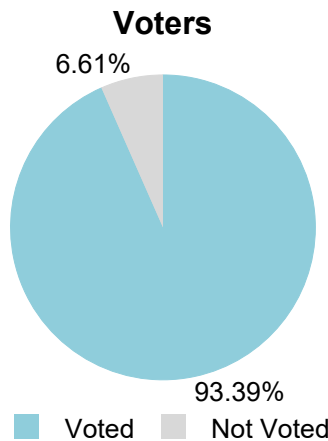
6 March 2024 to 18 March 2024

Ballot Report

The following ballot report is for B2024/155 Protected Action Ballot conducted by TrueVote on behalf of United Firefighters Union of Australia – Aviation Branch. The ballot was live from 6/3/24 6:00 AM AEDT to 18/3/24 4:00 PM AEDT.

Voter Roll

The voter roll for the ballot consisted of 802 registered voters. 749 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 B2024-155 Protected Action Ballot	5/3/24 6:00 AM	Email	Generic
Vote Open B2024-155 Protected Action Ballot	6/3/24 6:00 AM	Email	Voting open
SMS REMINDER	7/3/24 6:05 AM	SMS	Voting reminder
Vote Reminder B2024-155 Protected Action Ballot	13/3/24 6:00 AM	Email	Voting reminder
SMS REMINDER	13/3/24 6:00 AM	SMS	Voting reminder
Vote Reminder B2024-155 Protected Action Ballot	18/3/24 6:00 AM	Email	Voting reminder

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. Action of no more than 3 hours in the form of delayed aviation response times so that the aviation response times exceed 3 minutes.

Response	Result	% of Total (802)	% of Response Rate (749)
YES	668	83.29%	89.19%
NO	81	10.10%	10.81%

2. An unlimited number of stoppages of work for 2 hours duration?

Response	Result	% of Total (802)	% of Response Rate (749)
YES	729	90.90%	97.33%
NO	20	2.49%	2.67%

3. An unlimited number of stoppages of work for up to 4 hours duration?

Response	Result	% of Total (802)	% of Response Rate (749)
YES	715	89.15%	95.46%
NO	34	4.24%	4.54%

4. An unlimited number of stoppages of work for up to 6 hours duration?

Response	Result	% of Total (802)	% of Response Rate (749)
YES	698	87.03%	93.19%
NO	51	6.36%	6.81%

5. An unlimited number of stoppages of work for up to 8 hours duration?

Response	Result	% of Total (802)	% of Response Rate (749)
YES	696	86.78%	92.92%
NO	53	6.61%	7.08%

6. An unlimited number of work stoppages for an entire shift duration?

Response	Result	% of Total (802)	% of Response Rate (749)
YES	693	86.41%	92.52%
NO	56	6.98%	7.48%

7. An unlimited number of indefinite bans or limitations on the working of overtime, emergency duty, time off in lieu?

Response	Result	% of Total (802)	% of Response Rate (749)
YES	668	83.29%	89.19%
NO	81	10.10%	10.81%

8. Wearing Union items of clothing while on duty?

Response	Result	% of Total (802)	% of Response Rate (749)
YES	737	91.90%	98.40%
NO	12	1.50%	1.60%

9. An unlimited number of indefinite bans or limitations on wearing Airservices uniform at work?

Response	Result	% of Total (802)	% of Response Rate (749)
YES	728	90.77%	97.20%
NO	21	2.62%	2.80%

10. An unlimited and indefinite period of displaying Union campaign messaging with materials, slogans, posters, stickers, banners, and flags on station, station surrounds, and vehicles (save for obscuring windows/mirrors/signage/rescue and firefighting equipment)?

Response	Result	% of Total (802)	% of Response Rate (749)
YES	722	90.02%	96.40%
NO	27	3.37%	3.60%

11. An unlimited and indefinite ban on removing any Union materials in the workplace and surrounds?

Response	Result	% of Total (802)	% of Response Rate (749)
YES	725	90.40%	96.80%
NO	24	2.99%	3.20%

12. An unlimited and indefinite period of writing Union campaign messages in liquid chalk on vehicle locker doors?

Response	Result	% of Total (802)	% of Response Rate (749)
YES	685	85.41%	91.46%
NO	64	7.98%	8.54%

13. An unlimited and indefinite period of affixing union logos and messages to helmets (save for obscuring reflective stickers, visor, name, and rank)?

Response	Result	% of Total (802)	% of Response Rate (749)
YES	721	89.90%	96.26%
NO	28	3.49%	3.74%

14. An unlimited and indefinite ban on removing Union logos and messages from helmets?

Response	Result	% of Total (802)	% of Response Rate (749)
YES	718	89.53%	95.86%
NO	31	3.87%	4.14%

15. An unlimited and indefinite period of distributing Union campaign information and materials, whilst on duty and interacting with members of the public, visitors, contractors, providers, and other employees on Aerodrome?

Response	Result	% of Total (802)	% of Response Rate (749)
YES	731	91.15%	97.60%
NO	18	2.24%	2.40%

16. For an unlimited and indefinite time period whilst on duty (save for when actively working to rescue or firefight in an emergency) making information relating to enterprise bargaining and/or workplace matters (including, but not limited to, worker health and safety, staffing levels, employee workloads and workplace morale) available on traditional media/through such media outlets and through social media, such as but not limited to, What's App, YouTube, LinkedIn, Facebook, Twitter, and Instagram?

Response	Result	% of Total (802)	% of Response Rate (749)
YES	737	91.90%	98.40%
NO	12	1.50%	1.60%

17. An unlimited and indefinite lodgement of reports in the Corporate Integrated Reporting and Risk Information System (lodging CIRRI Reports) for any understaffing, that is employee numbers on shift, which are lower than ICAO guidelines for the highest category aircraft for the Aerodrome?

Response	Result	% of Total (802)	% of Response Rate (749)
YES	743	92.64%	99.20%
NO	6	0.75%	0.80%

18. An unlimited number of indefinite bans or limitations on administrative duties?

Response	Result	% of Total (802)	% of Response Rate (749)
YES	731	91.15%	97.60%
NO	18	2.24%	2.40%

19. An unlimited number of indefinite bans or limitations on making telephone calls, responding to voicemails, sending, or responding to email?

Response	Result	% of Total (802)	% of Response Rate (749)
YES	727	90.65%	97.06%
NO	22	2.74%	2.94%

20. An unlimited number of indefinite bans or limitations on performing higher duties?

Response	Result	% of Total (802)	% of Response Rate (749)
YES	701	87.41%	93.59%
NO	48	5.99%	6.41%

21. An unlimited number of indefinite bans or limitations on the performance of non-operational duties?

Response	Result	% of Total (802)	% of Response Rate (749)
YES	731	91.15%	97.60%
NO	18	2.24%	2.40%

22. An unlimited number of indefinite bans or limitations on performing portfolio duties?

Response	Result	% of Total (802)	% of Response Rate (749)
YES	722	90.02%	96.40%
NO	27	3.37%	3.60%

23. An unlimited number of indefinite bans or limitations on all performance reviews?

Response	Result	% of Total (802)	% of Response Rate (749)
YES	735	91.65%	98.13%
NO	14	1.75%	1.87%

24. An unlimited number of indefinite bans or limitations on taking non-emergency calls and on dispatching non-emergency jobs?

Response	Result	% of Total (802)	% of Response Rate (749)
YES	715	89.15%	95.46%
NO	34	4.24%	4.54%

25. An unlimited and indefinite ban on attending any meetings, including but not limited to team meetings, save for

- a. any directly related to emergency incident management;
- b. operational team meetings;
- c. training activities;
- d. bargaining-related meetings where the employer wishes to communicate their improved offer in negotiations;
- e. for dispute resolution by conciliation or arbitration in the Fair Work Commission;
- f. meetings concerning critical Work Health Safety incidents/near misses, or during emergency responses; or
- g. meetings concerning Work Health Safety incidents that do not involve critical incidents or near misses?

(in all of the above management representatives are defined as an employee higher than ARFFS Aerodrome Line Leader);

Response	Result	% of Total (802)	% of Response Rate (749)
YES	735	91.65%	98.13%
NO	14	1.75%	1.87%

26. For an unlimited and indefinite time, within written and other communications with external parties to include the following spoken or written words: 'The following message is authorised by protected industrial action under the Fair Work Act 2009. Aviation Rescue Fire Fighters at Airservices are currently taking protected industrial action because Airservices refuses to respect us, to value our dedication and service to keep the air travelling public safe. We ask that you support us by contacting Airservices on 1800 802 584 to encourage Airservices to value and respect their staff?'

Response	Result	% of Total (802)	% of Response Rate (749)
YES	736	91.77%	98.26%
NO	13	1.62%	1.74%

27. An unlimited number of bans or limitations on temporary transfers of duration(s) shorter than 12 months?

Response	Result	% of Total (802)	% of Response Rate (749)
YES	707	88.15%	94.39%
NO	42	5.24%	5.61%

Responses By Date

Date	Votes	% of Total (802)	% of Response Rate (749)
6 Mar 24	541	67.46%	72.23%
7 Mar 24	106	13.22%	14.15%
8 Mar 24	19	2.37%	2.54%
9 Mar 24	11	1.37%	1.47%
10 Mar 24	5	0.62%	0.67%
11 Mar 24	4	0.50%	0.53%
12 Mar 24	5	0.62%	0.67%
13 Mar 24	37	4.61%	4.94%
14 Mar 24	3	0.37%	0.40%
15 Mar 24	5	0.62%	0.67%
16 Mar 24	1	0.12%	0.13%
17 Mar 24	2	0.25%	0.27%
18 Mar 24	10	1.25%	1.34%

Systems / Security / Help Desk

TrueVote portal 100% online during the ballot period.
There was no suspicious activity detected during the ballot period.
Voter assistance was provided throughout the ballot.



18 March 2024

Stephen Donaldson

TrueVote Returning Officer