



27 May 2016

Mr Michael Mijatov  
Divisional Secretary  
Flight Attendants' Association of Australia - International Division  
michaelm@faaa.net

Dear Mr Mijatov,

### **Reminder of actions required when persons elected to office**

The Australian Electoral Commission has provided the Fair Work Commission (the Commission) a declaration of results for the election [E2016/51]. This letter is a reminder of certain obligations imposed on organisations and persons elected to office.

Section 154D(1) of the *Fair Work (Registered Organisations) Act 2009* (the RO Act) requires the rules of organisations (and branches of organisations) to require each officer with financial management duties to undertake approved training that covers those duties within 6 months after the person begins to hold office. Please ensure that relevant officers undertake approved training within the required timeframe.

Please also ensure that all new holders of office are advised of their obligations to make disclosures regarding remuneration, non-cash benefits and material personal interests, the details of which should be provided for in your organisation's rules.

Also, section 233(2) of the RO Act requires that an organisation must notify the Commission **within 35 days of any changes** to the holders of office in the organisation. **If there are no changes a notification is not required.** If the election has resulted in **any changes** to the holders of office, the Flight Attendants' Association of Australia - International Division must notify the Commission of these changes. In particular, please advise:

1. Person(s) who have ceased to hold office:
  - the name of the office vacated;
  - the date of the change of office holder; and
  - the name of the person vacating the office.
2. Person(s) who have commenced to hold office:
  - the name of the office now held;
  - the date of the change of office holder;
  - the name of the person now holding the office;
  - the postal address of the person (generally the postal address of the organisation); and
  - the occupation of the person now holding the office.

The notification must include a declaration by the Secretary (or other prescribed officer) that the information is a correct statement of the changes made. I have attached a template notification of changes which may assist you. If any change does not apply until a specific date, you don't need to notify until then (e.g. AGM, 1 January, 2nd Monday in March). If you have already lodged this information, please disregard this reminder.

Regards

Debbie Ball  
Regulatory Compliance Branch

**NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009***

I, [NAME], being the [OFFICER] of the [ORGANISATION NAME], declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*:

[delete all that do not apply]

- On [DATE] the address of the organisation changed to [STREET ADDRESS].<sup>1</sup>
- On [DATE] the name and/or address of a branch[es] of the organisation changed to:<sup>2</sup>
  1. [include OLD name and address and NEW name and address of every branch that has changed]
  2. ...
- A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.
- On [DATE] the following branch[es]:<sup>3</sup>
  - COMMENCED/CEASED operation:
    1. [include name of each new branch]
    2. ...

Signed: [SECRETARY OR OTHER AUTHORISED OFFICER]

Dated: [DATE]

**[PLEASE NOTE: This declaration must be submitted to the Fair Work Commission within 35 days of the change. It can be submitted to [orgs@fwc.gov.au](mailto:orgs@fwc.gov.au).]**

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<sup>1</sup> s.230(1)(d); reg.147(d)

<sup>2</sup> s.230(1)(d); reg.147(a) & (d)

<sup>3</sup> s.230(1)(d); reg.147(b) & (c)

## ANNEXURE A

- Changes to Offices and Office Holders in the Organisation and its Branches [*insert as many pages as required*]:

*Please note the 35 days begins at the earliest event (for instance when the officer retires) and an organisation may need to notify the events separately if the appointment or election process will take longer than 35 days.*

| Branch          | Date of Change                                      | Name of Office that has changed       | Name of <u>Outgoing</u> Office Holder | Reason for change         | Name of <u>New</u> Office Holder | Postal Address of <u>New</u> Office Holder (for privacy reasons, we recommend NOT a private address) | Occupation of <u>New</u> Office Holder |
|-----------------|---|---------------------------------------|---------------------------------------|---------------------------|----------------------------------|--|--|
| <i>National</i> | <i>1.1.2014</i>                                     | <i>Secretary</i>                      | <i>Full Name</i>                      | <i>Retiring</i>           | <i>Full Name</i>                 | <i>c/- the Registered Organisation, postal address of Registered Organisation</i>                    | <i>Paid official</i>                   |
|                 | <i>25.12.2013</i>                                   | <i>President</i>                      | <i>vacant</i>                         | <i>Scheduled Election</i> | <i>Full Name</i>                 | <i>As above</i>  | <i>mechanic</i>                        |
| ...             |   |                                       |                                       |                           |                                  |  |  |
| <i>NSW</i>      | <i>1.1.2014 (resigned)<br/>7.1.2014 (appointed)</i> | <i>President</i>                      | <i>Full Name</i>                      | <i>Resignation</i>        | <i>Full Name</i>                 | <i>c/- the Branch, postal address of the Branch</i>  | <i>mechanic</i>                        |
|                 |   | <i>Committee of Management Member</i> | <i>Full Name</i>                      | <i>Scheduled Election</i> | <i>Full Name</i>                 | <i>As above</i>  | <i>mechanic</i>                        |
|                 |   | <i>Treasurer</i>                      | <i>Full Name</i>                      | <i>Scheduled Election</i> | <i>vacant</i>                    | <i>vacant</i>  | <i>vacant</i>                          |
| ...             |   |                                       |                                       |                           |                                  |  |  |



Fair Work (Registered Organisations) Act 2009

## POST ELECTION REPORT

**Client:** Flight Attendants' Association of Australia

**Contact details:** Mr. Michael Mijatov  
Divisional Secretary  
International Division  
Flight Attendants' Association of Australia  
20 Ewan Street  
MASCOT NSW 2020

**Tel:** 02 9669 5366

**FWC contact officer:** Nick Salzberg

**Email:** orgs@fwa.gov.au  
**Tel:** 03 9655 0410

### ELECTIONS COVERED IN THIS REPORT

**Election Decision No/s:** E2016/51

### RULES

**Rules used for elections Rule ID:** [231V: Incorporates alterations of 21/10/2015  
[R2015/191] Corrected on 02/02/2016  
(replaces 23 December 2014 (R2014/27) version)

**Rules difficult to apply/interpret:** None

**Model Rule reference (if any):** N/A

### ROLL OF VOTERS

Total number of Voters on the Roll: 2477

### ALLEGATIONS OF IRREGULARITIES RECEIVED

Details of written allegations of irregularities, and action taken by AEC: NIL

Other irregularities identified, and action taken: NIL

### ATTACHMENTS

1. Declaration of Results for Contested and Uncontested Offices

Noopur Madan  
Returning Officer

26 May 2016

# Flight Attendants' Association of Australia International Division - Scheduled Election

## Declaration of Results for Contested and Uncontested Offices

E2016/51

Below are the results of the election for the following offices, conducted in accordance with the provisions of the *Fair Work (Registered Organisations) Act 2009* and the rules of the organisation.

### International Division

|   |             |
|---|-------------|
| Total number of names on the roll of voters                     | 2477        |
| Ballot papers issued  | 2477        |
| Replacement ballot papers issued                                | 36          |
| <b>Total Ballot Papers Issued</b>                               | <b>2513</b> |
| Ballot papers / envelopes returned for scrutiny                 | 1957        |
| Less ballot papers / envelopes rejected at preliminary scrutiny | 36          |
| Adjusting balance   | 0           |
| <b>Total Ballot Papers Admitted to Scrutiny</b>                 | <b>1921</b> |
| Percentage of ballot papers returned to number issued           | 77          |
| Ballot papers returned as unclaimed mail                        | 15          |
| Ballot papers not returned                                      | 505         |

### **Divisional Secretary**

| <u>Candidates</u>      | <u>Votes</u> |
|------------------------|--------------|
| DUNN, Vanessa          | 63           |
| MIJATOV, Michael       | 575          |
| O'TOOLE, Teri          | 1274         |
| <br>                   |              |
| Total votes            | 1912         |
| Formal ballot papers   | 1912         |
| Informal ballot papers | 9            |

I declare Teri O'Toole elected.

### **Divisional Assistant Secretary**

| <u>Candidates</u>  | <u>Votes</u> |
|--------------------|--------------|
| GASPARRE, Leonardo | 572          |
| NESCI, Lou         | 1271         |
| STENZEL, James     | 65           |

|                        |             |
|------------------------|-------------|
| Total votes            | <b>1908</b> |
| Formal ballot papers   | <b>1908</b> |
| Informal ballot papers | <b>13</b>   |

I declare Lou Nesci elected.

### **Divisional President**

| <u>Candidates</u> | <u>Votes</u> |
|-------------------|--------------|
| HORSFALL, David   | 1246         |
| LAM, Lee          | 659          |

|                        |             |
|------------------------|-------------|
| Total votes            | <b>1905</b> |
| Formal ballot papers   | <b>1905</b> |
| Informal ballot papers | <b>16</b>   |

I declare David Horsfall elected.

### **Divisional Vice President (2)**

| <u>Candidates</u> | <u>Votes</u> |
|-------------------|--------------|
| BROWNLIE, Stephen | 518          |
| DIACK, Miranda    | 1248         |
| FABBRO, Sonia     | 593          |
| ROBERTS, Bruce    | 1224         |

|                        |             |
|------------------------|-------------|
| Total votes            | <b>3583</b> |
| Formal ballot papers   | <b>1903</b> |
| Informal ballot papers | <b>18</b>   |

I declare Miranda Diack and Bruce Roberts elected.

### **Divisional Councillor (Qantas Airlines Limited) (4)**

|   |             |
|---|-------------|
| Total number of names on the roll of voters                     | <b>2011</b> |
| Ballot papers issued  | <b>2011</b> |
| Replacement ballot papers issued                                | <b>17</b>   |
| <b>Total Ballot Papers Issued</b>                               | <b>2028</b> |
| Ballot papers / envelopes returned for scrutiny                 | <b>1624</b> |
| Less ballot papers / envelopes rejected at preliminary scrutiny | <b>4</b>    |
| Adjusting balance   | <b>0</b>    |
| <b>Total Ballot Papers Admitted to Scrutiny</b>                 | <b>1620</b> |

### Divisional Councillor (Qantas Airlines Limited) (4)

| <u>Candidates</u>      | <u>Votes</u> |
|------------------------|--------------|
| BROOME, Greg           | 1208         |
| CLADERA, Gustavo       | 483          |
| COGHLAN, Justin        | 422          |
| COTTEE, Carolyn        | 413          |
| HONG, Eric             | 1135         |
| JACKEL, Peter David    | 448          |
| ROGERS, Brett          | 1100         |
| SKORDAS, Smaro         | 1064         |
| <br>                   |              |
| Total votes            | <b>6273</b>  |
| Formal ballot papers   | <b>1615</b>  |
| Informal ballot papers | <b>5</b>     |

I declare Greg Broome, Eric Hong, Brett Rogers and Smaro Skordas elected.

### Divisional Councillor (Qantas Cabin Crew Australia) (2)

|   |            |
|---|------------|
| Total number of names on the roll of voters     | <b>300</b> |
| Ballot papers issued                            | <b>300</b> |
| Replacement ballot papers issued                | <b>2</b>   |
| <b>Total Ballot Papers Issued</b>               | <b>302</b> |
| Ballot papers / envelopes returned for scrutiny | <b>199</b> |

### Divisional Councillor (Qantas Cabin Crew Australia) (2)

| <u>Candidates</u>       | <u>Votes</u> |
|-------------------------|--------------|
| ALLSOP, Matthew         | 105          |
| COSH, Rebecca           | 119          |
| HORSWELL, Jamie         | 96           |
| PAPAGIANNOPOULOS, Peter | 69           |
| <br>                    |              |
| Total votes             | <b>389</b>   |
| Formal ballot papers    | <b>199</b>   |
| Informal ballot papers  | <b>0</b>     |

I declare Matthew Allsop and Rebecca Cosh elected.

**Divisional Councillor (Virgin Australia) (2)**

Candidates

MEAD, Samuel  
SMITH, Clair

I declare Samuel Mead and Clair Smith elected.



Noopur Madan  
Returning Officer  
Australian Electoral Commission

5 May 2016





## DECISION

*Fair Work (Registered Organisations) Act 2009*  
s.189—Arrangement for conduct of an election

### **Flight Attendants' Association of Australia** (E2016/51)

MR ENRIGHT

MELBOURNE, 3 FEBRUARY 2016

*Arrangement for conduct of election.*

[1] On 6 January 2016 the International Division of the Flight Attendants' Association of Australia lodged with the Fair Work Commission the prescribed information in relation to an election for the following offices:

Divisional Secretary  
Divisional Assistant Secretary  
Divisional President  
Divisional Vice-President (2)  
Divisional Councillor (8)

[2] The Division did not lodge the prescribed information before the prescribed day as required by regulation 138(3) of the *Fair Work (Registered Organisations) Regulations 2009*. The prescribed information should have been lodged by 15 December 2015 but it was lodged on 6 January 2016. In correspondence dated 21 January 2016, the Divisional Secretary stated the following:

- I am seeking an extension of time for the lodgement of the Prescribed Information (PI).
- Our office was in a very hectic state with the moving in to our premises of the National Division and its staff in December and also the closure of our office from midday 24 December 2016 until 4 January 2016.

[3] While I acknowledge that the Divisional Secretary apologised for what he described as an 'unintentional oversight' I am not satisfied that moving premises is a sufficient ground to justify the Division's failure to comply with a statutory obligation. The requirement to have lodged the prescribed information by 15 December 2015 renders nugatory, in my view, the Christmas office closure aspect of the request. Having regard to the normal and reasonable expectation that registered organisations take steps to ensure that they comply with the time-frame requirements set out not only in the Act but also in instruments or references pertaining to their own governance formulated by organisations themselves, I decline on this occasion to allow, in the formal sense intended by section 189(2) of the Act, a later day for lodgement. The failure of the Division to lodge the prescribed information before the prescribed day

therefore renders the organisation liable for a civil penalty provision pursuant to section 189(2) of the *Fair Work (Registered Organisations) Act 2009*.

[4] The refusal of an extension of time under section 189(2) of the Act does not, however, affect a determination of an election notification matter for the purposes of section 189(3) of the Act.

[5] I am satisfied that an election for the abovenamed offices is required to be held under the rules of the organisation and, under subsection 189(3) of the *Fair Work (Registered Organisations) Act 2009*, I am making arrangements for the conduct of the election by the Australian Electoral Commission.



DELEGATE OF THE GENERAL MANAGER

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# FLIGHT ATTENDANTS ASSOCIATION OF AUSTRALIA

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20 Ewan St Mascot NSW 2020, Ph: +612 8337 1111, Fax: +612 8337 1122, Toll Free Ph: 1800 267 952, Toll Free Fax: 1800 267 941  
Email: [info@faaa.net](mailto:info@faaa.net) Website: [www.faaa.net](http://www.faaa.net)

21 January 2016

Patti Ladd  
Adviser – Regulatory Compliance  
Fair Work Commission  
GPO Box 1994  
MELBOURNE VIC 3001

Email: [Patti.LADD@fwc.gov.au](mailto:Patti.LADD@fwc.gov.au)

Dear Patti

**RE: Flight Attendants' Association of Australia International Division: Elections  
E2016/51**

Further to my notice of 6 January 2016, I am seeking an extension of time for the lodgement of the Prescribed Information (PI).

Our office was in a very hectic state with the moving in to our premises of the National Division and its staff in December and also the closure of our office from midday 24 December 2015 until 4 January 2016.

Please accept our apologies for this unintentional oversight in not submitting the PI by 15 December 2015.

Michael Mijatov  
Divisional Secretary, FAAA International Division

## ELLIOTT, Mark

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**From:** Michael Mijatov <michaelm@faaa.net>  
**Sent:** Thursday, 21 January 2016 3:50 PM  
**To:** LADD, Patti  
**Subject:** Re: E2016/51 - FAAA International Division Ordinary Elections  
**Attachments:** 1701\_001.pdf

Dear Patti,

As discussed earlier by phone, please find attached our request for an extension of time for lodgement of the PI which was sent to the FWC on 6 January 2016.

We again apologise for this inadvertent oversight.

Kind regards

**Michael Mijatov**



flight attendants' association of australia

Secretary - International Division  
Flight Attendants Association of Australia  
20 Ewan Street  
MASCOT NSW 2020  
[Tel:+61 2 8337 1111](tel:+61283371111) Fax:+61 2 8337 1122  
Email: [michaelm@faaa.net](mailto:michaelm@faaa.net)  
Web: [www.faaa.net](http://www.faaa.net)

**From:** "LADD, Patti" <[Patti.LADD@fwc.gov.au](mailto:Patti.LADD@fwc.gov.au)>

**Date:** Thursday, 21 January 2016 12:57 PM

**To:** MICHAEL MIJATOV <[michaelm@faaa.net](mailto:michaelm@faaa.net)>

**Subject:** E2016/51 - FAAA International Division Ordinary Elections

Dear Michael

I have been allocated E2016/51 – FAAA International Division elections to be conducted in 2016.

Nominations for the 2016 elections open on 15 February 2016. This means that the “Prescribed Day”, determined by s189(2) of the RO Act as two months before the date the nominations open, would be 15 December 2015.

The Prescribed Information (PI) was lodged with the Fair Work Commission on 6 January 2016, which means that the PI was lodged 22 days late.

As the documentation has been lodged out of time you will need to request an extension of time for the lodgement of the PI, along with reasons for the late lodgement.

When the above has been received and is accepted, the FWC can begin to arrange the election.

If you would like to call me to discuss the above, please do not hesitate to do so.

Kind regards

**PATTI LADD**

Adviser – Regulatory Compliance

**Fair Work Commission**

Tel: 03 8656 4662

Fax: 03 9655 0401

[patti.ladd@fwc.gov.au](mailto:patti.ladd@fwc.gov.au)

11 Exhibition St, Melbourne Victoria 3000

GPO Box 1994, Melbourne Victoria 3001

[www.fwc.gov.au](http://www.fwc.gov.au)

**Please be aware my telephone number has changed. My new phone number is 03 8656 4662. Please update your records accordingly**

Please consider the impact to the environment and your responsibility before printing this email. This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you have received this email in error please notify the sender.

## ELLIOTT, Mark

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**From:** LADD, Patti  
**Sent:** Thursday, 21 January 2016 12:58 PM  
**To:** 'michaelm@faaa.net'  
**Subject:** E2016/51 - FAAA International Division Ordinary Elections

Dear Michael

I have been allocated E2016/51 – FAAA International Division elections to be conducted in 2016.

Nominations for the 2016 elections open on 15 February 2016. This means that the “Prescribed Day”, determined by s189(2) of the RO Act as two months before the date the nominations open, would be 15 December 2015.

The Prescribed Information (PI) was lodged with the Fair Work Commission on 6 January 2016, which means that the PI was lodged 22 days late.

As the documentation has been lodged out of time you will need to request an extension of time for the lodgement of the PI, along with reasons for the late lodgement.

When the above has been received and is accepted, the FWC can begin to arrange the election.

If you would like to call me to discuss the above, please do not hesitate to do so.

Kind regards

**PATTI LADD**  
Adviser – Regulatory Compliance

**Fair Work Commission**  
Tel: 03 8656 4662  
Fax: 03 9655 0401  
[patti.ladd@fwc.gov.au](mailto:patti.ladd@fwc.gov.au)

11 Exhibition St, Melbourne Victoria 3000  
GPO Box 1994, Melbourne Victoria 3001

[www.fwc.gov.au](http://www.fwc.gov.au)

**Please be aware my telephone number has changed. My new phone number is 03 8656 4662. Please update your records accordingly**





# Copy of Prescribed Information

**Title of Matter:** Application/Notification by Flight Attendants' Association of Australia - International Division (Fed)  
**Section:** s.189(1) RO Act - Notification of elections for office  
**Subject:** Divisional Secretary, Divisional Assistant Secretary, Divisional President, Divisional Vice President (2)  
**Matter Number(s):** E2016/51

Attn: Electoral Officer

A copy of the Prescribed Information in relation to the above matter is attached for your information.

The election decision will be forwarded to your office in due course.

**Inquiries:**

Any inquiries relating to this are to be directed to: [orgs@fwc.gov.au](mailto:orgs@fwc.gov.au).

**8 JANUARY 2016**



# FLIGHT ATTENDANTS ASSOCIATION OF AUSTRALIA

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20 Ewan St Mascot NSW 2020, Ph: +612 8337 1111, Fax: +612 8337 1122, Toll Free Ph: 1800 267 952, Toll Free Fax: 1800 267 941  
Email: [info@faaa.net](mailto:info@faaa.net) Website: [www.faaa.net](http://www.faaa.net)

6 January 2016

General Manager  
Fair Work Australia  
11 Exhibition Street  
Melbourne VIC 3000

Email: [orgs@fwc.gov.au](mailto:orgs@fwc.gov.au)

## **FLIGHT ATTENDANTS ASSOCIATION OF AUSTRALIA – INTERNATIONAL DIVISION – ELECTIONS 2016**

I Michael Mijatov, being the Divisional Secretary of the International Division of the Flight Attendants Association of Australia make the following statement.

I am authorized to lodge the following prescribed information concerning forthcoming elections in the International Division of the Flight Attendants Association of Australia and I confirm that the following information is being lodged under sub-section 189(1) of the Fair Work (Registered Organisations) Act 2009.

An election is required for all International Division elected positions under Rules 36(2a) and 36(4)

Nominations need to be opened on 15 February 2016 and need to remain open for 28 days.

Rule 8(a) stipulates that the Divisional Officers shall be elected by the entire membership of the International Division.

The Divisional Officers comprise:

Divisional Secretary (1)  
Divisional Assistant Secretary (1)  
Divisional President (1)  
Divisional Vice President (2)

Rule 8(a) stipulates that 8 Divisional Councillors shall be elected by the membership of the Division as follows: members employed by Qantas Airlines

Limited (4) Divisional Councillors, members employed by Qantas Cabin Crew Australia (2) Divisional Councilors and members employed by Virgin Australia (2) Divisional Councillors.

Cut Off date for roll: In all cases 7 days before opening of nominations – Rule 39(c) (1).

Completion date of election: In all cases May 31, 2016.

Michael Mijatov

A handwritten signature in black ink, appearing to read 'M. Mijatov', with a stylized flourish at the end.

Divisional Secretary