9 May 2025

Catherine Walsh
Qantas Chief People Officer

By email: catherine.walsh@qantas.com.au

Dear Catherine,

Re: SH EA Pay Rises

As you would be aware, the *Qantas Airways Limited Pilots (Short Haul) Enterprise Agreement 2024* (EBA9) ("SH EA") was submitted to the Fair Work Commission (FWC) for approval by Qantas on 10 March 2025.

Prior to the proposed SH EA being distributed for consideration and vote by the pilots, the AFAP highlighted that the proposed dispute settlement procedure (DSP) was non-compliant with the *Fair Work Act.* We explained exactly how the DSP was non-compliant and cited relevant case law. Despite this, Qantas persisted with releasing the document without addressing the concerns we highlighted with the DSP.

The matter has now been determined, with the Fair Work Commission finding that the proposed DSP is indeed non-compliant (for precisely the reasons we advised). Qantas has had to make an undertaking, in the terms that we suggested it would, in order for the SH EA to be approved.

This process and the refusal by Qantas to amend the DSP before the proposed agreement was released (and subsequently) has caused a delay which impacts when pay rises under the SH EA come into force. We have previously written to Qantas seeking an undertaking to implement pay rises for SH pilots to commence from the commencement of BP3685 on 19 May 2025 irrespective of the date of approval. We do not believe that it is fair or reasonable that pilots be adversely affected and Qantas financially rewarded for the delay in approval which Qantas contributed to.

Now that the matter has been determined and it has clearly been shown that Qantas was incorrect with regard to the DSP, we again request that Qantas implement pay rises under the SH EA effective from 19 May 2025.

Please do not hesitate to contact me via simon@afap.org.au or mobile 0419 482 582 if you have any questions regarding the above.

Yours sincerely

Simon Lutton
Executive Director
Australian Federation of Air Pilots