



5 November 2025

Richard Hardonin
Head of Flying Operations
Chief Pilot
Express Freighters Australia

Via email: richard.hardonin@qantas.com.au

Dear Richard,

Re: Notice of Intention to commence Employee Claim Action

In accordance with s414 of the *Fair Work Act 2009* (Cth), the Australian Federation of Air Pilots (“AFAP”) hereby provides notice of Employee Claim Action by members of the AFAP who are within the scope of the proposed agreement and employed by Express Freighters Australia (Operations) Pty Ltd (“EFA”) as follows:

A ban on engaging in duty travel unless a business class seat is provided to the employee for the purposes of that duty travel.

This ban will apply to:

- *All duty travel.*

The Employee Claim Action specified above will:

- commence at 00:01 on Wednesday 12 November 2025 and continue indefinitely.
- occur at all locations at which the employees who will be covered by the proposed agreement perform work.

Unless otherwise expressly specified, all references to a time in this Notice are a reference to the local time at the location at which the industrial action is being engaged in.

For clarity, from today, this Notice applies in addition to, and not in replacement of, any other notices of employee claim action provided by the AFAP to EFA.

I can be contacted on ph. 0419 482 582 or email simon@afap.org.au.

Yours sincerely,

Simon Lutton
Executive Director
Australian Federation of Air Pilots