



20 September 2024

Simon Lutton  
Executive Director  
Australian Federation of Air Pilots  
Level 4, 132-136 Albert Road  
South Melbourne VIC 3205

By email: [simon@afap.org.au](mailto:simon@afap.org.au)

Dear Simon

**Bargaining for new *Qantas Airways Limited Pilots (Short Haul) Enterprise Agreement 2024 (EBA9)***

We write to express our concern at AFAP's recent communications to its members regarding the proposed *Qantas Airways Limited Pilots (Short Haul) Enterprise Agreement 2024 (EBA9)* (**Proposed Agreement**).

It seems clear that the AFAP is strongly encouraging pilots to vote 'No' to the Proposed Agreement on the premise that, if they do, the AFAP will be able to negotiate an improved deal for pilots. In encouraging this 'No' vote, the AFAP is also misrepresenting that in our meeting on 6 September, Qantas representatives conveyed (or, at the very least, implied) that the differences between the current offer and the AFAP position could readily be bridged through further negotiations.

Neither position is correct, and it is reckless to suggest to pilots that a 'No' vote will provide the circumstances for the AFAP to negotiate a better deal with the Company.

The Proposed Agreement is the product of 12 months of complex negotiations and careful drafting. Most importantly, it is a reflection of what we have heard from our people over many years about what is important to them in a Short Haul agreement, and substantially resolves many of their concerns. It represents Qantas' best offer.

If approved, the Proposed Agreement will provide pilots with significant enhancements to their existing terms and conditions including, most centrally, the following major structural reforms:

1. Four hours' pay for standing reserve (where currently no credit applies).
2. The introduction of Pattern Credit Guarantee at minus two calendar days from pattern departure.
3. A significant increase to Minimum Guarantee Hours (in the vicinity of 13%), which will also flow onto superannuation salary for pilots in defined benefit divisions of Qantas Super.
4. Introduction of a Duty Pattern Credit (DPC60), which ensures that credited hours will be a minimum of 60% of a pattern's duty length.
5. Additional pay levels at Year 5 and Year 6 with a 2.5% pay increase at each new level.

A 'No' vote will not cause Qantas to improve its offer. Instead, the only thing that a 'No' vote will do is to cause delay, create uncertainty, and place the various benefits that are on offer in jeopardy.



We urge you to reconsider your opposition to the Proposed Agreement. Instead, you should be encouraging pilots to secure the best deal they will be offered in this negotiation.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Nathan Safe', written in a cursive style.

**Nathan Safe**  
Executive Manager Industrial Relations  
Qantas Airways Limited