

21 September 2024



Nathan Safe
Executive Manager Industrial Relations
Qantas Airways Limited

By email: nathansafe@qantas.com.au

cc: Dick Tobiano; Jim Morton; Andrew Coull; Douglas Alley

Dear Nathan,

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

We write following your correspondence late yesterday afternoon in which you accuse the AFAP of “misrepresenting” our Short Haul bargaining meeting with Qantas on 6 September.

We note that despite receiving notification that I was on leave, Qantas did not allow for time for the AFAP to respond prior to the Chief Pilot releasing communications to pilots yesterday evening.

The AFAP staff and our elected Qantas Pilot Council (QPC) stand by all our comments both in written communications and verbally in our webinars in which we have accurately reflected the positive discussions had with the Qantas EA team on 6 September. The Qantas team advised that the AFAP and Qantas were not that far apart, discussed in detail each of our claims and expressed interest in discussing further in the event of a no vote.

We note neither you nor the Chief Pilot were present on 6 September, nor have you had any direct discussions with the AFAP regarding SH bargaining at any point over the more than 12 months of negotiations.

In contrast all our volunteer elected QPC representatives were in attendance along with AFAP Senior Legal/ Industrial Officer Pat Larkins and myself and have confirmed that the discussions as communicated to SH pilots were accurate.

We find it disappointing that you would intercede at this late stage of bargaining and release communications to SH pilots in an obvious attempt to stand over pilots on the eve of a vote rather than present factual information to inform voting.

We note that the Chief Pilots communication did not highlight the numerous concessions being asked of SH pilots in this negotiation and continues to ignore that concessions from the variation brought in by Qantas under the threat of outsourcing of SH pilots jobs. We consider this directly misleading pilots on the eve of a vote.

We are also disappointed that you have overruled attempts by the Qantas’ negotiating team to build a platform for a negotiated outcome with the AFAP in the event there is a no vote. We have disagreed on many items throughout bargaining but have had respectful and collaborative discussions. From your correspondence we take it that you do not support this approach to bargaining.

The AFAP have clearly outlined in our communications the risks and our process following a no vote and that regardless of Qantas conduct we will seek to negotiate a wages policy compliant agreement that meets our SH members needs. We stand by this commitment even after your correspondence.

We also note that contrary to Qantas previous approach to EAs across the Group, the Company in collaboration with AIPA has agreed to not reference the AFAP in the proposed SH document. It is concerning that despite the AFAP representing more than 1,000 pilots across the Qantas Group and negotiating numerous EAs with Qantas over many years we are being singled out in this negotiation for seeking to negotiate guaranteed wage rises for our SH members.

Based on your letter can we confirm that in the event of a no vote that Qantas:

- will not negotiate in good faith to reach an agreement with the AFAP as a bargaining representative of SH pilots?
- will not seek to reach a negotiated agreement that is capable of support in a vote of SH pilots?
- has determined to escalate bargaining by removing claims and punishing SH pilots for voting no?

For the AFAP we will continue to represent the wishes of our members. If the democratic outcome of the vote is yes then we respect that decision and we will stand by our alternate position that we presented.

Alternatively, if the vote is no then we remain willing to dedicate efforts to negotiate an outcome without the need for escalation.

Unlike Qantas we will provide you with the courtesy of an opportunity to respond to the above questions before we publish the correspondence to our members in full. We will provide until 5:00pm Monday 23 September for you to respond.

Yours sincerely,



Simon Lutton
Executive Director