

29 January 2026

## AaE Bargaining & 'Same Job, Same Pay' Update

The ASU is continuing to push hard for real improvements for AaE workers.

### ***Enterprise Bargaining Update***

Late last year, the ASU sent a petition to the Qantas CEO calling for improvements to staff travel and demanding that AaE workers not be treated like second-class citizens within the Qantas Group. While Qantas has acknowledged our Union's position, we will ensure this issue remains a key priority in bargaining and will continue pressing the company until AaE workers are treated equally.

Formal bargaining has not yet been scheduled, largely due to the number of employees and representatives on leave in January. We expect discussions to resume shortly. Therefore it is vital that members are organised, informed and ready to engage once negotiations commence.

### ***Same Job, Same Pay – Update***

Yesterday the Fair Work Commission approved the new Qantas mainline agreement - *Australian Services Union (Qantas Airways Limited) Agreement 13*. The new EA 13 will take effect from 4 February. The ASU has written to Qantas seeking confirmation that AaE workers covered by Same Job, Same Pay arrangements will receive the corresponding pay increases from 4 February, in line with their Qantas counterparts.

The Same Job, Same Pay framework has helped get wages moving for some AaE workers, but there is still more work to do. Many workers and conditions remain outside these arrangements, and key issues - including pay, classifications, rostering and staff travel must be addressed through bargaining.

Now is the time to get involved.

Talk to your Workplace Delegate or organiser and stay engaged as we push for a stronger agreement that delivers fair treatment for all AaE workers.

If your colleagues are not yet ASU members, now is the time to encourage them to join. It's easy at [www.theservicesunion.com.au](http://www.theservicesunion.com.au).