



FairWork
Commission

RECOMMENDATION

Fair Work Act 2009
s.240—Bargaining dispute

Application by Qantas Airways Limited Trading AS Qantas

(B2026/840)

DEPUTY PRESIDENT EASTON

SYDNEY, 16 OCTOBER 2026

Bargaining between Qantas Airways Limited and employee bargaining representatives – recommendation.

Summary

[1] This recommendation relates to an in-principle agreement reached between Qantas Airways Limited (**Qantas**), the Australian and International Pilots Association (**AIPA**) and the Australian Federation of Air Pilots (**AFAP**) (the **Bargaining Parties**) for a new enterprise agreement to cover long haul pilots employed by Qantas.

[2] The written terms of the proposed enterprise agreement, to be titled the *Qantas Airways Limited Pilots (Long Haul) Enterprise Agreement 2026 (EBA11)*, have been finalised to the satisfaction of the three parties and will shortly be put to Qantas long haul pilots to vote on.

[3] The proposed agreement reflects a compromise position reached in bargaining which provides significant improvement in the terms and conditions of the employment of Qantas long haul pilots.

[4] The AIPA and the AFAP endorse the proposed agreement and recommend that their members vote in favour of its approval.

[5] In circumstances where parties have invested significant time and resources in reaching a compromise that results in a package that significantly improves pilot's conditions and which has been endorsed by all parties, the Commission recommends that eligible Qantas long haul pilots vote to approve the proposed agreement.

Background

[6] Since May 2024, Qantas, the AIPA and the AFAP have been bargaining to make a new enterprise agreement to replace the *Qantas Airways Limited Pilots (Long Haul) Enterprise*

Agreement 2020 (EBA10). The previous agreement reached its nominal expiry date on 28 April 2024.

[7] The negotiating teams for Qantas, the AIPA and the AFAP have each invested significant time and effort in the bargaining process. A substantial number of complex issues have been worked through over time, against the background of a changing global economic climate.

[8] A written agreement reflecting the terms of an earlier in-principle agreement reached between Qantas and the AIPA was put to long haul pilots to vote on in April 2026 (**April Agreement**). At that time, the April Agreement failed to obtain the required majority of eligible votes for it to be approved by employees.

The conference process and agreement on key terms

[9] On 15 July 2026, Qantas filed an application for the Commission to deal with a bargaining dispute between it, the AIPA and the AFAP pursuant to s.240 of the *Fair Work Act 2009* (Cth) (**Act**) (**Bargaining Dispute Application**).

[10] On 16 July 2026, the AIPA filed an application for a protected action ballot order pursuant to s.437 of the Act. The protected action ballot order was subsequently made by Deputy President Hampton on 17 July 2026 (**PABO**),ⁱ following certain amendments agreed between Qantas and the AIPA.

[11] On 31 July 2026, the AIPA filed an application to vary the PABO. This application was ultimately discontinued by the AIPA in late August 2026.

[12] The Commission conducted joint conciliation conferences between representatives of Qantas, the AIPA and the AFAP for the purposes of addressing the Bargaining Dispute Application, and meeting the requirements of s.448A of the Act in respect of the PABO. The joint conciliation conferences were conducted in person in Sydney on the following dates:

- (a) 24 July 2026, for approximately half a day;
- (b) 29 July 2026, for a full day; and
- (c) 5 August 2026, for a full day.

[13] It is my understanding that on 10 August 2026, the bargaining representatives met again (without the involvement of the Commission) and finalised an in-principle agreement on the proposed agreement, which was recorded in writing.

In-principle agreement on all terms

[14] Both of the AIPA and the AFAP have worked closely with Qantas to formulate the written terms of the proposed agreement to give effect to the in-principle agreement reached. This process has now been completed to the satisfaction of the Bargaining Parties. Accordingly,

both the AIPA and the AFAP have endorsed the proposed agreement and will recommend that their members vote in favour of its approval.

[15] Both the AIPA and the AFAP have also undertaken to support the proposition that if the proposed agreement is approved by employees, each employee, and each reasonably foreseeable employee who would be covered by the agreement would be better off overall than if covered by the relevant modern award and should be approved.

Next steps

[16] The proposed agreement, which has Qantas', the AIPA's and the AFAP's in-principle agreement and endorsement, is a sensible outcome to what has been a long period of robust bargaining. It allows Qantas, the AIPA and the AFAP to each fulfil, to some extent, their competing interests.

[17] In circumstances where the bargaining representatives have invested so much time and effort in reaching a compromise where the result is a package that significantly improves pilots' conditions, and noting that the proposed agreement has the endorsement of the Bargaining Parties, the Fair Work Commission recommends that it should be approved by long haul pilots when it comes time to vote on the proposed agreement.



DEPUTY PRESIDENT

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ⁱ [2026] FWC 2698; PR812222.