



AUSTRALIAN FEDERATION  
OF AIR PILOTS

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# Qantas LH EA 11

AFAP Explanatory Document



October 2026

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## Overview

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In August the AFAP, AIPA and Qantas reached in-principle agreement (**IPA**) on a proposed EA11 package, following conciliation at the Fair Work Commission (**FWC**).

**The AFAP QPC Committee unanimously endorsed this package and recommend members vote yes.**

The package represents a material improvement through negotiation since the April proposal was rejected by 66% of pilots.

The April No vote, together with the mandate pilots provided through the survey process that followed, was critical to securing a package that both Unions have now endorsed.

The parties have now finalised the drafting of the Enterprise Agreement and it has been released to pilots prior to a vote.

This Explanatory Document has been produced by the QPC Committee to assist members in making an informed decision regarding the proposed EA11 agreed between the AFAP, Qantas and AIPA.

This Explanatory Document has been updated to reflect the amendments in the proposed EA11 package since April. Where matters remain unchanged, we have retained the information from our April Explanatory Document.

The document explains the key elements of the proposed agreement, the mechanisms behind the major changes, and their likely implications for pilots at different career stages. It also outlines the procedural steps that would follow both a successful and an unsuccessful ballot and the risks involved.

The AFAP was a party to the final in-principle agreement and in keeping with our commitment to transparency and informed decision-making, we have prepared this analysis so that members can assess the proposal in light of their individual circumstances.

*Should any inconsistency exist between this explanatory material and the Enterprise Agreement itself, the EA document will prevail.*

## Introduction

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### Steps taken since the April No vote

Following the rejection of the April proposal, the AFAP undertook two detailed surveys to better understand why pilots voted against it and what changes they wanted pursued through further bargaining.

In particular, pilots told us that the April proposal:

- did not adequately address blank-line issues;
- involved too many concessions for the pay uplift being offered;
- introduced unnecessary structural changes to existing pay systems; and
- did not sufficiently address Second Officer pay disparity.

Those priorities formed the basis of the AFAP's bargaining position and the IPA represents improvements in each of these priority areas for pilots. Pilots will now vote on an improved package and control the next steps, which we view as preferable to the alternative pathways available.

The outcome validates the position taken by the AFAP in April. We recommended a no vote because we believed the proposal fell short of the priorities pilots had consistently identified and that there remained genuine scope to negotiate a better agreement. That is what has now occurred. Whether this is satisfactory will now be for the pilots to determine.

In the AFAP's assessment, EA9 and EA10 resulted in a significant overall deterioration in a number of Long Haul pilot conditions. The proposed EA11 begins to repair some of that damage.

The proposed EA11 does not achieve everything the AFAP sought, nor could this bargaining round reasonably be expected to reverse every issue arising from EA9 and EA10. However, the current package makes material progress on a number of the issues pilots have consistently identified as requiring improvement.

The AFAP has negotiated extensively to secure the strongest possible outcome for members and recommends EA11 on the basis that, having carefully considered all relevant factors, the proposed package represents the best achievable outcome.

The important question for pilots before voting is whether the overall package addresses the priorities and concerns identified by the pilot group and represents the best value reasonably achievable in the current industrial environment.

## Overview of the Company's EA11 Offer

### Summary

The proposed Qantas Long Haul Enterprise Agreement 11 (EA11) covers a four-year nominal term from approval to no later than 31 October 2030. Effectively this means the agreement would cover approximately 6.5 years when the expiry of EA 10 (April 2024 to October 2030) is taken into account. It replaces EA10 and introduces a comprehensive redesign of pay for the A350 and changes to crediting, divisors, duty travel entitlements, rostering mechanisms and various other reforms.

### Pay Structure and Increments

- **Term:** Nominal expiry date 4 years from commencement, or no later than 31 October 2030.
- **Backpay:** 3% backpay for all pilots from the 14th of July (First Full Bid Period (FFBP) after 1 July 2026) until the FFBP after agreement commencement.
- **A380/ A330 Pay Structure:** Retention of the EA10 12 year pay scales and years of service recognition
- **A350 Pay Structure:** Introduction of Fleet pay with the B787 – align hourly rates, divisors, AFDPs, and night credits
- A350 align with EA10 B787 night credits - change to 3 crew operations moving from 0.33 per hour to 0.25 per hour.
- Introduction of a new AFDP threshold for ULR flying of 19.5 hours duty period (sign-on to sign-off), with a 1 for 1 payment (or pro-rated for part thereof)
- **B787 Pay Structure:** Divisors remain as per EA10 other than removal of the surge divisor – AFDPs as per EA10 plus a new AFDP threshold for ULR flying of 19.5 hours duty period (sign-on to sign-off) will be introduced with a 1 for 1 payment (or pro-rated for part thereof).
- **Payment for Blank Line Holders:** 12 hours passive payment per Blank Line (assigned or awarded) and paid to minimum of divisor pay (not MGH)
- **Standby Passive Credits:** All pilots will receive a payment of 0.5 hours per standby duty performed (or part thereof)

### Blank Line Changes

- **Payments:** 12 hours passive payment per Blank Line (assigned or awarded), payment of 0.5 hours per standby (SBY) duty performed (or part thereof) and divisor pay
- **Golden Days or High Priority X Days:** BLH will be able to access up to 3 days of unfringeable golden leave in one block during their blank line. Alternatively pilots will be able to bid for 3 days of High Priority X days.
- **Blank Line Working Group:** Establishment of a BL Working Group (BLWG). Which will include representatives from AFAP, Qantas and AIPA, and will focus on investigating and trialling a long term blank line alternative
- **Contact periods:** will be amended as follows:
  - 1500 – 1800 (EA10 1600 – 1800); or
  - 1800 – 2100 (EA10 2000 – 2200) & no sign on before 1000 the next day.
- **Carers:** Pilots who have accessed a carer's line are no longer automatically excluded from the allocation of blank lines. A pilot with a nominated percentage of less than 80% will by default continue to be excluded from the blank line rotation

## Duty Travel Changes

- **Confirmed First Class duty travel on the A380:** to remain as per the terms of EA10.
- **Extended First Class (Non-sunrise, >6 seats):** Confirmed F up until 72 hours prior to departure. Within 72 hours of departure, confirmed J with F0 upgrade.
- **Limited First Class (Sunrise):** Pilots will be booked confirmed J with F0 upgrade
- **F0 upgradeable category:** Included in the terms of the EA. Upgrade in order of rank and ahead of SH CSMs (who have J0 upgrade) in a side letter.
- **Lie Flat Business Class and operational disruption:** Operational disruption defined to ensure that there are parameters set around when pilots can be directed to accept a recliner business class seats rather than lie flat seat.
- **Individual duty travel arrangements:** Pilots able to accept a lower class of travel with individually negotiated terms (such as an additional passive hours payment).
- **Paxing on other Qantas Group aircraft:** to be permitted but limited to include Qantas/Qantaslink branded services with business class. Does not include Jetstar.
- **Business class on foreign carriers:** Pilots can be paxed in confirmed business class travel on the following foreign carriers – SQ, AA, EY, EK, LH, BA, QR, CX, AF, NH and LA. Lie flat seat to be provided for sectors equal to or greater than 6 hours. Non-lie flat seat can be provided for sector less than 6 hours a maximum of 2 sectors in a single duty period (up to 7.5 hours)
- **Maximum deadhead duty limits:** Increased from 26 hours to 26.5 hours. The 14-hour limitation on Business Class positioning is removed and the existing First Class requirement for positioning over 24 hours is removed.
- **SOTs:** Provided with same duty travel entitlements as SOs with < 5 YOS.

## Open Time and Rostering

- **Open time early closure priority:** Early closure window changed from 5 days to 3 days, along with additional priority changes that are focused on ensuring short/ low PLH pilots are able to better access additional flying.
  - Current early closure priority 5 will become priority 5B
  - Early closure Priority 5A will be added to include:
    - Short Line PLH who relinquish ATA/PP
    - Low PLH who relinquish ATA/PP
- **Open time normal closure changes:** Early closure priority 5A/ 5B will become 6A/ 6B. Priorities 7 and 11 will be amended to allow company discretion to bypass to give priority to protecting Golden Leave/High Priority X day)
- **Open time Priority 1 for SBY allocation** with inclusion of ATA pilots
- **Priority 2C in Open Time Admin Supervisory Pilots:** where a pilot has dropped flying below 1/3 of a line or flying is not allocated
- **Bid line construction:** Increase the standard window to be -5 to +10 (with a maximum standard window ceiling of 185 for the A330, 190 for the A380, and 182.5 for the B787/A350) (excluding A350 EIS period).
- **Company Max and Crew Max:** When ATA or PP is not dropped or not applicable:
  - Company Max = Divisor +5 or if applicable Personal Divisor + 5
  - Crew Max = Divisor +10 or if applicable Personal Divisor + 10When ATA and/or PP dropped a personal divisor is applicable

- **Personal divisor:** A pilot allocated a roster more than 3 hours above the divisor will have a personal divisor set to their rostered hours.
- **Low & Short lines:** ATA only applies when below the bottom of standard window and MGH Removal of fixed short line pattern protection. Ability to drop ATA hours to a minimum of 120 (currently 132) for A350/B787. A380 and A330 remain at 132.
- **Pattern Limited Pattern Protection replaced with Date Limited Pattern Protection** - i.e. an ability for QF to recoup pattern protection from midnight on the first day to midnight on the last day of the pattern that created the protection.
- **Reduction in minimum pre-duty rest period from 48 hours to 22 hours prior to >16 hour duty period** if the preceding duty is solely paxing and is less than 7 hours, e.g. a domestic or Trans-Tasman pax sector prior to operating a flight >16 hours (duty
- Standby Call Out– clarification of existing practice it can infringe a Redesignated Duty Free Day.
- **1 x DDFDs before a simulator if returning from AL or LSL.**
- **2 x DDFDs pre-allocated for aviation medicals** can be requested each year.
- **Increased MBTT-** International patterns that currently attract 1 local night will increase to 2 local nights where the last tour of duty contains more than 6 rostered flight duty hours between 2000(LT) and 0800(LT) at the point of departure
- **Flight and Duty limits on the A330 domestically configured aircraft :** RM20.2 (3 pilot table) amended from 8.5 hours to provide for a 9 hour flight time on the A330 when fitted with a Class 2 Rest and with respect to day operations only.

## Flexi-lines and carers

- **Flexi-line quota** increased to 8%
- **New provision for a MOMO flexi-line** where a pilot will work 28 days on and 28 days off and with a flexi-line value of 85 hours per bid period
- **Access to Carer's lines** - Pilots with responsibilities as a carer may apply to the Company to access a carer's line but such an application may be refused on 'reasonable business grounds' in accordance with Fair Work Act

## Training and TAFB

- **Freeze periods:** Two training blocks for promotion on type; A330↔A350 freeze reduced to two blocks (each direction). One training block freeze for A330 Second Officer to A350 Second Officer. New training block freeze of 2 years where a pilot promotes on current aircraft type
- **Freeze after LWOP return:** Four years if awarded higher category, 18 months if assigned lower.
- **TAFB allowance:** 200 km boundary removed (those outside 200km no longer eligible for any TAFB); Option 2B clarified; aligned with current SH EA.
- **Classroom training:** Prescriptive requirements removed; 8-hour daily limit retained, additional payment for any time in excess of 7 hours.

## Other Changes

- **Offsetable PP for travel-document delays:** applies when passport/visa awaiting approval (not pilot fault).
- **One-way temporary base transfers:** Award only; seniority-based; 2 BP limit (mirror SHEA).
- **Public transport cap:** increased to \$75

- **Alt pax transport for patterns of one:** Provided to/from airport/hotel/sim centre if no additional cost to Company.
- **Boundaries:** Melbourne boundary corrected to FAM; Adelaide added (mirror SHEA).
- **AFAP Representational Rights**
- **Delegates' Rights Clause:** Inserted.
- **Dispute Resolution Clause:** updated (Company right to legal representation; aligned with SHEA).
- **Removal of Appendix F:** removed in its entirety.
- **Medical termination rehire:** Removal of AIPA veto and added AFAP representative rights
- **DSP:** Updated to match SHEA.
- **Application of SHEA T&Cs for a back bid only:** a pilot who back bids from LH to SH will be deemed to have cleared to line in short haul for all purposes on the date the training course is scheduled to commence
- **Bulk Vacancy Process:** Vacancies advertised by 30 April (min 14 days open).
- **LSL Allocation:** Leave year 1 Jan–31 Dec; may overlap year.
- Removal of A330/A350 SFF Category and EIS Provisions–
- **Trainer reforms:** Significant trainer reforms.

## Remuneration

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### Pay Structure

The overall remuneration outcome is delivered through a combination of hourly-rate increases, structural changes to pay arrangements, AFDP settings and additional payments including Blank Line and standby passive credits.

The hourly rate is therefore an important part of the pay outcome, but it does not, by itself, represent the total increase in remuneration under EA11.

It is also important to account for the compounding effect of the annual increases. Each increase applies to the rate produced by the previous increase and, for some categories, follows an additional structural increase at commencement.

Pilots also need to assess what they will actually earn under the proposed EA compared with what they earn today, what they would have earned under the rejected April proposal and the realistic alternatives. Such comparisons need to be made on a like for like basis: the earnings must be assessed on the equivalent work.

When comparing **end-state** remuneration with the April proposal, every pilot receives a greater financial outcome under the current proposal, while the number and significance of concessions have been materially reduced.

For completeness, we have also compared the current proposal against an adjusted April scenario that assumes a further 3% pay rise in July 2030. This additional increase did not form part of the April proposal but has been included to provide a favourable assumption for the April position when assessing longer-term outcomes.

We have also provided comparisons against EA10 to ensure members compare to a hypothetical rollover of 3% per annum from the end of EA10. To be clear, that benchmark is 3% rate increases commencing from July 2024 (which was 12 months after the previous pay rise in 2023), and each year thereafter to July 2030. This appropriately compares the term of the proposed EA11 to a rollover.

### Pay structure

- A330 and A380 retain the existing EA10 pay structure.
- The April pay restructuring and associated potential “snap-back” following category changes are removed for these fleets.
- C scale pilots receive materially larger increases to reduce the existing disparity, putting B and C Scale on substantially similar pay.
- Introduction of fleet pay with A350 aligning with the existing EA10 B787 model rather than the April proposal.
- A350 and B787 maximum surge divisors reduce by five hours.
- Reduced A350 planning and surge divisors mean slightly lower maximum rostered credit hours than under EA10.
- A new long-range AFDP provides an overtime mechanism for qualifying Project Sunrise flying.
- Most of the uplift is delivered through higher hourly rates, with a smaller component through new blank-line payments.

## Overall pay increases

The hourly rate increases in the EA are:

- 3 % backdated to 13 July 2026;
- 8.1% on commencement of LHEA11 from the first full bid period or the 28th December 2026 whichever is earlier;
- 3% on 1 July 2027;
- 3% on 1 July 2028;
- 3% on 1 July 2029; and
- 4% on 1 July 2030.

**For C Scale Second Officers, please note the increase on commencement of the first full bid period ranges from 16-25%.**

Overall remuneration increases across the different categories for the 6.5 years to the expected expiry of EA11, including the period since EA10 expired in April 2024 are as follows:

- 28.4% - A380 Captain / FO / Legacy SO
- 43.6% - A380 C Scale SO
- 29.2% - A350 Captain / FO
- 38.8% - A350 SO
- 29.0% - B787 Captain / FO / SO
- 28.8% - A330 Captain / FO / Legacy SO
- 44.0% - A330 C Scale SO

*The figures above are based on common assumptions to account for variable components of the agreement. There will be some variation based on the exact expiry date of EA11. Individual outcomes will also vary depending on rosters, blank lines, standbys and Sunrise flying.*

### **A330/ A380:**

The existing EA10 12 year pay scales and years of service recognition have been retained, replacing the “snap back” (revert to yr 1 for category changes) from the April offer.

Retaining the existing structure for the A380 and A330 was an important objective for the AFAP following the April No vote. The 12-year scales are well understood, transparent and provide certainty around salary progression. Retaining them also avoids the complexity and potential unintended outcomes associated with the four-year structure proposed in April.

The negotiating team was also conscious that one or both of these fleets may retire either during the life of EA11 or relatively soon afterwards, which has been proven with the announcement of the accelerated retirement of the A380.

The objective was therefore to deliver fair remuneration improvements for pilots remaining on those fleets while ensuring pilots eventually moving to the B787 and A350 fleets do so on strong underlying hourly rates.

### **B787/ A350:**

The wage structure for the B787 remains unchanged under the proposed EA11, with the A350 fleet aligned to match its format, including pay rates, divisors and relevant conditions. This creates a simpler and more consistent remuneration structure across the two fleets that will form the future of the Qantas widebody operation.

For B787/A350 pilots, the uplift in total pay is primarily achieved through increases to the base hourly rate. MGH and the existing AFDPs for the B787 will remain the same as EA10, while a new long-range AFDP of 19.5 hours has been introduced, providing an overtime mechanism for qualifying flying.

For both the A350 and B787, the surge divisor will be removed (for the A350 after the EIS period), effectively reducing maximum divisor by five hours. The reduced planning and surge divisors mean A350 pilots will ultimately be rostered to fewer hours than under EA10 and the April proposal. While modest, this represents an improvement in the fatigue-related settings applying to the fleet.

The B787 4 crew night credits as proposed in the April offer have been removed and the value has been moved to a higher base hourly rate with the associated divisors reduced back to EA10 values (excluding the surge capability).

The Long Range Credit (LRC) has been replaced by a new long-range AFDP which provides an overtime mechanism for qualifying Project Sunrise flying over 19.5 hours (calculated from sign-on to sign-off).

### **C-Scale Second Officers**

Pay increases are uniform across ranks within the A330 and A380, with the important exception of C-Scale Second Officers who receive a substantially larger increase.

This materially reduces the existing disparity between C-Scale and other Second Officer groups. On the common modelling assumptions used in this brief, the total nominal uplift is:

- 43.6% for A380 C-Scale Second Officers; and
- 44.0% for A330 C-Scale Second Officers.
- 37.6% for A350 Second Officers (aligning them with B787 SOs)

The practical effect is to largely eliminate C-Scale as a separate lower-paid remuneration tier and move new hire Second Officers towards broadly comparable annual remuneration across fleets.

While disparity in hourly rates on the A380 and A330 remain, annual remuneration across the Second Officer group becomes significantly more aligned. This is an important first step in correcting the legacy of previous agreements that divided the Second Officer group into Legacy, B-Scale and C-Scale categories.

As above, those divisions make collective bargaining more difficult. A more unified remuneration structure gives pilots a stronger platform for future bargaining because improvements can increasingly be pursued for the Second Officer group as a whole.

### **Other Payments**

A blank-line holder passive payment of 12 hours will be paid each blank-line in addition to all other pay. This will be pro-rated for pilots on a flexi-line or where a pilot is only available for part of a bid period – this applies to all leave types including personal leave..

In addition, a 0.5 hours passive credit will apply when pilots are allocated and perform a standby duty (or any part of a standby duty).

The online training payment of 5.5 hours per year included in the April proposal has been removed, with the value redistributed into the hourly rate. If online training exceeds 8 hours per annum, training will be paid hour for hour.

## The end of agreement rate

Importantly, pilots finish this agreement on a higher salary and higher hourly rate than under the rejected April proposal. This is primarily because there is an additional 4% increase in July 2030.

Assuming a hypothetical extra 3% was added to the April offer in July 2030, the A380, A350, B787 (Captains and FOs) and A330 SOs would still come out higher under the proposed EA11, while A330 (Captains and FOs) and B787 SOs would come out marginally lower.

This comparison matters because the end-of-agreement rate becomes the starting point for the next round of bargaining.

A stronger underlying rate therefore has value well beyond EA11. It provides a higher base for future percentage increases, compounds throughout a pilot's career and, where applicable, increases associated superannuation contributions.

The differences between the various proposals become clearer when total remuneration is compared at the end of EA11 using common assumptions for the variable components applying under each scenario.

The table below compares the highest pay-rate outcomes at July 2030 and the resulting total remuneration under an EA10 rollover, the rejected April proposal, an illustrative April + 3% scenario, and the proposed EA11.

## July 2030 Total Remuneration Comparison

Current proposal compared with rollover, April proposal and an illustrative April +3% scenario

| Category  | Rollover  | April     | April + 3%<br>(Jul 2030) | Proposed<br>EA11 | April v<br>Proposed<br>EA11 | April +3% v<br>Proposed<br>EA11 | Rollover v<br>Proposed<br>EA11 |
|-----------|-----------|-----------|--------------------------|------------------|-----------------------------|---------------------------------|--------------------------------|
| A380 Cpt  | \$621,793 | \$630,001 | \$648,901                | \$649,292        | 3.06%                       | 0.06%                           | 4.4%                           |
| A380 FO   | \$410,334 | \$415,804 | \$428,278                | \$428,481        | 3.05%                       | 0.05%                           | 4.4%                           |
| A380 L SO | \$319,335 | \$311,105 | \$320,438                | \$333,456        | 7.18%                       | 4.06%                           | 4.4%                           |
| A380 C SO | \$194,582 | \$210,598 | \$216,916                | \$227,246        | 7.90%                       | 4.76%                           | 16.8%                          |
| A350 Cpt  | \$543,054 | \$555,883 | \$572,560                | \$574,296        | 3.31%                       | 0.30%                           | 5.8%                           |
| A350 FO   | \$358,360 | \$366,882 | \$377,888                | \$379,023        | 3.31%                       | 0.30%                           | 5.8%                           |
| A350 SO   | \$178,433 | \$193,257 | \$199,054                | \$200,984        | 4.00%                       | 0.97%                           | 12.6%                          |
| B787 Cpt  | \$520,955 | \$526,489 | \$542,283                | \$546,332        | 3.77%                       | 0.75%                           | 4.9%                           |
| B787 FO   | \$343,816 | \$347,483 | \$357,908                | \$360,567        | 3.77%                       | 0.74%                           | 4.9%                           |
| B787 SO   | \$182,320 | \$189,532 | \$195,218                | \$191,198        | 0.88%                       | -2.06%                          | 4.9%                           |
| A330 Cpt  | \$477,560 | \$488,895 | \$503,562                | \$500,012        | 2.27%                       | -0.71%                          | 4.7%                           |
| A330 FO   | \$315,100 | \$322,669 | \$332,349                | \$329,915        | 2.25%                       | -0.73%                          | 4.7%                           |
| A330 L SO | \$245,222 | \$239,093 | \$246,266                | \$256,754        | 7.39%                       | 4.26%                           | 4.7%                           |
| A330 C SO | \$164,758 | \$178,571 | \$183,928                | \$192,928        | 8.04%                       | 4.89%                           | 17.1%                          |

**Note:** The "April +3%" column assumes an additional 3% increase in July 2030 that did not form part of the April proposal. It is included as a favourable illustrative scenario for comparison.

A350 – for Proposed EA11 a divisor of 158 was used to generate the days worked equivalent to the 165 hour planning divisor used for the April and EA10 rollover comparison.

## Assumptions

The July 2030 remuneration comparison above uses a common set of modelling assumptions for each fleet to allow the Rollover, April proposal, April + 3% scenario and proposed EA11 outcomes to be compared on a consistent basis.

Where work-rule settings differ between proposals, the modelling seeks to compare equivalent work outcomes, rather than simply applying the same divisor or AFDP assumptions to every scenario.

These comparisons reinforce an important point: the value of EA11 should not be assessed by isolating a single percentage increase or a single line in a pay table.

The assumptions used for the total remuneration comparison above are contained in the below tables

### A380

| Scenario             | Planning Divisor | AFDP Assumptions                   | Training      | Additional Credits                                               |
|----------------------|------------------|------------------------------------|---------------|------------------------------------------------------------------|
| EA10 Rollover        | 175 hours        | 30 per bid period, excluding leave | 27.5 hrs p.a. | Nil                                                              |
| April Offer          | 175 hours        | 30 per bid period, excluding leave | 27.5 hrs p.a. | 10.5 hrs: 5 hrs Blank Line + 5.5 hrs training pay                |
| <b>Proposed EA11</b> | <b>175 hours</b> | 30 per bid period, excluding leave | 27.5 hrs p.a. | 20 hrs: Blank Line, standby, divisor and passive-credit payments |

### A350

| Scenario             | Planning Divisor | AFDP Assumptions                   | Training      | Additional Credits                                               |
|----------------------|------------------|------------------------------------|---------------|------------------------------------------------------------------|
| EA10 Rollover        | 165 hours        | 22 per bid period, excluding leave | 27.5 hrs p.a. | Nil                                                              |
| April Offer          | 165 hours        | 22 per bid period, excluding leave | 27.5 hrs p.a. | 10.5 hrs: 5 hrs Blank Line + 5.5 hrs training pay                |
| <b>Proposed EA11</b> | <b>158 hours</b> | 6 per bid period, excluding leave  | 27.5 hrs p.a. | 20 hrs: Blank Line, standby, divisor and passive-credit payments |

## B787

| Scenario             | Planning Divisor | AFDP Assumptions | Training      | Additional Credits                                               |
|----------------------|------------------|------------------|---------------|------------------------------------------------------------------|
| EA10 Rollover        | 155 hours        | —                | 27.5 hrs p.a. | Nil                                                              |
| April Offer          | 170 hours        | —                | 27.5 hrs p.a. | 10.5 hrs: 5 hrs Blank Line + 5.5 hrs training pay                |
| <b>Proposed EA11</b> | <b>155 hours</b> | —                | 27.5 hrs p.a. | 20 hrs: Blank Line, standby, divisor and passive-credit payments |

## A330

| Scenario             | Planning Divisor | AFDP Assumptions | Training      | Additional Credits                                               |
|----------------------|------------------|------------------|---------------|------------------------------------------------------------------|
| EA10 Rollover        | 170 hours        | —                | 27.5 hrs p.a. | Nil                                                              |
| April Offer          | 170 hours        | —                | 27.5 hrs p.a. | 10.5 hrs: 5 hrs Blank Line + 5.5 hrs training pay                |
| <b>Proposed EA11</b> | <b>170 hours</b> | —                | 27.5 hrs p.a. | 20 hrs: Blank Line, standby, divisor and passive-credit payments |

**Note:** For the A350, the divisor and AFDP assumptions differ between scenarios to provide an equivalent-work comparison.

For the B787, the higher divisor under the April Offer reflects the inclusion of night credits in that proposal.

## Assessing the Overall Package

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As we have consistently said, pilots should assess the proposed agreement as a whole, rather than focusing on any single percentage, condition or change in isolation.

At this point in every enterprise agreement negotiation, Pilots must assess what is gained, what is retained and what is traded to reach an overall negotiated outcome.

The proposed EA11 is no different. There are genuine concessions in the package and pilots should understand them clearly. Equally, it includes improvements over both EA10 and the proposal put forward in April.

The relevant question therefore is not whether pilots would prefer to retain every existing EA10 condition while also securing all of the improvements contained in proposed EA11.

The question pilots need to consider is whether the overall value of proposed EA11 outweighs the concessions being exchanged, when considering the realistic alternatives available from this point.

The AFAP believes that the current proposal does this.

To assist pilots with that assessment below is a high-level, colour-coded comparison of the key changes in proposed EA11 against both EA10 and the April proposal.

### How to read the Traffic Light comparison

The Traffic Light table attached compares each of the key changes in proposed EA11 with both EA10 and the April offer. For the purposes of the table:

- Green — a beneficial change compared with EA10 and/or the April offer
- Yellow — a possible improvement, or a change with mixed outcomes depending on individual circumstances;
- Red — a concession compared with EA10 and/or the April offer; and
- White — a neutral or unchanged provision, or a new claim that cannot readily be compared with EA10 or April.

The two comparison columns, for EA10 and April EA11, need to be read together. A provision can remain a concession compared with EA10 while also representing a material improvement on the April offer because further bargaining has reduced the scope or impact of the concession.

| Pay Structure                      |                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|------------------------------------|--------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Proposed<br>EA11 vs April<br>Offer | Proposed<br>EA11 vs EA10 | Key Changes in the Proposed EA11 Compared to April Offer and EA10                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| ✓                                  | ✓                        | <ul style="list-style-type: none"> <li>New agreement will have a <b>nominal expiry date</b> of the earlier of 4 years from commencement or 31 October 2030.</li> <li>This equates to an approximate 6.5 year pay deal from the expiry of EA10.</li> <li>The agreement provides for 3% backpay for all pilots from the 14th of July (first FFPD after 1 July 2026 ) until the First Full Bid Period (FFBP) after agreement commencement.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| ✓                                  |                          | <b>A380/ A330 Pay Structure</b> <ul style="list-style-type: none"> <li>Retention of the EA10 12 year pay scales and years of service recognition</li> <li>Removal of “snap back” (revert to yr 1 for category changes) from April offer</li> <li>See the AFAP comprehensive remuneration brief <a href="#">here</a> .</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| ✓                                  | ✓                        | <b>A350 Pay Structure</b> <ul style="list-style-type: none"> <li>Introduction of Fleet pay with the B787 – align hourly rates, divisors, AFDPs, and night credits</li> <li>A350 align with EA10 B787 night credits - change to 3 crew operations moving from 0.33 per hour to 0.25 per hour</li> <li>AFDPs for the A350 (cl 34.1.9 EA10) will be removed and aligned with the B787 (cl 34.1.8 EA10)</li> <li>Removal of the Long Range Credit (LRC) &amp; introduction of a new AFDP threshold for ULR flying of 19.5 hours duty period (sign-on to sign-off), with a 1 for 1 payment (or pro-rated for part thereof)</li> <li>Divisor lowering to align with B787 (NB: A350/B787 EA10 surge divisor removed) providing reduced workload / improved fatigue mitigation</li> <li>The above changes combined with the A350 hourly rates increase provides an improved overall remuneration package compared to April based on the flying plan provided by Qantas</li> <li>See the AFAP comprehensive remuneration brief <a href="#">here</a> .</li> </ul> |
| ✓                                  |                          | <b>B787 Pay Structure</b> <ul style="list-style-type: none"> <li>B787 night credits – 4 crew night credits as proposed in the April offer removed (value has been moved to a higher base hourly rate).</li> <li>As a result, divisors remain as per EA10 other than removal of the surge divisor – provides improved fatigue mitigation over EA10</li> </ul> <b>B787 Pay Structure (cont.)</b> <ul style="list-style-type: none"> <li>AFDPs as per EA10 34.1.8 remains</li> <li>A new AFDP threshold for ULR flying of 19.5 hours duty period (sign-on to sign-off) will be introduced with a 1 for 1 payment (or pro-rated for part thereof).</li> <li>See the AFAP comprehensive remuneration brief <a href="#">here</a> for further details</li> </ul>                                                                                                                                                                                                                                                                                               |
|                                    |                          | <b>Online Training Payment</b> <ul style="list-style-type: none"> <li>The 5:30 payment for online training has been removed and the value included in the hourly rate/ total REM package</li> <li>Pilots will receive a 1 for 1 payment if online training is above 8 hours.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| ✓                                  | ✓                        | <b>Payment for Blank Line Holders</b> <ul style="list-style-type: none"> <li>A passive payment of 12 hours per Blank Line (assigned or awarded) and paid to minimum of divisor not MGH</li> <li>April offer had 5 hours and no divisor pay</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| ✓                                  | ✓                        | <b>Standby Passive Credits</b> <ul style="list-style-type: none"> <li>All pilots will receive a payment of 0.5 hours per standby duty performed (or part thereof). This will apply to both PLH and BLH and is applicable to both awarded and assigned duties.</li> <li>Payment will be made for only the SBY duties performed, not allocated.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |

## Blank Line Changes

| Proposed<br>EA11 vs April<br>Offer | Proposed<br>EA11 vs EA10 | Key Changes in the Proposed EA11 Compared to April Offer and EA10                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|------------------------------------|--------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ✓                                  | ✓                        | <ul style="list-style-type: none"> <li>Blank Line Holders will receive a passive payment of 12 hours per Blank Line (assigned or awarded).</li> </ul>                                                                                                                                                                                                                                                                                                                                                                            |
| ✓                                  | ✓                        | <ul style="list-style-type: none"> <li>Blank Line Holders will be paid divisor rather than MGH. All references in the agreement to BLH's working to MGH will be amended to divisor.</li> </ul>                                                                                                                                                                                                                                                                                                                                   |
| ✓                                  | ✓                        | <ul style="list-style-type: none"> <li>All pilots will receive a payment of 0.5 hours per standby (SBY) duty performed (or part thereof).</li> <li>This will apply to both PLH and BLH and is applicable to both awarded and assigned SBY duties.</li> <li>Payment will be made for only the SBY duties performed, not on allocation.</li> </ul>                                                                                                                                                                                 |
| ✓                                  | ✓                        | <ul style="list-style-type: none"> <li>Blank Line Holders will be able to access up to 3 days of unfringeable golden leave during their blank line.</li> <li>These will need to be in one block and pilots will be able to bid for golden leave on the condition of receiving a blank line.</li> <li>Alternately pilots will be able to bid for 3 days of High Priority X days.</li> <li>These High Priority Days will be able to be infringed, however the company must consider every other option available first.</li> </ul> |
| ✓                                  | ✓                        | <ul style="list-style-type: none"> <li>A new clause will be introduced into the agreement to formalise the establishment of a BL Working Group (BLWG).</li> <li>The BLWG will include representatives from AFAP, Qantas and AIPA, and will focus on investigating and trialing a long term blank line alternative</li> </ul>                                                                                                                                                                                                     |
| ≈                                  |                          | <ul style="list-style-type: none"> <li>Removal of requirement from April offer for pilot upon checking to line on new type or rank to complete PLH, PLH, BLH, PLH, BLH.</li> </ul>                                                                                                                                                                                                                                                                                                                                               |

## Reduction in Numbers (RIN)

| Proposed<br>EA11 vs April<br>Offer | Proposed<br>EA11 vs EA10 | Key Changes in the Proposed EA11 Compared to April Offer and EA10                                                                                                                                                                                                                                                                                                                                                                                                              |
|------------------------------------|--------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ≈                                  | ≈                        | <ul style="list-style-type: none"> <li>The RIN provisions have been expanded from EA10 and the April offer. This is net neutral change, however there will be some pilots who are advantaged, and others who are disadvantaged, depending on fleet, rank and movement.</li> <li>Specific examples will be released in detail in future documents, so it is important that pilots assess their own situation to determine if this has a positive or negative impact.</li> </ul> |
| ✓                                  | ✓                        | <ul style="list-style-type: none"> <li>A clause has been added to ensure that Legacy SO's are provided with median pay protection from the aircraft they came from for 18 months in the event they are subject to a RIN to the B787 or A350 in the same category. Median Pay calculation method to be determined in drafting.</li> </ul>                                                                                                                                       |

## Duty Travel Changes

| Proposed<br>EA11 vs April<br>Offer | Proposed<br>EA11 vs EA10 | Key Changes in the Proposed EA11 Compared to April Offer and EA10                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|------------------------------------|--------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ✓                                  |                          | <ul style="list-style-type: none"> <li>Confirmed First Class duty travel on the A380 will remain as per the terms of EA10.</li> </ul>                                                                                                                                                                                                                                                                                                                                                             |
| ✓                                  | ✗                        | <ul style="list-style-type: none"> <li>First Class Duty Travel on Extended First Class (Non-sunrise, &gt;6 seats) aircraft:</li> <li>Confirmed F up until 72 hours prior to departure (this is an improvement from roster build to 7 days prior if F available)</li> <li>Within 72 hours of departure, confirmed J with F0 upgrade. (improvement from 7 days prior)</li> </ul>                                                                                                                    |
|                                    | ✗                        | <ul style="list-style-type: none"> <li>First Class Duty Travel on Limited First Class (Sunrise, &lt;6 seats) aircraft:</li> <li>There is no change from the April offer. Pilots will be booked confirmed J with F0 upgrade</li> </ul>                                                                                                                                                                                                                                                             |
| ✓                                  |                          | <ul style="list-style-type: none"> <li>F0 upgradeable category to be included in the terms of the EA compared to side letter for April</li> <li>Upgrade in order of rank and ahead of SH CSMs (who have J0 upgrade) in a side letter.</li> </ul>                                                                                                                                                                                                                                                  |
| ✓                                  | ✓                        | <ul style="list-style-type: none"> <li>A clause defining operational disruption will be included with the Lie Flat Business Class duty travel clause to ensure that there are parameters set around when pilots can be directed to accept a recliner business class seats rather than lie flat seat.</li> <li>Currently, there is no lie flat clause in EA10.</li> </ul>                                                                                                                          |
| ≈                                  | ≈                        | <ul style="list-style-type: none"> <li>A new clause will be added in the duty travel provisions, allowing pilots to accept a lower class of travel with individually negotiated terms (such as an additional passive hours payment).</li> <li>Importantly, Open time priorities must be adhered to, and there will be no adverse affects for the pilot choosing to accept/decline the offer.</li> <li>This means Scheduling cannot “shop around” for crew to accept the proposed duty.</li> </ul> |
| ≈                                  | ≈                        | <ul style="list-style-type: none"> <li>Paxing on other Qantas Group aircraft to be permitted but limited to include Qantas/Qantaslink branded services (for e.g. not including Jetstar) with business class. Does not include Jetstar.</li> </ul>                                                                                                                                                                                                                                                 |
|                                    | ✗                        | <ul style="list-style-type: none"> <li>Business class on foreign carriers - Pilots can be paxed in confirmed business class travel on the following foreign carriers – SQ, AA, EY, EK, LH, BA, QR, CX, AF, NH and LA</li> </ul>                                                                                                                                                                                                                                                                   |
| ✓                                  | ≈                        | <ul style="list-style-type: none"> <li>Lie flat clause for business class on foreign carriers (as above) provided:</li> <li>Lie flat seat is provided for sectors equal to or greater than 6 hours.</li> <li>For sectors less than 6 hours a maximum of 2 sectors in a single duty period (up to 7.5 hours) with a non-lie flat seat.</li> </ul>                                                                                                                                                  |
|                                    | ✗                        | <ul style="list-style-type: none"> <li>Maximum deadhead duty limits increased from 26 hours to 26.5 hours.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                             |
|                                    | ✗                        | <ul style="list-style-type: none"> <li>Removal of first class requirement for paxing &gt; 24hrs.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                       |
|                                    | ✓                        | <ul style="list-style-type: none"> <li>SOTs to be provided with same duty travel entitlements as SOs with &lt; 5 YOS.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                  |

## Open Time and Rostering Changes

| Proposed<br>EA11 vs April<br>Offer | Proposed<br>EA11 vs EA10 | Key Changes in the Proposed EA11 Compared to April Offer and EA10                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|------------------------------------|--------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ✓                                  | ✓                        | <ul style="list-style-type: none"> <li><b>Blank Line Contact Periods</b></li> <li>The contact periods for BLH's (RM50) will be amended as follows: <ul style="list-style-type: none"> <li>1500 – 1800 (EA10 1600 – 1800); or</li> <li>1800 – 2100 (EA10 2000 – 2200) &amp; no sign on before 1000 the next day.</li> </ul> </li> <li>One hour extension to early contact period but it still ends at the same time as EA10</li> <li>Later contact period: <ul style="list-style-type: none"> <li>expanded by one hour but finishes one hour earlier</li> <li>sign-on protection of no earlier than 1000 the next day (providing improved protection for particularly commuters)</li> </ul> </li> </ul> |
| ✓                                  |                          | <ul style="list-style-type: none"> <li><b>Requirement to accept revised report time within 15/9 window of 15/4 call</b> - the changes to the existing 15/4 process from April have been removed.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| ✗                                  | ✗                        | <ul style="list-style-type: none"> <li><b>Flight and Duty limits on the A330 domestically configured aircraft</b></li> <li>RM20.2 (3 pilot table) amended from 8.5 hours to provide for a 9 hour flight time on the A330 when fitted with a Class 2 Rest and with respect to day operations [ <b>Day Operations:</b> from 0800 to 1559 - One sector of 6 hours or greater, otherwise 2 sectors] only.</li> </ul> <p>NB: RM20.2 - 2 Pilot table currently permits 9.5 hour flight time limit for sign on from <u>0800-1359</u>. This amendment for 3 pilot operations will allow SYD – Manila and SYD -SIN A330 daytime operations.</p>                                                                 |
| ≈                                  | ≈                        | <ul style="list-style-type: none"> <li><b>Open time early closure priority changes:</b></li> <li>The early closure window will be changed from 5 days to 3 days, along with additional priority changes that are focused on ensuring short/ low PLH pilots are able to better access additional flying, whilst at the same time allowing the introduction of golden leave into blank line rosters.</li> <li>BLH with projected hours &lt; Divisor (company discretion to bypass to give priority to protecting Golden Leave/High Priority X day)</li> <li>Current early closure priority 5 will become priority 5B</li> </ul>                                                                          |
| ✓                                  | ✓                        | <ul style="list-style-type: none"> <li><b>Early closure Priority 5A</b> will be added to include: <ul style="list-style-type: none"> <li>Short Line PLH who relinquish ATA/PP</li> <li>Low PLH who relinquish ATA/PP</li> </ul> </li> <li>Provides improved stability / bidding opportunities</li> <li>Improvement over EA10 and not in April offer</li> </ul>                                                                                                                                                                                                                                                                                                                                         |
| ≈                                  | ≈                        | <ul style="list-style-type: none"> <li><b>Open time normal closure changes:</b></li> <li>To facilitate the addition of golden leave and high priority duty free days into the blank line system, changes will be made to normal closure priorities. Additionally, all references to MGH will be changed to divisor.</li> <li>Early closure priority 5A/ 5B will become 6A/ 6B.</li> <li>Priorities 7 and 11 will be amended to allow company discretion to bypass to give priority to protecting Golden Leave/High Priority X day)</li> </ul>                                                                                                                                                          |
| ✗                                  | ✗                        | <ul style="list-style-type: none"> <li><b>Open time Priority 1</b> for SBY allocation with inclusion of ATA pilots</li> <li>Limits on sim support allocation - ensure that not more than 1 simulator support will be allocated to a PP/ATA pilot where another PP/ATA pilot is available who has not been assigned a sim support</li> </ul>                                                                                                                                                                                                                                                                                                                                                            |

## Open Time and Rostering Changes (continued)

| Proposed<br>EA11 vs April<br>Offer | Proposed<br>EA11 vs EA10 | Key Changes in the Proposed EA11 Compared to April Offer and EA10                                                                                                                                                                                                                                                                                                                                   |
|------------------------------------|--------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                    | X                        | <ul style="list-style-type: none"> <li>The <b>removal of AFDP Divisor +5 payment</b> when over projected from an awarded SBY remains.</li> <li>If this was to remain, the company required the implementation of SBY hours balancing for BLH.</li> <li>It has been clarified that this change is not applicable for assigned SBYs - they will still attract Div +5 where applicable.</li> </ul>     |
| ✓                                  |                          | <ul style="list-style-type: none"> <li><b>Sim Support from SBY callout</b> - the April concession allowing pilots on standby to be called for a simulator support duty has been removed in its entirety.</li> </ul>                                                                                                                                                                                 |
|                                    | ≈                        | <ul style="list-style-type: none"> <li><b>Admin Supervisory Pilots</b> - Priority 2C in Open Time where a pilot has dropped flying below 1/3 of a line or flying is not allocated</li> </ul>                                                                                                                                                                                                        |
| X                                  |                          | <b>Low &amp; Short lines</b> <ul style="list-style-type: none"> <li>Short line pattern protection reverts to EA10.</li> <li>ATA only applies when below the bottom of standard window and MGH</li> <li>Removal of fixed short line pattern protection</li> </ul>                                                                                                                                    |
| ✓                                  | ✓                        | <ul style="list-style-type: none"> <li>Ability to drop ATA hours to a minimum of 120 (currently 132) for A350/B787. A380 and A330 remain at 132.</li> </ul>                                                                                                                                                                                                                                         |
|                                    |                          | <ul style="list-style-type: none"> <li><b>Standby Call Out</b> – clarification of existing practice it can infringe a Redesignated Duty Free Day (see RM48.2.3)</li> </ul>                                                                                                                                                                                                                          |
|                                    | X                        | <ul style="list-style-type: none"> <li><b>Pattern Limited Pattern Protection</b> replaced with Date Limited Pattern Protection - i.e. an ability for QF to recoup pattern protection from midnight on the first day to midnight on the last day of the pattern that created the protection.</li> </ul>                                                                                              |
|                                    | ✓                        | <ul style="list-style-type: none"> <li>1 x DDFDs before a simulator if returning from AL or LSL.</li> </ul>                                                                                                                                                                                                                                                                                         |
|                                    | ✓                        | <ul style="list-style-type: none"> <li>2 x DDFDs pre-allocated for aviation medicals can be requested each year.</li> </ul>                                                                                                                                                                                                                                                                         |
|                                    | ✓                        | <ul style="list-style-type: none"> <li><b>Increased MBTT</b> - International patterns that currently attract 1 local night will increase to 2 local nights where the last tour of duty contains more than 6 rostered flight duty hours between 2000(LT) and 0800(LT) at the point of departure</li> </ul>                                                                                           |
|                                    | ✓                        | <ul style="list-style-type: none"> <li><b>Flexi-lines – Month on Month Off (MOMO):</b></li> <li>Flexi-line quota increased to 8%</li> <li>New provision for a MOMO flexi-line where a pilot will work 28 days on and 28 days off and with a flexi-line value of 85 hours per bid period</li> <li>MGH will not apply to a MOMO flexi-line and a pilot will be paid accrued credited hours</li> </ul> |
|                                    | ≈                        | <ul style="list-style-type: none"> <li><b>Reduction in minimum pre-duty rest period</b> from 48 hours to 22 hours prior to &gt;16 hour duty period if the preceding duty is solely paxing and is less than 7 hours, e.g. a domestic or Trans-Tasman pax sector prior to operating a flight &gt;16 hours (duty)</li> </ul>                                                                           |
|                                    | X                        | <ul style="list-style-type: none"> <li><b>Training away from base allowance</b> - to align the LHEA with the SHEA the 200km boundary entitlement has been removed and the TAFB allowance will no longer be payable where a pilot is being trained in their own base.</li> <li>Administrative rules around the Option 2B have also been changed to align with the SHEA</li> </ul>                    |

## Carers Lines

| Proposed<br>EA11 vs April<br>Offer | Proposed<br>EA11 vs EA10 | Key Changes in the Proposed EA11 Compared to April Offer and EA10                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|------------------------------------|--------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                    | ≈                        | <ul style="list-style-type: none"> <li><b>Carers and Blank Lines:</b></li> <li>Pilots who have accessed a carer's line are no longer automatically excluded from the allocation of blank lines with the following applying: <ul style="list-style-type: none"> <li>A pilot with a nominated percentage of 80% or more may apply to be excluded from the blank line rotation.</li> <li>The Company may refuse the application on reasonable business grounds and where it does the pilot will be included in the blank line rotation and shall be a BLH for all purposes when allocated a blank line (i.e. a 100% blank line)</li> <li>A pilot with a nominated percentage of less than 80% will by default continue to be excluded from the blank line rotation. The pilot may elect to be included in the blank line rotation, and if so shall be a BLH for all purposes when allocated a blank line (i.e. a 100% blank line)</li> </ul> </li> </ul> |
|                                    | ≈                        | <ul style="list-style-type: none"> <li><b>Access to Carer's lines</b> - Pilots with responsibilities as a carer may apply to the Company to access a carer's line but such an application may now be refused on 'reasonable business grounds'.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |

## Additional Changes

| Proposed<br>EA11 vs April<br>Offer | Proposed<br>EA11 vs EA10 | Key Changes in the Proposed EA11 Compared to April Offer and EA10                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|------------------------------------|--------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                    | ✓                        | <ul style="list-style-type: none"> <li><b>Passport and Visa Delays</b> - Offsetable pattern protection applicable if there is a delay in issuing passport/visa and where the pilot has taken all reasonable steps, and the reason for the delay is in no way attributable to the pilot</li> </ul>                                                                                                                                                                                                                                                                                                          |
|                                    | ✓                        | <ul style="list-style-type: none"> <li><b>Increase to public transport cap</b> from \$55 to \$75</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|                                    | ✓                        | <ul style="list-style-type: none"> <li><b>Freezes for CPTs/FOs transferring from the A330 to the A350 (and vice-versa)</b> will be subject to a two training block freeze.</li> <li>Under EA10 it is 4 training block freeze</li> </ul>                                                                                                                                                                                                                                                                                                                                                                    |
| ✓                                  | ✓                        | <ul style="list-style-type: none"> <li><b>Freezes for SOs transferring from the A330 to the A350 (and vice-versa)</b> will be subject to a one training block freeze.</li> <li>Under April offer it was a 2 training block freeze and currently EA10 it is 4 training block freeze</li> </ul>                                                                                                                                                                                                                                                                                                              |
|                                    | ✓                        | <ul style="list-style-type: none"> <li><b>Side Letters (sitting outside EA11)</b></li> <li>Second Officers with more than 5 years of service with the Company will be provided with First Class Lounge access and training SOs of any Years of Service</li> <li>Provision of a free of charge 42Y ticket (annually) for all pilots</li> <li>Removal of 4x limit on 25% off commercial tickets, for the purpose of commuting</li> <li>Trainees will be able to access, at their expense, a 37Y onload category ticket for their A Class beneficiary when training offshore for more than 3 weeks</li> </ul> |

## Additional Changes (continued)

| Proposed<br>EA11 vs April<br>Offer | Proposed<br>EA11 vs EA10 | Key Changes in the Proposed EA11 Compared to April Offer and EA10                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|------------------------------------|--------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| X                                  | X                        | <b>Application of SHEA T&amp;Cs for a back bid only</b> <ul style="list-style-type: none"> <li>A pilot who back bids from LH to SH will be deemed to have cleared to line in short haul for all purposes on the date the training course is scheduled to commence (April this applied from planned check to line).</li> <li>Pilots with awarded training slots for SH Bid back will not be affected by change.</li> <li>Pilot will be deemed not to have transferred base prior to the completion of SH training unless otherwise agreed between the Company and the pilot.</li> <li>Where a pilot moves type because of a RIN, service across the category they have moved from and the category they have moved to will be counted for the purpose of clause 16.4.10(c)(ii) when calculating their 5 years of service.</li> </ul> |
|                                    | X                        | <ul style="list-style-type: none"> <li>On LWOP return, a pilot is frozen for 4 years if awarded a vacancy in a higher category, or 18 months if assigned a vacancy in a lower category</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|                                    | ✓                        | <ul style="list-style-type: none"> <li>Captain and First Officer freeze period when moving from an A330 category to an A350 category, or from an A350 Category to an A330 Category, reduced to 2 training blocks (currently 4 training blocks).</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|                                    | X                        | <ul style="list-style-type: none"> <li>When a pilot promotes on current type, they will be subject to a training block freeze of 2 years.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|                                    | ✓                        | <ul style="list-style-type: none"> <li>LSL application process to be amended such that for the LSL year commencing in August, applications are to be received by 1 November in the preceding year, and will be published no later than 8th of January. (Currently, applications close 1st of March for August commencement.)</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| ≈                                  | X                        | <ul style="list-style-type: none"> <li><b>Medical termination and rehire</b></li> <li>Removal of AIPA veto from EA10 where the Company does not propose to rehire a pilot that applies for reemployment following medical termination</li> <li>The Company will not unreasonably refuse an application for re-employment made in accordance with this clause.</li> <li>Company or pilot can refer any dispute over rehire following medical termination to FWC in accordance with the DSP.</li> </ul>                                                                                                                                                                                                                                                                                                                               |
| ✓                                  | ✓                        | <ul style="list-style-type: none"> <li><b>AFAP Representational Rights:</b></li> <li>2 representatives on consultative committee</li> <li>2 representatives on scheduling committee</li> <li>1 representative on FSAG</li> <li>Benefit of clause 24.3</li> <li>Clause 17.7.3 (and like clauses) - where the affected pilot is an AFAP member the pilot may elect to have representational rights from the AFAP</li> <li>Other AFAP representative rights as agreed by parties during drafting.</li> </ul>                                                                                                                                                                                                                                                                                                                           |
|                                    | X                        | <ul style="list-style-type: none"> <li><b>Removal of Appendix F</b> – provides specific conditions for SYD/LAX/SYD direct flights</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|                                    |                          | <ul style="list-style-type: none"> <li><b>Removal of A330/A350 SFF Category and EIS Provisions</b> – further information will be provided in the AFAP explanatory document.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|                                    |                          | <ul style="list-style-type: none"> <li><b>Designation of the B787 crew rests as a Class 1 Rest</b> (where the same as fitted to Qantas B787-9)</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

## Other Key Changes

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### Duty Travel

#### First Class Duty Travel entitlement

##### **Background**

Qantas advised that reform to first class duty travel was a priority for the Company, primarily due to the economics of its new A350 high-yield first class cabin, which contains only six seats. The Company indicated that positioning crew on a given flight in these cabins would render the product unprofitable in these circumstances and create ongoing issues with displacement of full-fare first class passengers. Qantas made it clear that it would not be party to any agreement that did not include a concession on this matter. Consequently, any outcome that excluded such a concession would most likely arise only through a determined (IBD) outcome, which carries its own risks – including a likely standard rollover uplift that would particularly disadvantage B- and C-scale Second Officers.

Recognising this, the AFAP sought to minimise the impact of any first class duty travel concession by negotiating guardrail measures and maximising the value extracted in exchange for any change. It is important for pilots to note that this entitlement is not evenly distributed across the long haul pilot group. Based on company data, long haul pilots collectively operated an average of 0.65 first class duty travel sectors per pilot per year over the past twelve months. Therefore, when considering the value of the offsets secured in return, they should be viewed in proportion to that average usage.

Throughout negotiations, the AFAP strongly argued that any change should apply only to Project Sunrise (A350-1000) operations. The Company ultimately conceded this to the AFAP in negotiations post the no vote in April, agreeing to grandfather arrangements for the A380.

The result does not preserve the existing entitlement in every circumstance, but it is a materially narrower concession than the April proposal contained.

The CEO has advised that no Qantas Group employee, including executives, will be eligible for confirmed First Class duty travel going forward. This policy will apply uniformly across the organisation and means Qantas will only be party to new enterprise agreements that remove this entitlement. While the Company cannot unilaterally withdraw an entitlement that remains covered by an existing EA, it has made clear that any future agreements that Qantas agrees to must align with this new policy position.

While this does not require that the AFAP or pilots' accept this change, it would mean pilots would have to go to PIA or other escalation (such as a workplace determination), all of which carry risks for pilots and no guarantee this reform would have been dropped by Qantas (please see the comprehensive AFAP legal advice below on escalation options).

In any negotiation, the AFAP must consider the key priorities of the other party, and make a pragmatic assessment of strategy to maximise overall value for members. In this case, we have negotiated to restrict the first class concession as much as possible improving significantly on April, introduced improvements to paxing requirements (lie flat requirement) and traded the concession for substantial financial value over and above a 3% rollover. We ask pilots weigh these factors when assessing this concession and the overall package.

##### **How It Works**

Under the proposed EA11, the entitlement to occupy first class (P class) seats for duty travel has been substantially modified for the A350. For aircraft configured with six or fewer first class seats (now defined as "limited first class"), the entitlement to confirmed first class travel no longer applies. These

flights will now operate under a business class (J) confirmed, with an F0 upgrade to First Class. This remains the same concession as April.

However, confirmed First Class on the A380 is now preserved in full as per EA10 and for aircraft configured with more than six first class seats (now defined as “extended first class”), the arrangements have been materially improved since April.

For aircraft configured with more than six seats, confirmed P class entitlement will continue to apply only at the time of pattern or pairing construction before roster promulgation, typically during the bid-line allocation process (week four of the week prior).

Where a P class confirmed entitlement exists at pattern construction, it will be retained even if the pattern changes later (for example, due to X or Y patterning, crew change, or illness).

Post roster build, if a P class seat is available at the time a new pattern is created, a pilot will still be booked confirmed in P class, provided that no passenger displacement occurs and the booking is being made at least 72 hours before the commencement of the pattern. Otherwise, the duty travel will default to a confirmed J class booking.

All confirmed J class bookings will be upgradable to P class with an F0 upgrade category. Importantly in April the entitlement to F0 protection was provided by a side letter and sat outside the EA coverage, whereas now the proposed EA11 include this entitlement. Pilots will be upgraded in order of rank and ahead of cabin crew, with this protection remaining in a side letter.

A further improvement secured through these negotiations is the introduction of a lie-flat clause, which sets a minimum seat standard for duty travel on sectors exceeding six hours. This clause ensures that pilots required to travel long distances for duty are provided with lie-flat seating, maintaining appropriate rest standards and alignment with fatigue management principles.

It does not apply to domestic sectors and includes limited flexibilities that allow variation during operational disruptions, which was an undefined exception in April. The AFAP has expressed reservations about how these exceptions may be applied in practice, and secured limitations of the meaning of operational disruptions. The proposed EA now includes that an operational disruption is an unforeseen or unavoidable disruption to the Company’s scheduled operations occurring within thirty-six (36) hours of a scheduled flight departure and:

- The scheduled aircraft has an unexpected mechanical, technical or safety issue; or
- The inbound aircraft is delayed, requiring a replacement aircraft; and
- The replacement aircraft is not fitted with lie flat seats, and no other flight within 6 hours is being operated on the same city pair by an aircraft fitted with lie-flats seats.

The EA also specifies this does not apply if flights are oversold.

The clause closes a gap in the previous agreement that could have permitted long-distance positioning in recliner business-class seats, such as on the A321XLR, and therefore represents an important protection in the context of this concession.

Attached to these changes is the maximum dead-heading in business class limit of 14.5 hours. This change reflects the changes in first class duty travel entitlement.

## Analysis

The change to first class duty travel represents a significant concession for pilots, both financially and symbolically. The entitlement has long been regarded as a core feature of long haul flying, and its reduction carries an emotive weight within the pilot group. From a practical perspective, the Company has made its position clear: maintaining confirmed first-class duty travel on the A350 with only six first

class seats, is commercially unsustainable. Qantas has been equally clear that it would not agree to any enterprise agreement that did not include this reform.

While the loss of this entitlement is substantial, it is accompanied by some offsetting measures intended to compensate for the concession. The AFAP's focus throughout negotiations was to ensure those offsets reflected the value of what was being given up and to secure guardrails that placed clear operational and fatigue-related constraints on the change. One important element of this outcome is the introduction of a **lie-flat clause**, which the AFAP strongly advocated for. This clause closes a gap in the previous agreement that could have allowed long-distance positioning in recliner-style business class seats on the A321XLR. Its inclusion ensures that all long-haul duty travel will continue to meet an appropriate standard of rest and comfort, providing a defined limit to the scope of the concession.

The Company's position is that the only alternative to accepting this reform would be a determined (IBD) outcome, which carries uncertainty and potential risks, particularly for B- and C-scale Second Officers. Overall, the change marks a clear reduction in entitlement, and while the negotiated outcome preserves some protections, plugs a critical gap in rest standards, and is accompanied by a degree of financial compensation across the pilot group, its significance should not be understated. Pilots should weigh this loss against both the offsets provided and the risks associated with escalation to a determination when assessing fair value.

## Category Changes

### *How It Works*

The SFF category will be removed under the proposed agreement. Instead, there will now be separate types for the A350 and A330 fleets. Pilots will be able to hold dual qualifications on the A350 and A330, allowing cross-operation between the two types. Pilots holding this dual qualification will be paid the higher A350 pay rate when operating the A330, but will be subject to the work rules of the aircraft type being flown on a given sector.

In practice, this means a pilot operating an A330 service from Brisbane to Los Angeles would receive A350 pay rates but be governed by A330 work rules. While this is a favourable outcome in that limited example, it is considered unlikely given the projected fleet utilisation and network forecast.

Training slot allocation will be determined by the ratio of aircraft within the combined fleet. For example, in an A330-dominant operation, A330-only training slots will initially make up the majority of vacancies. However, as the A350 fleet expands and A330 aircraft are retired, the balance will gradually shift in the opposite direction.

### *Analysis*

In practical terms, this category change does not materially alter the working arrangements or conditions of most pilots. The new structure closely resembles the existing SFF framework, and its operational impact is expected to be limited. The integration of PSN into a seniority-based framework introduces some complexity, particularly when considered alongside the current "rotating within" arrangements that apply to A330 Captains.

During negotiations, the AFAP originally proposed that Qantas' two long-term fleets (the A350 and the B787) operate under different systems, with the A350 on a seniority basis and the B787 under PSN. This proposal reflected the approximate split of pilot preference identified through the AFAP's membership survey. The Company indicated it was largely agnostic regarding which system applied but noted that integrating the A350 and A330 under a seniority model would be administratively simpler. Qantas also advised that AIPA had expressed a strong preference to move toward an all-PSN mainline fleet, which ultimately influenced the Company's approach to the final category structure.

## Other Items

### TAFB Changes

The Company has proposed removing the existing provision that allows pilots to claim accommodation and allowances for training when they reside more than 200 kilometers from the training location within the same state. The AFAP strongly opposed this change to Option 1 of the TAFB clause, particularly the removal of access to accommodation, as the Company's justification was based on what it considered unreasonable use of Option 2.

Throughout negotiations, the AFAP highlighted that this change would disproportionately affect the most financially vulnerable group within the long-haul operation, B- and C-scale Second Officers, who also represent the highest proportion of commuting pilots. Removing this entitlement would increase their financial burden and make attending promotional or conversion training more difficult and costly.

Despite the issue being raised by the AFAP as a concern for members, the Company did not alter its position or engage meaningfully with the union's feedback.

### Fatigue and Rest

Through survey feedback, the AFAP identified fatigue concerns associated with short turnaround times following back-of-clock Asia–Australia flying, particularly for two- and three-crew operations. The AFAP raised this as a health and safety issue, and Qantas acknowledged the concern, agreeing to include an additional local night rest requirement where a duty involves six or more hours of night flying. The Company also proposed an amendment to the existing rule requiring 48 hours' rest following a paxing sector and before an operating sector exceeding 16 hours. Under the proposed change, this rest period would reduce to 24 hours where the paxing sector is less than seven hours in duration. This amendment provides greater roster flexibility and, given the short paxing threshold, the AFAP has not identified any significant fatigue implications arising from the change.

### Commuter Improvements

The proposal contains several modest changes intended to improve the commuting experience for pilots. While the AFAP held discussions with the Company about more substantial reforms to support commuters, many of these were dismissed early in negotiations. Qantas did, however, acknowledge the growing proportion of pilots who commute due to cost-of-living pressures. This shift reflects a generational change and Qantas will need to continue addressing the evolving needs of its commuter workforce in future agreements.

The changes included in this proposal are limited but practical. The home transport public transport cap will increase from \$55 to \$75, allowing pilots entitled to home transport to claim up to \$75 for travel within their domiciled port when no home transport boundary exists. The proposal also establishes an Adelaide home transport boundary and clarifies the existing Melbourne boundary. In addition, the current limit of four discounted confirmed-seat fares per year will be removed, enabling commuting pilots to access an unlimited number of discounted confirmed-seat fares.

The inclusion of passive standby payments may also drive different behaviour from pilots living in base, providing relief for commuters.

## Application of SH EA T&Cs

### How It Works

When a pilot back-bids into Short Haul, whether in the same rank or by downgrading rank, they will transition to Short Haul terms from the planned commencement date of the transitional training

pathway. If there are Company-caused training delays, or the pilot agrees to a later start date, then the commencement date will be adjusted accordingly.

SH terms and conditions will apply from the commencement date as if the pilot had cleared to line in the SH category, even if the pilot self-removes from the training as planned.

### **Analysis**

This concession stems from past instances where pilots back-bid into Short Haul at or approaching age 65 and subsequently remained on extended sick leave before retiring, without ever commencing training. The Company is seeking to discourage this practice where the intention to operate in Short Haul may not be genuine.

The AFAP did not support the concession expanding from April, however it was a major priority for the business. Given its importance to Qantas it was used to secure other improvements to the package overall.

## **Bid-Line Window**

### **How It Works**

The Company has proposed widening the standard bid-line window from the EA10 framework to a new range of:

**Divisor – 5 hours to Divisor + 10 hours**

### **Analysis**

The Company has proposed introduction of a wider standard window to improve planning flexibility, reduce the incidence of unintended short-lines, and relieve pressure on ATA usage and low-line construction. The AFAP analysis is a broader window provides the Company with greater ability to stabilise line construction, and reduce the number of short and low line pilots over time. This is a net positive for pilots.

## **Flexible Work Arrangements**

### **Flexi Lines - How It Works**

The provisions relating to flexi-lines have been amended in two key areas. First, the overall cap on flexi-line availability has been increased from four percent to eight percent of the total operational pilot establishment. This means the Company must approve a flexi-line application if the number of flexi-line holders sits below the cap.

Second, a new “month-on/month-off” (MOMO) option has been introduced, allowing pilots to work one month on and one month off within each two-month bid period, at a 50% line value.

Flexi-lines continue to function as reduced-hour rosters that can be accessed for defined periods, with pro-rated pay, leave, and superannuation entitlements. They remain a mechanism for pilots seeking a more sustainable work rhythm, either for family, lifestyle, or fatigue-management reasons. The existing prioritisation for transition-to-retirement pilots continues to apply. Importantly, flexi-line pilots still participate in the blank-line rotation like all other line holders (excluding carers and supervisory pilots); their reduced hours do not exempt them from that shared coverage. The flexi-line value effectively defines their personal divisor, the baseline against which credit, pay, and MGH are calculated.

### **Analysis**

The change to flexi-lines was initiated by the AFAP following strong member feedback. When divisors are high, many pilots report accumulating fatigue and burnout, yet access to flexi-lines has often been

restricted due to the low four-percent cap. In the past, pilots have been denied flexi-lines despite meeting eligibility criteria simply because the quota had been reached. The AFAP claim sought to increase the cap to fifteen percent to reflect modern working practices and the growing need for genuine roster flexibility. The final eight-percent cap represents a compromise outcome that doubles the current availability.

The introduction of the MOMO (month-on/month-off) provision provides an additional flexible option particularly suited to flying parents or those seeking partial-time work arrangements. Given the likely tightening of carers-line eligibility under a statutory definition, the MOMO model offers a fair, structured alternative that still provides coverage for the operation while supporting pilots with family or wellbeing needs. Overall, the expanded flexi-line access and new MOMO framework represent a balanced improvement in flexibility, sustainability, and fatigue management across the long-haul operation.

## Carer's Lines – How it Works

Carer's working >80% of a full-time line are no longer automatically excluded from Blank Lines. The EA requires further approval for a carer in these circumstances to be excluded. Carer's <80% of a full line are automatically excluded from Blank Lines (may elect to participate in a Blank Line).

Further, applications to access a Carer's line have been tightened, with the ability to reject an application on 'reasonable business grounds'

### Analysis

The changes to carers lines are primarily directed at ensuring access to those who meet the requirements under the *Fair Work Act*, and who genuinely require rostering support for caring responsibilities.

The changes to remove the automatic right to no blank lines for carers will ensure a more equitable distribution of blank lines across pilots in each categories. The EA ensures that a carer has the right to demonstrate through evidence reasons for not performing blank lines. Overall these are modest reforms aimed at reducing the impact of blank lines on all LH pilots while still supporting genuine carers.

## Divisor +5 Change

### How It Works

Under the current EA, when a pilot is assigned duties that take their projected credited hours above divisor + 5, the pilot is paid an additional hour of credit for each credited hour above divisor + 5 at the end of the bid period. This is intended to ensure that where the Company drives utilisation above the upper window, the pilot receives compensation for that additional productivity. The provision does not apply where the overrun is caused by downline disruption.

The proposed change narrows the entitlement. Where a pilot has bid for and been awarded a standby, and a subsequent call-out pushes their hours above divisor + 5, the additional payment will no longer apply. The payment continues to apply only when the Company assigns a standby or other work that takes a pilot above divisor + 5.

### Analysis

This change reduces the scope for pilots to use standby bidding strategically to maximise value when already approaching the upper end of the bid period credit range. The protection remains in full when the Company assigns the flying that causes the pilot to exceed divisor + 5, meaning the core intent of the clause, compensation for Company-driven over-utilisation, is preserved.

While this is a concession, the practical impact is minor, as the entitlement is retained where it matters most: when high utilisation is imposed rather than selected. The AFAP therefore considers this a small concession, but not a threshold or structural concern within the broader agreement.

## Return Of Service / Freeze Changes

The proposal includes adjustments to return of service and freeze period provisions. Some of these changes formalise current practice, while others reduce freeze periods to reflect training efficiencies and operational alignment between fleets.

### Formalisation of LWOP Return of Service Requirements:

The current EA does not explicitly outline return of service obligations following Leave Without Pay (LWOP). However, the existing practice has been:

- a. Return to the same category where possible, or
- b. A four-year freeze when returning into a higher category, and
- c. An 18-month freeze when returning into a lower category.

The proposal formalises this practice to provide clarity and remove ambiguity.

### Freeze Period Between A330 and A350 Categories:

The freeze period between the A330 and A350 is proposed to be two training blocks for CPTs and FOs and one training block for SOs (effective from next year). This reflects the reduced training footprint and greater commonality between the aircraft types, and is therefore more operationally realistic.

### Reduced Freeze for Promotion on Type:

A reduced freeze period of two years is proposed for pilots promoting on type (for example, FO to Captain on the same fleet). This provides greater flexibility for pilots planning career progression and timing.

Overall, these changes provide clarification and practical flexibility that benefit both pilots and the Company. None were considered threshold issues.

## Removal Of Appendix F

### How It Works

Appendix F currently applies only to non-stop Sydney–Los Angeles–Sydney operations and provides additional protections specific to those patterns. The Appendix contains three key elements:

#### 1. Duty Limitations:

Maximum scheduled flight deck duty of 9:30 and tour of duty of 17:00, extendable only at the pilot's discretion after duty commencement.

#### 2. Crew Rest Facilities Standard:

Crew rest standards to be as mutually agreed between the parties.

#### 3. Post-Pattern Day:

A requirement that pilots operating SYD–LAX–SYD in the same pattern must have an available day rostered the following day.

Under the proposal, Appendix F is removed entirely, meaning:

- Duty and tour-of-duty limits would default to general EA fatigue rules and FRMS provisions, rather than the fixed Appendix F limits.
- Crew rest facilities would continue to be governed by the existing EA rest facility standards, which already apply fleet-wide.
- The mandatory available day following same-pattern SYD–LAX–SYD would no longer be specifically guaranteed under this Appendix, which would move an X day from somewhere else in the roster.

It is important to note that this Appendix applies only to SYD–LAX–SYD and does not govern other ultra-long range or long-haul pairings.

### **Analysis**

The AFAP initially resisted the entire removal of Appendix F, as the Company's early justification focused only on Item 3 (the post-pattern available day), while the proposal ultimately sought to remove the entire Appendix, including the specific duty limit protections, which are not replicated elsewhere in the EA.

Item 2 (rest facilities) is already covered by broader EA provisions, but Item 1 is not. Its removal therefore shifts fatigue protection for SYD–LAX–SYD patterns from explicit contractual limits to Company-managed FRMS controls.

The AFAP has long held concerns about the increasing reliance on Company-generated fatigue data to justify the erosion of prescriptive protections. While FRMS has value, it exists within a commercial organisation whose operational pressures do not always align with, and may at times conflict with, pilot fatigue mitigation. The ability of any commercial airline to be the sole regulator of its own fatigue boundaries is something the AFAP continues to scrutinise closely.

However, it must also be recognised that:

- The clause applies only to one specific route pair, and
- The removal does not trigger flow-on impacts to fatigue limits across other fleets or pairings.

On that basis, while the removal represents a concession, the AFAP did not consider it to be a threshold item that should prevent consideration of a broader EA outcome. The concern remains noted, and the AFAP reserves the right to continue monitoring the Company's application of FRMS and fatigue controls on ULR operations as part of ongoing safety oversight.

## **Flight and Duty limits on the A330 domestically configured aircraft**

### **How It Works**

The RM20.2 3 pilot table) has been increased from 8.5 to a 9 hour flight time on the A330 when fitted with a Class 2 Rest and with respect to day operations from 0800 to 1559. This is further limited to one sector of 6 hours or greater or otherwise a maximum of 2 sectors.

### **Analysis**

This change was sought by Qantas to allow additional 3 crew A330 flying, noting it can be performed by the A321 as 2 crew flying under the SHEA.

While FDP changes were not preferred by the AFAP, this change was limited to the A330 only and with sign-on during the day only providing limited opportunities to utilise it. Further, the funding associated with this change was utilised to enhance the package overall.

## LSL Window

The AFAP sought improvements to the lead-in time for Long Service Leave (LSL) allocation. In recent years, staff travel has become increasingly unreliable, particularly for international travel during peak leisure periods. As a result, many pilots planning to take LSL have been required to purchase full-fare commercial tickets to ensure certainty for family travel, which significantly increases the financial planning component of taking LSL.

To make LSL genuinely usable and to allow pilots to organise and fund travel in advance, the AFAP argued that the notice period before LSL allocation needed to be extended. The Company accepted that this was a zero-cost change and did not require an offset or concession from pilots. Accordingly, the proposal now includes a longer lead-in allocation period, providing pilots with more certainty and adequate planning time when scheduling LSL.

## Reduction in Numbers (RIN) changes

Reduction in Numbers (RIN) provisions are an important protection for pilots when fleet or operational changes result in the management of a surplus. They have been used previously with the B747 and B767 retirements and, with the retirement of the A380 fleet approaching, will become relevant again in the life of EA11. The eventual retirement of the A330 fleet means these provisions will remain important beyond the immediate A380 transition.

Given this, it is important that pilots understand both how the existing EA10 provisions operate and how they would change under the proposed EA11.

### RIN Provisions under EA10

- EA10 RIN provisions were developed around different fleet pay structures.
- A330 and A380 pay scales recognise years of service, with B787 pay scales not having equivalent years-of-service progression.
- Under EA10, pilots involuntarily transferred to the B787 through a RIN enter the applicable pay scale at year 4 (clause 32.5.6).
- This provides important financial protection for affected pilots.

### EA RIN Provisions Do Not Guarantee Promotion

- EA10 does not require Qantas to offer promotion opportunities through a RIN.
- Qantas can conduct separate RINs for different categories, including FOs and SOs.
- Qantas determines which redeployment positions and bases are available.
- An A380 SO may therefore only be offered SO positions, even where FO vacancies exist.
- Promotion through a RIN is possible but not an entitlement under EA10.

### Displacement Rights under EA10

- RIN-affected pilots can generally use seniority to displace more junior pilots in equivalent or lower-status positions.
- Displacement rights extend across categories and bases, subject to clause 16.
- Pilots cannot ordinarily displace someone in a higher status, regardless of seniority - an exception applies where the affected pilot would otherwise face demotion or termination.
- An A380 SO cannot ordinarily displace a B787 FO simply because they are more senior.

## Potential Promotion and Year 4 Pay under EA10

- EA10 potentially allows promotion to the B787 through a RIN to receive year 4 pay without a type freeze.
- This is only possible where Qantas makes the higher-status position available through the RIN.
- Qantas is not required to offer these positions.
- Qantas has indicated an intention to restrict access to higher-status redeployment positions, consistent with its approach during the Melbourne A380 base closure.
- Promotion combined with year 4 pay is a theoretical possibility, not a guaranteed benefit under EA10.

## Changes under Proposed EA11

- EA11 removes the potential for pilots to receive accelerated pay progression as a result of promotion through a RIN.
- Pilots promoted through a RIN enter the pay scale at the normal promotion rate (year 1).
- This applies whether promotion occurs through assignment, redeployment, displacement or award of a vacancy.
- Existing seniority-based displacement protections remain for equivalent or lower-status positions.
- The practical impact is limited because promotion opportunities through a RIN are already restricted under EA10.

## A350 and Future Fleet Considerations

- The A350 introduces a pay structure more closely aligned with the B787.
- Existing A330 and A380 years-of-service arrangements cannot simply transfer to the A350.
- Qantas initially proposed retaining year 4 RIN protection for the B787 but commencing affected A350 pilots at year 1.
- The AFAP opposed this inconsistency.
- With the A380 approaching retirement, both the B787 and A350 are likely redeployment fleets.
- The AFAP sought consistent RIN pay protections across both fleets.

## Negotiated EA11 Outcome

- A380 CPT/FO who are required via a RIN to move to A350 or B787 will transition to the Year 4 rate
- A330 CPT/FO who are required via a RIN to move to A350 or B787 will transition to the Year 2 rate
- A330 or A380 SO's who are required via a RIN to move to A350 or B787 will transition to the Year rate based on the years of company service
- Pay protection for pre Oct. 2022 S/O's who are required via a RIN to move to A350 or B787 (existing median category pay for 18 months or until a more junior pilot is trained as a A330, A350 or B787 First Officer)

A RIN promotion receives the same pay treatment as promotion through normal training allocation. Consistent arrangements apply across the future-fleet pay structure.

## Key Takeaways

- EA10: Year 4 B787 pay protection exists, but promotion through a RIN is not guaranteed.

- Displacement: Seniority protections generally apply to equivalent or lower-status positions, not promotion.
- EA11: Removes the potential promotion/year 4 pay anomaly.
- A350: Extends negotiated RIN pay protections to the new fleet.

Overall, EA11 provides a more consistent approach to RIN pay treatment across the future fleets, while retaining important displacement protections.

## Trainer Package

Following the April vote, in which 66% of pilots rejected the proposed EA11, the AFAP asked trainers specific questions in our post-vote survey to understand what they wanted to see improved.

From that survey, trainers consistently raised five issues that the AFAP Negotiating team pursued:

1. The pay rise to trainers was not seen as ‘value’ as the work required increased too much;
2. Increasing the MGH for line pilots, without increasing similarly for trainers, reduced the perceived benefit of being in training roles;
3. Increase to Night Credits (for the B787) did not benefit trainers equally;
4. Lifestyle stability was impacted too much; and
5. Flexibility to increase flying days if desired was not available.

The proposed EA11 package gives trainers flexibility to tailor the mix of ground and flying days, protects trainer income if training workload reduces, and provides substantial pay increases for minimal additional work.

### Remuneration

The remuneration elements of the trainer package include increases to percentage uplifts, introduction of additional payments to recognise upskilling and improvements to “elements pay”.

#### Percentages Additions to Hourly Rate

The percentage additions to hourly rate for training and supervisory pilots will be enhance to better recognise qualifications held, as summarised below:

##### *Second Officers & First Officers*

| EA10          |            | Proposed EA11 |            |
|---------------|------------|---------------|------------|
| Qualification | Percentage | Qualification | Percentage |
| GND           | 4%         | GND           | 4%         |
| TRI           | 4%         | TRI-SIR       | 8%         |
|               |            | TRI-SRI+CPS   | 10%        |

##### *Captains*

| EA10          |            | Proposed EA11   |            |
|---------------|------------|-----------------|------------|
| Qualification | Percentage | Qualification   | Percentage |
| GND           | 4%         | GND             | 4%         |
|               |            | TRI-SIR         | 8%         |
|               |            | TRI-SIR+TC      | 9%         |
|               |            | TRI-SRI+CAT     | 10%        |
|               |            | TRI-SRI+CPS     | 10%        |
|               |            | TRI-SRI+CPS+TC  | 10.5%      |
|               |            | TRI-SRI+CPS+CAT | 11.5%      |
| TRE B         | 10%        | TRE-FER         | 12%        |

| EA10          |            | Proposed EA11 |            |
|---------------|------------|---------------|------------|
| Qualification | Percentage | Qualification | Percentage |
| TRE A         | 12%        | TRE-FER+TC    | 12.5%      |
|               |            | TRE-FER+CAT   | 13%        |
| TC            | 4%         | TC            | 5%         |
| CAT           | 6/7%       | CAT           | 8%         |

### Introduction of the TRI-CA role

To align with the TACM, the TRI-CA role will be introduced, with duties similar to those of the current TRE role. However, these pilots will not hold an examiner qualification. The TRE role will now be reserved for pilots with the examiner qualification.

### Additional Qualifications

The proposed EA11 introduces new additional qualification payment. The additional percentages apply on top of the percentages above where a training supervisory pilot exercises the privilege/s of the following qualifications:

| Proposed EA11                   |            |
|---------------------------------|------------|
| Qualification                   | Percentage |
| Train the Trainer               | 0.5%       |
| Standards and Development       | 0.5%       |
| Flight Instructor Training/Test | 0.5%       |
| ATPL and/or Examiner Prof Check | 0.5%       |
| Multi-Qualified Trainer *       | 2.5%       |

\* Multi-Qualified Trainer applies where the pilot is required to train and/or check on two or more aircraft types.

### Pay calculations

#### All administrative and trainer supervisory pilots:

- 170 credit hours per bid period (NB: previously based on 1105 hours per 364 days)
- + Discretionary percentage uplift determined by Qantas;
- + Element 1A;
- + Element 1B;
- +Element 2;
- +Element 5.

#### TRE, TRI & GOI

- 170 credit hours per bid period
- + payment for Instructor Training Credits (one passive credit hour when delivering training in their Ground training block, subject to availability)
- +payment for additional duties performed during the bid period
- +Element 1A
- +Element 1B

- +Credits for personal training undertaken during the bid period (paid as per line pilots) plus any applicable study allowance
- +Element 5

***CAT or TC pilots (on fixed roster lines)***

A CAT or TC on a fixed roster line (or part line for route checking purposes) will the greater of either:

- 170 credit hours each bid period
  - +Element 1A
  - +Element 1B
  - +credits for personal training undertaken plus any applicable study allowance
  - +Element 5
- OR
- actual earnings calculated as a PLH

**Elements Pay*****Element 1A***

Element 1A remains the same as in EA10.

***Element 2***

Limited to Administrative Supervisory Pilots.

***Element 1B***

For administrative supervisory pilots:

- 170 credit hours

For training supervisory pilots the greater of:

- 170 credit hours; or
- the pilots accrued credit hours in the previous bid period (including 'Instructor Training Credits') deducted from the average credit hours of all PLHs for the respective category in the previous bid period. There will be no negative adjustments.

***Element 5***

The calculation for element 5 will be modified to be an annual guaranteed amount equivalent to the average of the top 25% PLHs annual meal and incidental allowances of the respective rank and fleet.

This payment will be reduced by the trainer's actual allowance (meals + incidentals) received for that financial year. The payment is pro-rated where a pilot holds a supervisory appointment for less than a full financial year. There will be no negative adjustments.

The payment will be made as an annual reconciliation and annual payment no later than October after the financial year ends.

**Increased Ground Duty Day Payment**

Ground Duty Days (other than personal training) will attract 6 active credit hours, regardless of the duty undertaken (for example presenting a ground course will be paid the same credit hours as conducting a simulator session).

There will also be a 1 hour passive credit for each ground duty worked, where training is delivered (defined as an Instructor Training Credit.”

A proportion of these Credits (6 active, 1 passive) will be guaranteed each line, whether duties are assigned on the days or not.

### **Additional Days Payment**

For each additional day worked above a trainer's set proportion of Ground Duty Days, trainers will be paid the normal credit hours for the duty and an additional 3 passive credit hours.

These are required duty days if rostered but do not reduce your minimum guaranteed days off.

Rostered Additional Days will automatically convert to Ground Duty Days where the planned number of Ground Duty Days for the applicable Ground Block have not yet been worked. For example, if a day of sick leave is taken on a Ground Duty Day a subsequent Rostered Additional Day will be converted.

### **Briefing Time - Additional Payment for Sim Instructors**

The EA10 payment has been altered to provide that where a scheduled promotional or recurrent simulator duty exceeds 5:30 (including the briefing and debriefing time) a pilot will receive a 1:1 passive payment for the time that exceeds 5:30 in addition to the relevant duty payment.

## **Rostering and Lifestyle**

### **Standardised Work Rules and Improved Protections**

Work rules will be aligned across the ground training cohort (encompassing the new roles of TRI-CA and Ground Operations Instructor (GOI)). This means training SOs and FOs will receive overall enhanced conditions and protections, with Type Rated Examiner-like conditions applied to all ground training pilots. This includes flexible work life balance options (see below Variable Work Arrangements).

### **Restructured Bid Lines & Variable Work Arrangements (TRE, TRI, TSO)**

The flexible, restructured bid line system, including enhanced day off arrangements, provides all trainers with lifestyle protections not enjoyed by line pilots.

The EA will contain 29 lines available for a trainer to select. Lines 1-4 and 26-29 will be available only with agreement between the trainer, the Company, the AFAP, and AIPA. Lines 5 to 25 may be selected with agreement between the trainer and the Company.

Each Ground Block (**GB**) will be built considering the following:

- Training requirements;
- A pilot's preference for timing within the bid period; and
- Designated duty free day preferences.

A GB may only be split once, except:

- where required to accommodate days for personal training, or
- where agreed with the pilot. unless a pilot and the Company agree otherwise.

### **Standard Bid Line**

The Standard Bid Line will be line 16 (see complete table below) and consist of:

- 28 Day Ground Block (GB)

- Guarantee of 105 Credit Hours made up of:
  - 90 Credit Hours (even if a pilot actually works less); and
  - 15 Ground Duty Days - each duty day the pilot is available attracts a passive credit of 1 hour;
- 3 Additional Duty Days; and
- 10 Designated Duty Free Days
- 28 Day Flying Block (FB)
  - 80 minimum guaranteed credit hours of flying;
  - 17 required flying days (may be less may be required if trips are above MDC);
  - and
  - 11 Designated Duty Free Days – up to 2 extra DDFDs will be allocated if A days remain after roster build.

### **Reduced Ground Bid Line**

Replacing the current entitlement to rotate to the line once per year, a TRE/TRI/GOI pilot will be entitled to a Reduced Ground Bid Line once every seven bid periods. However, unlike when a pilot currently rotates to the line, a pilot will continue to receive pay and conditions (e.g. elements etc.) as if completing a Standard Bid Line.

The Reduced Bid Line will be line 10 (see complete table below) and consist of:

- 18 Day Ground Block
  - Guarantee of 63 Credit Hours made up of:
    - 54 Credit Hours (even if a pilot actually works less); and
    - 9 Ground Duty Days; each duty day the pilot is available attracts a passive credit of 1 hour
  - 3 Additional Duty Days; and
  - 6 Designated Duty Free Days
- 38 Day Flying Block (FB)
  - 116 minimum guaranteed credit hours of flying;
  - 23 available flying days (may be less needed if trips are above MDC); and
  - 15 Designated Duty Free Days - up to 2 extra DDFDs will be allocated if A days remain after roster build.

### **Variable Work Arrangements (TRE, TRI, TSO)**

The EA contains 29 bid lines for trainers. Lines 1-4 and 26-29 require agreement with the trainer, the Company, AFAP, and AIPA. Lines 5-25 may be selected with the trainer's and the Company's agreement.

Line 16 is the Standard Bid Line that is the default for all trainers. Once every seven bid periods trainers are entitled to work a 'Reduced Ground Bid Line' of Line 10.

The full set of lines are set out in the table [here](#).

### **Flying Allocation and Bidding**

By default, flying will be allocated for all trainers in the normal bid line allocation process, consistent with the arrangements applicable to line pilots.

## Pre-Allocation

- To improve fairness in bidding outcomes across all pilots, the Company will endeavour to limit the circumstances when pre-allocation will be required.
- Flying may be pre-allocated to trainers when required to conduct training and/or checking in the aircraft.

## Pilot Representative test

The representative flying test is now contained in the proposed EA at Appendix G providing transparency for all LH pilots. This sets out how representative flying is assessed for pre-allocated training supervisory flying, including seniority and the overall mix of patterns allocated.

## Route Check Limitations

The April offer contained the following amended wording:

*RM16.1.6 the Company may pre-allocate flying patterns required for the pre-allocation of route checks **(including S/O checks)** in accordance with RM63, and recency patterns to enable 'pairing' with a CAT or TC **an appropriately qualified training supervisory pilot or a pilot qualified in accordance with Company manuals.***

The AFAP sought to address this wording but ensuring that Captain and First Officer route checks continued to be performed by Captains only. The Company only agreed to include a partial protection in the EA

This clause will prevent a training supervisory pilot from conducting route checks on a pilot of a higher status, **but it will not require that only a Captain can conduct a route check on an FO**. As a result, an appropriately qualified FO could conduct a route check on another FO, subject to the necessary regulatory and Company approvals.

The AFAP raised concerns during negotiations that such an arrangement could potentially undermine the statutory command authority vested in the operating Captain, given the checking authority that governs a route check.

While this does not mean Qantas will obtain approval to undertake route checks in this way, the proposed EA11 would now permit such an arrangement in a change from EA10.

## Wider Bidding Window

The standard line is 170 hours with a standard bidding window for TRE, TRI and GOI pilots of -10 to +15, and for CATs and TCs on a fixed roster line -5 / +15. Simulator passive credits are additional to the 170 hours as shown in the above table.

The Company may introduce additional bidding windows outside of the standard window with the agreement of the AFAP and the Association.

## X Day Entitlement (TRE, TRI, TSO)

A trainer will be eligible for a minimum of 21 X days each bid period. After the allocation of flying under the bid line allocation process above, an additional 2 X days will be rostered if there are unallocated duty days in a flying block.

## X Day Infringements

### X Day Infringement by an Assigned Duty

Where a training duty is offered or awarded on a DDFD, the Company will have the discretion to use one of the following options:

- move the DDFD to commence at midnight on the next Available Day;

- move the DDFD to commence at midnight on the next day without a planned duty in a Ground Training Block;
- move the DDFD to the next bid period where possible or otherwise the following bid period, an additional DDFD to the minimum entitlement.
- where the DDFD is infringed by a ground training duty, pay 3 hours passive credit (in addition to the normal duty credit value).

### ***X Day Infringement by an Assigned Duty***

Where a ground training duty is assigned on a DDFD, the pilot has the option of either:

- have the DDFD redesignated; or
- receiving 3 hours passive credit (in addition to the normal duty credit value).

Otherwise, Qantas has the discretion to move the DDFD:

- to commence at midnight on the next Available Day;
- to commence at midnight on the next day without a planned duty in a Ground Training Block;
- as an additional DDFD to the minimum entitlement in the next bid period where possible or otherwise the following bid period.

The restriction on the maximum number of X days that may be requested will be removed (see Clause 25.2.10(h) of EA10). This will be replaced with a general clause that the Company will attempt to accommodate DDFD requests subject to training requirements.

### **CAT and TC Variable Divisor**

At the request of the trainer to forgo his self-flying allocation a CAT/TC may be pre-allocated:

- To the credit hours applicable for the category's bid period divisor (but not less than 170), plus the applicable window, or
- Above 170 credit hours up to the applicable category's maximum divisor, but no greater than the applicable window for the category when:
  - The individual trainer agrees; and
  - The Company requires the increase for training and/or checking.

### **CAT/TC Working Group**

The AFAP raised several claims in bargaining to address rostering concerns and leave access for CATs/TCs. Ultimately these were not accepted and instead a working group will be established within 6 months of the commencement of an agreement to consider CAT/TC rostering. The working group will comprise CAT/TC representatives from each fleet along with AFAP, AIPA and Qantas representatives.

### **Lifestyle and Flexibility Changes**

#### ***Flexi-lines (TRE, TRI, TSO)***

Under RM73.14 there is a requirement for Qantas to give consideration to flexible work arrangements for training supervisory pilots during the life of the agreement in consultation with AIPA.

#### ***Annual and Long Service Leave***

Separate annual leave and long service leave pools from line pilots will be created for all trainers.

All training and supervisory pilots (except CATs and TCs) leave access is subject to the following conditions:

- The requirement for the proportionate reduction of the GB and FB will remain, in the first instance.
- Where proportionate reduction would result in a pilot having their leave request denied, the GB or FB or both may be reduced to facilitate the leave. (This applies to ad-hoc leave)
- Will be able to bid for leave in 14 day blocks, which may be taken consecutively to total 14, 28 or 42 days of leave.

All training and supervisory pilots:

- Subject to training requirements, the Company will seek to offer a proportionate number between trainers and line pilots of:
  - Annual leave slots over desirable periods, and
  - Long service leave periods over the Xmas period.

## Rostering Changes

Recurrent sessions, recency sessions, or type rating sessions (not tests), will still have a minimum notice period of 8 hours; (The only addition has been for type rating sessions to have notice included in the 8 hours)

All other training duties will continue to have a minimum of 12 hours' notice.

## Contactability

For training supervisory pilots, the RM54 (last DDFD call-in) requirements will now apply on a DDFD before a Duty Day as well as an Available Day. These contactability requirements must also be observed on each day prior to an Additional Duty Day not containing pre-allocated duties.

## 'Late night' simulator sessions

Currently, consecutive sessions are prohibited with no flexibility. It is proposed that a trainer may be allocated a maximum of 2 consecutive 'late night' sessions, unless the pilot and the Company agree otherwise.

Following a simulator training duty, the trainer is entitled to an MBTT of 12 hours or 24 hours following two consecutive late night simulator sessions. This is based on the planned briefing and debriefing times.

## Flight simulator training and recurrent training times

### *Promotional or recurrent training:*

- The combined simulator, briefing and debriefing times will be limited to 6 hours (EA10 the limit is 5:30)

### *All other Sessions*

- The combined simulator, briefing and debriefing times will be limited to 8 hours (In EA10 there is no limit)

## Classroom Training

Prescriptive classroom timings will be removed and replaced with a general clause providing a limit of 8 hours per day for classroom training with suitable breaks to be provided.

### **Training away from base (Outside of Australia)**

Terms similar to the current localised lines provisions will be applicable, with X days to be taken at the training location. However, the clause will be limited to ground training only.

Allocation will be by award (agreement between pilot and Company) only. Trainers cannot be assigned to train outside of Australia. Opportunities will be provided on a 'longest since' basis.

Ground training blocks will be constructed in accordance with the variable work arrangements outlined above.

A trainer's partner may be flown as priority Y37 (with the trainer's upgrade priority) to the training location.

## AFAP Legal Advice

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The AFAP legal team released comprehensive legal advice on alternate pathways in the event of a no vote which is available [here](#).

### Summary of Advice:

A No vote could still lead to a better deal, but there is no reliable or low-risk pathway to getting one. The AFAP's legal advice is that the current EA11 package provides certainty, whereas the alternatives of industrial action or arbitration introduces substantial uncertainty over outcome, timing and backpay.

### Key points in the event of a No Vote:

- Further negotiation comes first, but after two years and a second rejected deal, there's no guarantee Qantas would improve its offer.
- PIA is available, but Qantas has lawful responses and industrial action could ultimately be terminated by the FWC and push the dispute into arbitration - as occurred following the 2011 dispute.
- An intractable bargaining workplace determination (IBWD) is not automatic after a No vote. The FWC must first declare bargaining intractable and may expect further bargaining/industrial steps before doing so.
- "EA10 + 3%" is not a guaranteed floor in IBWD. Section 270A of the Fair Work Act generally protects existing EA10 conditions, but specifically does not guarantee wage increases.
- The current EA11 package isn't necessarily the arbitration floor. Before the statutory point at which terms become locked in as "agreed terms," Qantas could withdraw improvements and the Unions could withdraw concessions.
- It could take a long time. Network took ~18 months from IB application to determination and the Qantas Long Haul EA is considerably more complex.
- Backpay is uncertain. The current backdating to 13 July 2026 could be lost or reduced.
- Other IBWD results such as Cleanaway/Network aren't precedents guaranteeing similar outcomes.
- Arbitration may be more conservative than negotiated trade-offs, meaning some of EA11's significant improvements (C-scale/SO pay, blank-line payments, A350/787 remuneration, fatigue provisions, leave, X days, etc) could disappear.
- Conversely, Qantas also isn't guaranteed its concessions in arbitration (e.g. changes to First Class travel).
- Once an IBWD is made, pilots don't get to vote on it.

The AFAP legal advice is important for pilots to consider as part of forming a decision how to vote. The AFAP team is not saying "no = disaster" or "arbitration can't improve the deal." Instead, EA11 is a known package with guaranteed improvements and backpay. A No vote is effectively choosing to accept considerable uncertainty and potentially 12–18+ months of bargaining/industrial/arbitration risk in pursuit of a potentially better outcome, with no guarantee the eventual result beats EA11.

## Overall Summary

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Pilots are encouraged to approach the proposed EA11 package with calm, clear-headed analysis rather than emotion. It is natural for feelings of frustration, fatigue, or uncertainty to surface during long and complex bargaining processes.

However, meaningful decisions on an enterprise agreement must be made on the basis of knowledge, evidence, and understanding, not on anger, fear, or anecdotal impressions.

This proposal should be viewed through a practical and strategic lens, assessing not only its immediate outcomes but also the broader industrial and operational landscape.

Pilots should take the time to understand the escalation pathways available, the risks involved, and the degree of leverage that realistically exists to extract additional value through further dispute or determination processes.

The choice before pilots is not between ideal and unacceptable, but between a negotiated package, with known benefits and concessions, and alternative pathways that would depend on external determination and carry a degree of uncertainty.

Members are strongly encouraged to engage in a deliberate decision-making process using the G.R.A.D.E. model, Gather, Review, Analyse, Decide, and Evaluate. This means reviewing factual data, asking questions about the mechanisms and implications of specific provisions, and avoiding reliance on informal commentary or speculation.

The proposal can produce variable outcomes across fleets, ranks, and individual career timelines, but it does not fundamentally alter the way we work to the same degree that EA9 and EA10 did.

### **The AFAP recommends that pilots vote yes for EA11.**

As detailed in this document, there are varying outcomes for different groups of pilots, however the AFAP has made the determination that, with due consideration of legal advice obtained, the concessions being traded, and the remuneration outcomes, this EA proposal represents the best achievable outcome in the current circumstances. However we also support all pilots voting with wisdom, education, and clarity, grounded in a full understanding of both the proposal and the broader context in which it has been reached.