

# SAME JOB, SAME PAY FOR WYMAP & PROGRAMMED- WHAT THIS MEANS FOR YOU

We lodged Same Job Same Pay applications for Wymap and Programmed workers last year, with an in-principle agreement now reached.

This is an important first step in stopping Qantas from undercutting your work and engaging in exploitative outsourcing practices. This includes reducing any incentive by Qantas to offer additional hours of work to labour hire before permanent employees.

However, there is more work to be done to protect the job security of workers at QAL, QGS and AAE in our next round of negotiations.



## NEXT STEPS FOR QAL, QGS AND AAE

### QANTAS FREIGHT STRUCTURE

#### QAL "HOST" AGREEMENT

**QANTAS SUBSIDIARIES**

Superior pay/ conditions  
to "host" agreement



**AAE**

**QGS**

**LABOUR HIRE**

**WYMAP**

**PROGRAMMED**

These workers are on the Award

Same Job Same Pay laws work by lifting pay of workers to the same level as the "host" Agreement. In this case the "host" Agreement is QAL, but AAE pay and conditions are superior.

**This means Same Job Same Pay has limited ability to immediately lift standards for QGS and QAL workers.**

Qantas has deliberately worked to make sure all agreements have their weaknesses, which makes lifting pay and conditions for QGS, AAE and QAL workers through Same Job Same Pay difficult. Now is our time to lift all three in this bargaining round.

## LIFTING CONDITIONS IN BARGAINING

The next step in this fight is to lift the pay and conditions of QGS, QAL and AAE workers—who are falling closer to the Award—through the upcoming bargaining process.

The next round of bargaining will be our chance to win real improvements for all workers. It's also the first step in gearing up for the 2026 industry fight, where over 200 Enterprise Agreements will expire at the same time, giving us power to take action right across aviation and road transport.

Surveys will go out in the next few weeks to start preparing to take on Qantas on the issues that we know matter to you:

- Better pay
- Stronger job security
- More full-time positions
- Access to overtime

## JOIN THE TWU TODAY

   @TWUAUS

We won these laws because of members joining the TWU and standing together as one to fight for a better deal.

If you're not a member, scan the QR code or [click here to join now](#).



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