



Jetstar Airways (JQD) Bargaining Update

# Break the cycle: Align your EA

**The JQD group has been left behind by Jetstar, with pay and conditions stagnant for the last decade.**

Right now, JQD crew have limited power to fight for what you deserve. Your workforce has been deliberately fragmented to maintain a stronger bargaining position. It is time to take back that power.

## Our proposal – what is alignment?

The TWU is surveying JQD members to see if you would be open to strategically aligning your bargaining year with Team Jetstar.

This does **NOT** mean that you are merging Enterprise Agreements. It means that by bargaining at the same time as Team Jetstar Crew, both groups can potentially go on strike at the same time and use their combined bargaining power and leverage to secure a better deal.

✓ This would mean entering a short-term, one year agreement, with a wage bump, then negotiating for most of the much-needed uplift in conditions next year at the same time as Team Jetstar.

✓ Bargaining (+ potentially taking action) at the same time as the majority of your other Cabin Crew colleagues maximises the potential inconvenience for Jetstar, creating real power at the bargaining table in case bargaining stalls.



**Complete your Bargaining Survey to let us know**  
by scanning the QR code or clicking here. 

[twuau.com/Jetstar-BGS26](https://twuau.com/Jetstar-BGS26)

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# FAQ: Aligning your EA

## 1 I want change now, why should I have to wait a year?

You can choose to bargain this year, but you will have minimal power to get what you want. This is because you are a small legacy workforce and your main industrial leverage (protected industrial action) is weakened by your small size. By aligning and bargaining next year, you increase your chances of getting real meaningful changes - and hopefully you have no need to take action.

## 2 Why have we only ever had roll-over deals without any meaningful changes in conditions?

Taking protected industrial action (striking) is the most impactful and powerful bargaining tool workers have. However, this power comes from numbers.

That's why your workforce has been purposefully fractured into smaller groups. They know that workers have less power when they don't stand together.

The aim of maximising your bargaining leverage is to break the cycle that has played out over the past 10 years.

## 3 Will I lose conditions in favour of Team Jetstar because of this?

**No.** Under alignment, no one goes backwards. The TWU would never allow workers to lose conditions or pay at the expense of another group. Under this proposal, it is extremely unlikely.

## 4 Will I lose conditions in favour of Team Jetstar because of this?

If you chose to align your bargaining timeline with Team Jetstar, you would remain separate bargaining entities. This means that only JQD crew can vote for the JQD agreement.

**Most importantly, this decision is yours. Alignment will only proceed if there is clear support from the JQD workforce.**

This survey is about finding out whether members want to pursue a strategy that could maximise our collective leverage at the bargaining table - not about locking anyone into a predetermined outcome.

We are a democratic union, and the results of this survey will directly guide whether we seek to align our EA timing with Team Jetstar. If members don't support alignment at this time, we will continue forward together on the path JQD crew choose.