transport workers' union
AVIATION

April 2026

# QAL Next Steps: Members want change.

QAL members were asked to have their say through the bargaining survey. The results are clear, consistent, and send a strong message to Qantas: the agreement no longer reflects the work we do or the standards we deserve.

of QAL workers said the current Enterprise Agreement **does not deliver fair standards for them or their families.**

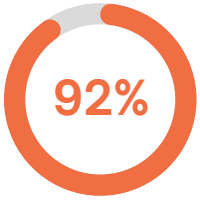
## What QAL members strongly support

There was broad support across the workforce for key improvements, including:

- More access to **permanent full-time employment**
- **Restrictions on labour hire,** to protect secure jobs
- Increase **minimum weekly hours for part-time workers** to 30hrs
- **Minimum manning levels** for specific operations to ensure safety and fairness
- **Stronger redundancy protections,** including safeguards against forced transfers

## Pay and penalties are a top priority

of members said **competitive pay rates** that keep pace with the cost of living are **very important**




of members said securing **better penalties, overtime provisions,** and **allowances** is **very important**

## Why hasn't bargaining started for the QAL group?

Qantas has not initiated bargaining for QAL and continues to drag its feet.

We've been pushing for:

- Full consolidation of QGS, QAL and AAE agreements, so ground handling workers can bargain together as one united workforce.
- This strategy strengthens bargaining power, job security, and delivers better outcomes for everyone.
- This isn't about one single set of conditions, but one strong agreement which protects historic differences.

The old Qantas model of divide and conquer needs to come to an end.

## What happens next

- Regardless of Qantas' delays, the TWU will be issuing claim endorsement communications to QAL members shortly.
- This will give you the opportunity to endorse the priorities and direction of the fight for a consolidated agreement.
- Keep an eye out for the claim endorsement soon. Standing together is how we win.

## Join the union that fights.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