

# QANTAS LEAVES CONDITIONS BEHIND

Qantas' offer doesn't just fall short on pay and classifications, it falls short on the conditions that determine what kind of workforce we'll have into the future.

## **CLASSIFICATIONS DON'T REFLECT YOUR WORK**

Qantas' classification structure is a hangover from when work was focused on ramp and catering operations, rather than freight-focused operations. **This outdated classification structure undervalues your skilled work.**

## **ONE-OFF JOB SECURITY "FIXES" AREN'T ENOUGH**

Qantas' offer to create 120 new full-time positions is a positive step: your pressure is working. But 120 positions across all ports and classifications will not fix the problem.

**We're calling for structural changes needed to create lasting job security including:**

- Full-time and part-time workforce ratios
- Caps and ratios on labour hire usage
- Conversion mechanisms for workers regularly working full-time hours
- Requirements to maximise use of existing Qantas workers before labour hire

**These claims are critical so Qantas can't replace secure jobs with labour hire and insecure work**

## **PART-TIME HOURS STILL BEHIND INDUSTRY STANDARDS**

**TWU claim:**

**27 hours**

27 hours per week for part-timers reflects the standard already operating at competing employers.

For a workforce facing rising costs of living, those extra hours matter.

**Qantas offer:**

**25 hours**

## **NO MOVEMENT ON WORKER VOICE AND UNION RIGHTS**

Qantas has refused claims to give you a genuine voice at work, enforce your rights, and hold management accountable, including:

- Paid TWU inductions for new starters
- Improved dispute resolution procedures
- Stronger consultation rights before decisions are made
- Better delegate and union rights provisions

## **WE WILL FIGHT FOR BETTER**

This is not an offer that reflects the value workers create for Qantas every day. **This offer is sub-par and members are prepared to fight for better.**

**TOGETHER, WE ARE STRONGER.**  
**JOIN NOW FOR A BETTER FUTURE.**

[www.twu.com.au/join](http://www.twu.com.au/join)



**JOIN  
THE  
TWU**

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