

QANTAS CAN AFFORD BETTER. WORKERS DESERVE BETTER.

Last week we said there was more to come on Qantas' offer. Here it is.

When Qantas' proposed rates are compared with the industry-standard rates in the TWU claim, **workers are being short-changed by up to \$8.93 an hour.**

QANTAS CLASSIFICATION	QANTAS OFFER	EQUIVALENT TWU CLASSIFICATION	TWU CLAIM	QANTAS FALLS SHORT BY
2	\$30.74	Levels 3–5: Forklift, build up and general freight duties	\$33.99– \$39.67	-\$3.25– \$8.93/hr
3	\$32.13	Levels 4–5: Machine operators, deck loader and FMC	\$36.67– \$39.67	-\$4.54–\$7.54/hr
3, Commissionaire	\$32.13	Level 5: Commissionaire	\$39.67	-\$7.54/hr
4	\$34.39	Levels 5-6: Receive & Dispatch, towing & pushback	\$39.67– \$40.72	-\$5.28 – 6.33/hr
5	\$36.11	Level 7: Load Supervisor, Leading Hand	\$41.06	-\$4.95/hr
6	\$37.83	Level 8: Trainer	\$45.21	-\$7.38/hr

This is the benchmark. Workers in Qantas' own supply chain are already earning these rates.

THE SAME OLD QANTAS WAGES POLICY

In years two and three, Qantas is offering **the same failed wages** policy that got workers into this position.

Accepting it means falling behind all over again and risking another agreement of bare legal minimum rates.

Qantas still has not moved on superannuation or even a pathway to 15% employer contributions, despite this being a clear TWU claim.

DO NOT BE BOUGHT OFF WITH \$5,000

Qantas' \$5,000 backpay payment is not even close to the full backpay owed. With Qantas' own substandard wage offer, full backpay would be closer to \$12,000 for a leading hand, at a minimum for a full-time worker on base wages.

QANTAS CAN AFFORD PROPER WAGES AND FULL BACKPAY.

With \$1.29 billion statutory profit after tax for the 2025–26 financial year, Qantas can afford to pay workers every dollar of backpay owed after dragging its feet for a year.

Qantas workers deserve better and together we'll fight for it.

TOGETHER, WE ARE STRONGER.

JOIN NOW FOR A BETTER FUTURE.

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**JOIN
THE
TWU**

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