



## FAQ ON JETSTAR SAME JOB SAME PAY



### Q. What is Same Job Same Pay?

**A.** TWU members have fought for years for Same Job Same Pay laws.

This was to counteract the strategy of employers like Qantas and Jetstar of creating new companies to pay people less.

After winning this legislation we've used it to get to this current proposal, which delivers crucial improvements and puts us in a position of strength before we bargain again next year.



### Q. Why won't we be on the JQD/EBA rates as part of this agreement?

**A.** A same job same pay order is based on full rates of pay. During discussions with TWU members at JQD, TJ and Altara, all groups made it very clear they did not want any changes to their current work rules. This left us with an apples vs oranges comparison.

In order to achieve your preferred outcomes, the TWU went to work on developing a proposal that maintained your work rules, delivered pay increases for all and paved the way for direct employment and paid training for Altara employees.

We know that there is still significant work to do to bring up the pay of all Jetstar cabin crew and we'll be working now on our bargaining strategy for next year to lift everyone up.

## Q. How will it affect my pay and conditions?

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### A. Altara crew changes:

- ✓ Increase flying allowance by **\$3 per block hour**
- ✓ Increase base pay by **\$3.59/hour**
- ✓ Increase meal allowance payment to **\$3.86**
- ✓ Overnight allowance to be paid by your employer **as per ATO (click here)**
- ✓ Missed meal break payment of \$16
- ✓ Job pathways for **direct employment** at Jetstar
- ✓ Training payment of \$2500 on graduation and \$1750 after 6 months

### Team Jetstar changes:

- ✓ Increase flying allowance by **\$3 per block hour**
- ✓ Stop undercutting of pay and conditions and increase job security
- ✓ Protect work rules

#### **CABIN CREW (TJ LFs)**

- ✓ Increase base salary by \$4500 (17.5%)

It will not impact on your current work rules and roster periods.

For cabin managers at Team Jetstar, this would maintain your higher protected rate of pay compared to the JQD EBA, while increasing your flying allowance. This is the first step ahead of bargaining next year.

## Q. Am I eligible for the Altara training payment?

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- ### A.
- Anyone who has graduated from one of the training schools from 1 Nov 2024 is eligible.



## Q. Do we vote on this agreement?

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A. Team Jetstar crew will vote on the variation to their agreement.

All TWU members covered by the Team Jetstar agreement must have the chance to have your say.

Altara members will be covered by an alternate protected rate of pay linked to the amended Team Jetstar Agreement.

We'll have more details on the voting process and how the Altara protected rate of pay will operate after our consultation process has finalised and your feedback has been considered and discussed with Jetstar.

## Q. What are the next steps?

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A. We'll be in touch soon after we have received your feedback and continued discussions with Jetstar where necessary for Altara and Team Jetstar crew. When these discussions are finalised we'll provide voting details.

But we know there's significantly more to do to improve pay and conditions for cabin crew. This is just the start. Welcome to all the Jetstar workers who have joined the TWU to be part of setting fair rates and conditions. If you want a say, now is the time to join.

### BARGAINING 2025

We know the rates and conditions of all crew at Jetstar need to be lifted. As part of our ongoing bargaining strategy we'll be looking at ways to lift standards for all work groups. **This is just the start.**

### SAFE AND SECURE SKIES

With TWU members across the airport, we have significant power to make change and bring up the pay and conditions for all aviation workers.



**Q. I have more questions or feedback.**

**Where can I go?**

**JETSTAR SAME JOB SAME PAY PROPOSAL**

*Tell us your thoughts*



**SCAN  
THE QR  
CODE OR  
CLICK  
HERE.**

**JOIN THE TWU TODAY**

Join to be part of this historic agreement and stand with other cabin crew to keep improving pay and conditions.

If you're not a member, Scan the QR code above or **click here to join now.**

   @TWUAUS



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