

7 October 2026

Members Took Action. Jetstar Improved Its Offer.

Congratulations to every member who participated in industrial action throughout this campaign. Your determination and solidarity worked. You told Jetstar you are worth more than 2.1% in 2026.

Faced with workers standing together, Jetstar was forced to return to the bargaining table with a significantly improved offer.

As always, members will decide the union's position. We will be running sessions to hear from you on whether you endorse this package or endorse a 24-hour strike. Make sure you share your views. You will receive a separate email with those details.

What Improvements Are Proposed?

Pay, Penalties, Overtime and Allowances									
5% pay increase from 1 October 2026 on current wages, with 3% thereafter (<i>Airports and JOCC</i>)					A major improvement on Jetstar's previous position.				
New 3, 5 and 7-year increments of approximately 2% each (<i>Airports and JOCC</i>)					Jetstar workers have never had service-based increments before. For the first time, experience and loyalty will be recognised, rather than everyone being paid the same rate regardless of years of service. The new increments are worth approximately 2% at 3 years, 4% at 5 years and 6% at 7 years, on top of the 5% wage increase.				
Immediate Increase if the EA is Approved (to be back paid from 1 October 2026)									
Level	Current Rate	Proposed Rate with Less Than 3 Years Service (5.0%)	Immediate Hourly rate increase	Proposed Rate with 3-5 Years Service (7.1%)	Immediate Hourly rate increase	Proposed Rate with 5-7 Years Service (9.2%)	Immediate Hourly rate increase	Proposed Rate with 7+ Years Service (11.4%)	Immediate Hourly rate increase
Level 3	\$29.45	\$30.92	+\$1.47	\$31.54	+\$2.09	\$32.17	+\$2.72	\$32.82	+\$3.37
Level 5	\$33.99	\$35.69	+\$1.70	\$36.40	+\$2.41	\$37.13	+\$3.14	\$37.87	+\$3.88
Level 7	\$35.33	\$37.10	+\$1.77	\$37.84	+\$2.51	\$38.60	+\$3.27	\$39.37	+\$4.04
3.8% back pay for the period April 2026 to June 30 2026					Money back in your pocket for the period bargaining has been underway.				
Improved morning penalties					Better compensation for early starts from 12.5% to 15%.				
Improved overtime rates					Extensions on the day paid at 150%, increasing to 200% thereafter instead of single rates.				

Improved baggage commission	Business Class upgrades to be included as a commissionable fee.
Additional Languages to be included in the Foreign Language Allowance	Jetstar initially sought to cut the entitlement, but now it's proposed to add Tamil and Sinhalese to the list
Health, Safety and Wellness	
Health and safety improvements	Jetstar workers have never had a formal process to address working in heat. For the first time, Airport Services employees will have a consultation process and a procedure that sits outside the Agreement with objective triggers for mandatory breaks and job rotation. This means there will be a clear process for identifying when workers may need additional breaks or a change of duties, delivering an important improvement to workplace health and safety. It is a significant win for Jetstar workers and a safer outcome for both employees and passengers.
Uniforms	Tropic uniform to be permitted across the network.
Personal Leave	Increase the number of single personal leave days an employee can take without producing a medical certificate from three days to five days (subject only to the existing conditions for non-certificated days)
Improved access to DILs for full timers who move part time	Part Time Employees can use accrued DILS
Improved rostering	Ability to shift swap within 14 days instead of 7 days
	FWAs can work non-consecutive shifts
	Part Time Employees can use accrued DILS
	9.5 hour roster option for Team Leaders and JOCC, however, this is subject to a vote of the workgroup.
Other Terms	
More full-time positions and permanent positions	36 new full-time positions in Airport Services and newly created permanent positions at level 5.
Expiry	30 June 2030

Backdated Pay and Service Increments Secured

Jetstar has agreed to bring forward the benefit of the wage increases and new service increments if employees vote to approve the Agreement.

This is a significant concession from Jetstar that benefits employees.

Under the normal bargaining process, wage increases are typically back paid. However, new entitlements such as service-based increments would usually not take effect until the Agreement

is approved by the Fair Work Commission and comes into operation, which would likely be around January 2027.

Instead, the USU/ASU has secured a commitment from Jetstar that:

- The 5% wage increase will be backdated to 1 October 2026;
- The new 3-year, 5-year and 7-year service increments will also be backdated to 1 October 2026; and
- All backpay will be paid no later than 18 December 2026 (Jetstar's final off-cycle pay run for the year). This backpay being processed this year will only occur if employees support the Agreement.

This means eligible employees will receive the benefit of both the wage increase and the new service increments from 1 October 2026, rather than having to wait until the Agreement is approved and takes effect.

For many employees, this brings forward access to the new tenure-based rates by several months and delivers a larger backpay amount before Christmas.

What About Industrial Action

Given the significantly improved offer, your USU negotiating team has agreed to pause industrial action while members have the chance to have your say through our member consultation process. However, we are prepared to reissue further action depending on the vote outcome. USU is pausing the industrial action as of 12:01 am on Friday 9 October until further notice, which means workers must no longer make statements and must comply with the uniform policy as of that time.

Not Everything Has Been Secured

We did not achieve everything we pushed for; however, this offer represents improvements, and now we want to hear from you.

Jetstar workers have shown that when they stand together and take collective action, they can win real improvements. The gains in this Agreement were not handed out by the company. They were won by members who stood together, took action and refused to accept a 2.1% outcome.

Branch	Contact	Mobile
NSW US	John Stockler	0476 888 099
VIC PS	Alessandra Soliven	0410 411 270
VIC PS	Ned Lindenmayer	0420 672 176
QLD Services	Don Brown	(07) 3844 5300
SA/NT	Natasha Bayer	(08) 8363 1322
WA	Yvonne Klau	0417 969 767



NOT A MEMBER?

Join here:

usunsw.org/474sC3a

