

Frequently Asked Questions

Junior Available (JA)

Most Frequently Asked Questions about... Junior Available (JA)

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Q1: "I just finished a pairing in OAK and Crew Scheduling called to add on a SEA turn! Is this considered being JA'd?"

No. A JA assignment occurs on a scheduled day off. You have been rescheduled and given additional flying. Refer to Article 9.3 for contractual language regarding rescheduled duty day limitations and the premium pay associated with additional flying.

Q2: "It's my day off. I was relaxing and watching Hallmark Christmas movies when Crew Scheduling called and left a message. Am I required to call them back?"

No. On a day off, we are not required to call Crew Scheduling back (or self-acknowledge), even if they say they have an assignment for us.

During a JA situation, if you do answer the phone, return Crew Scheduling's call, or self-acknowledge, you are liable for the assignment. Refusal of an assignment (even a JA assignment on your scheduled day off!) can be considered an intentional disregard of assignment by Management and result in discipline, up to and including termination.

Please Note: This information is only intended to educate and inform TWU Local 556 Members and does not indicate agreement with disciplinary decisions made by Management. It is incredibly important that if you are being called in for a Mandatory or Fact-Finding Meeting with Management, you contact the 556 Office for guidance and to be assigned a Shop Steward. All TWU Local 556 Members, including those on probation, are entitled to Union Representation when faced with a Mandatory Meeting.

Q3: "If Crew Scheduling calls me for a JA assignment and I'm sick... will I get in trouble?"

No. If you notify Crew Scheduling on the JA call that you are too sick/ill to report for duty, you will not get in trouble. You may be required to provide a verification of illness. Article 9.2.C.8 says,

"When a Flight Attendant is called as JA on (their) scheduled day off and (they) reports sick at that time, such Flight Attendant will not be charged with a sick day, but such Flight Attendant may be required to produce verification of (their) illness. If the Flight Attendant produces a doctor's statement dated within 48 hours of the JA call and submits it prior to departure of (their) next scheduled trip, no points will be charged under the Attendance Policy."

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Q4: "Is there an order Crew Scheduling must contact Flight Attendants when attempting to assign JA pairings?"

Yes. Crew Scheduling must use the monthly seniority list where the pairing is originating, and the most junior qualified Flight Attendant "who is completely legal" for the assignment **should** be contacted first. (Article 10.9.C.7) This means Crew Scheduling **should** attempt to contact Flight Attendants who are not on Reserve and are contractually and FAR legal for the assignment, in reverse seniority order. Also, Flight Attendants who had a pairing pulled that overlaps their vacation slot **should not** be JA'd during the days of that original pairing. (Article 9.2.D)

IMPORTANT: If you feel you have been given an illegal JA assignment, please contact the Union Office immediately for assistance.

Q5: "Can I refuse a JA assignment?"

No! Refusing an assignment from Crew Scheduling (i.e., JA, reschedule, Reserve) could lead to discipline up to and including termination. Just like when you answer your phone on an overnight, if you answer your phone on a day off, you're responsible for that assignment. All other provisions of the CBA apply.

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