



Fast Fact Friday

JA -vs- Reschedule

Friday, October 10, 2025

Q1: “What is Junior Available (JA)?”

Junior Available (JA) is when a Flight Attendant is called by Crew Scheduling and required to work on a scheduled day off. (Article 9.2)

Example 1: I am at home in Seattle on my day off and Crew Scheduling calls. I answer the call and Crew Scheduling gives me an assignment reporting later this evening! Am I being JA'd?

Yes. Because you are on a scheduled day off, this is a JA assignment. In this situation, because you are in an outstation (SEA), be very clear with Crew Scheduling about your commuter situation.

Example 2: I am finishing my trip in OAK and am told to call Crew Scheduling by the Ops Agent. They are adding a turn to SNA onto my day! Am I being JA'd?

No. You are being rescheduled and given additional flying.

NOTE: Refusal of a JA assignment or reschedule can result in disciplinary action, up to and including termination.

Q2: “How is a Flight Attendant given a JA assignment?”

To legally assign JA flying, Crew Scheduling must pull the monthly seniority list for the domicile needing coverage. They must then call the most junior Flight Attendant that is legal for the entire pairing they are trying to cover. If they cannot reach the most junior legal Flight Attendant, they must continue contacting legal Flight Attendants in reverse seniority order.

Because this process is so tedious and inefficient, we rarely experience true JA scenarios. However, because it does infrequently occur, we have contractual language specifying the required processes and options associated with being given an assignment on unscheduled days.

NOTE: A Flight Attendant in a Reserve month cannot be JA'd. (Article 11.2)

Q3: “Crew Scheduling called me on my day off and left a message asking me to call them back for an assignment. I’m not scheduled to work this week... do I need to call them?”

No. In order to assign a JA pairing, Crew Scheduling must make positive contact. You are not required to call back Crew Scheduling on a scheduled day off. There is no discipline associated with not returning this call on your scheduled time off.

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Q4: "What is the compensation for working a JA assignment?"

A Flight Attendant who has been "JA'd" has two options. The first is to be paid 1.5x for all trips flown. The second option is to select compensatory day(s) off equal to the days flown while JA'd. The choice for either pay or day(s) off must be made within 60 minutes after release of the JA pairing.

Q5: "What is a reschedule?"

A reschedule occurs when Crew Scheduling has changed or added to a current, checked in pairing. A reschedule can occur at any point after scheduled check-in of a pairing, including during the course of the pairing or at the end.

Bonus Question: "Can I refuse a JA assignment or reschedule?"

No. Refusal of a JA or reschedule may be considered a refusal to fly, which could possibly lead to discipline up to and including termination. If you run into a possible refusal to fly situation, please contact the Union Office immediately for guidance and assistance. (214) 640-4300

