

- United Culture & On the Rebound
- Hiring: Traditional & Aviate Pathway
- CJOs & Postponed Class Dates
- COVID Impact & Recovery
- Fleet Updates

On March 24th, 2021 NGPA's Troy Merritt (NGPA Vice President) hosted Up in The Air with United Airlines. The United contributors were Susan White (Senior Manager, Pilot Hiring Programs) and Brian Quigley (Senior Vice President, Flight Operations).

One year ago, as United sought revenue in unconventional ways, an empty passenger flight departed Chicago to Frankfurt with a full cargo hold. One year later, United Cargo Operations have operated more than 11,000 cargo only flights with over 570 million pounds of freight. United was the first airline to transport the Covid vaccine on November 27, 2021 before it was officially approved and continues to distribute the vaccine. They have also partnered with The Cleveland Clinic and Clorox to promote healthier travel and get our industry back up and running. While freight has helped keep the airline afloat, the company stands that the best place for freight is in the belly. We need to bring the passengers back and carry cargo as we have in the past.

With freight revenue, an industry leading agreement with ALPA, and airlines deemed essential businesses it seems United is on the upswing. The airline was able to recall all employees furloughed since October 1, 2020 and offered back pay through December 1, 2020 with CARES 2.0. With CARES 3.0, all layoff notices have been rescinded and the airline plans to keep employees onboard through October 2021. The company is working to reverse displacements, returning captains to their rightful captain roles, and ensuring all pilots are safe, current, and proficient. United also anticipates retiring nearly 5,000 pilots in the next 10 years.

*While no dates or numbers have been announced, Brian and Susan expect big hiring announcements in the weeks or months to come. Watch the news!* United's cutting-edge technologies, state-of-the-art facility, and next level training are priming the pump to hire quickly and gear up for their future. Scott Kirby is still hoping to grow the airline at the same 4-6% pre-pandemic expectation and is currently expanding the route structure into Florida and the Eastern Corridor.

Aviation is not for the weak, and the last 25 years of pilot hiring has proven inconsistent and seemed to encounter peaks and valleys in a 10-year cycle (Airline Deregulation Act, strikes, air carrier failures, terrorist attack, SARS/COVID-19, financial crisis). With history in mind, Susan believes coming aboard United Airlines at the beginning of a hiring wave will prove beneficial. United offers one of the largest, most comprehensive fleets and can provide their new hire pilots an opportunity to retire with four stripes on an international widebody. They offer hubs in many amazing cities that truly offer opportunities company-wide. They have a strong focus on a culture of connection where the best employees and leaders want to work. They are also very focused on industry leadership through technology, customer experience, and pandemic recovery.

United currently has 808 mainline aircraft and 578 regionals with 27 planned deliveries in 2021. No fleets have been retired due to the pandemic, but some aircraft are approaching their age limit and may be retired as a result. A few of their 777's are currently grounded, but the company is working closely with Boeing and FAA and intend to fly them again. They are proud to have the 737 Max back on the line and have been fortunate to continue with cabin refurbishments and reconfigurations. While 50% of their planes were parked at the beginning of the pandemic, they are bringing them out of the desert to be ready for the travel influx and are also expecting 184 deliveries in the next 5 years.

While a pilot new-hire class was postponed and there are CJOs on the table, United has been in contact with these applicants and intends to ensure these candidates are still viable as hiring resumes. United has also announced they will be hiring future applicants via the traditional route and their own pathway program, Aviate. *To be a competitive "street hire" right now, they are looking at 3500-4000 hours, highly prefer a bachelor's degree (more than 98% of new hires have one), and multi-crew PIC time. Be sure to update your application on [airlineapps.com](http://airlineapps.com). They prefer at least 100 hours in the last 12 months for those in the pool, but they understand the situation everyone is facing. Get your hands on a yolk any time you have an opportunity and it will prove beneficial.*

What does it take to be a successful candidate? Demonstrate their core 4 Values: Safe, Caring, Dependable, and Efficient. Prove your integrity, honesty, and accountability. **Establish relationships with United recruiters and employees. Most importantly, know why you want to work for United Airlines and what you bring to the table.**