



Aviate Fleet Technical Instructor Program

Aviate Fleet Technical Instructor program objective

The Aviate Fleet Technical Instructor Program (“Aviate FTI Program”) is designed to provide Aviate participants the opportunity to gain experience at United Airlines and fulfill their requirement to transition to United as a First Officer, provided all other requirements are successfully met. The Aviate FTI Program is a substitute for the UAX service requirement for properly qualified Aviate participants who meet all other transition requirements.

The rules and requirements in this Aviate FTI Program document govern participation in the Aviate FTI Program and are independent of United’s FTI job requirements and responsibilities. Participation in Aviate FTI Program activities by FTIs must take place outside of regular work hours and the time will not be compensated.

Aviate FTI Program application

United will notify Aviate participants when FTI positions are available. Participants will be able to apply through United’s career site for a United FTI position if they have met the eligibility requirements of the FTI role as described on the site. Hiring will be at the discretion of United Airlines. Aviate participants who are interested in the Aviate FTI Program should inform their United recruiter during the interview process.

Service time requirement

A participant must perform the duties of an FTI to the satisfaction of United’s Managing Director – Flight Training for a minimum of 36 months after qualifying as an FTI (completion of required training and standardization processes).

Aviate FTI Program eligibility requirements

The Aviate FTI Program is designed to ensure participants have appropriate experience before being assigned the skill-development aspects in the Aviate FTI Program. To be eligible for the Aviate FTI Program, an Aviate participant must:

- Have obtained the role of a United FTI
- Have a minimum of 1200 hours of total flight time
- Have a minimum of 750 cumulative flight hours with an Aviate partner(s) as a student and/or a commercial pilot
- Possess CFI and CFII ratings

FTI program enrollment

Aviate participants who have met all Aviate FTI Program eligibility requirements should inform the United Aviate FTI Point of Contact (POC). The Aviate FTI POC will then enroll the participant in the Aviate FTI Program.



Aviate lists

The Aviate list (“Aviate List”) is a registry of all Aviate Participants ordered by each Participant’s date of entry onto the Aviate List (“Aviate Date”). As United hires Participants, it will do so based on Participants’ place on the respective Aviate Lists.

Aviate FTI Program skills-development requirements

The Aviate FTI Program is designed to ensure participants have developed proper skills before transitioning to United Airlines. After enrolling in the Aviate FTI program and qualified and cleared to conduct the responsibilities of an FTI, Aviate FTI program participants must complete the following skills-development requirements:

- United Airlines Basic Indoctrination training
- United Airlines Pilot Professional Development course
- United Airlines Captain Upgrade course
- Jumpseat observations: twelve total flight deck jumpseat observations prior to transitioning to a pilot position at United
 - Two per year must be fleet specific, all others may be accomplished on any fleet type
 - Additionally, paid work days in accordance with the Fleet Technical Instructors and Related Employees Agreement are provided for two each year
- Aviate FTIs are encouraged to gain simulator experience; there is no upper limit to the number of activities that may be accomplished.

Aviate FTI transition to United First Officer requirements

A participant in the Aviate FTI Program is eligible to transition to United as a First Officer, provided all other program requirements are met, if they have:

- Met all published requirements for employment as a United Airlines pilot
- Completed the service time required as described in the “Service time requirement” section
- Completed all skills-development requirements listed in the “Aviate Fleet Technical Instructor program skills-development requirements” section above
- In the 12 months prior to transitioning to United, flown as PIC in any operation, or required SIC in a certificated (Part 121, 135, 91K) operation, for a minimum of 50 hours
- Landing currency as defined in 14 CFR 61.57 on the date of transition (i.e. assigned a class date)



- Complied with all performance standards set forth in the Aviate Program Guide (APG) section titled “General Performance Standards” in Chapter 4
- A bachelor’s degree from an accredited institution, unless United, in the sole discretion of the Managing Director – Flight Training, provides such Participant an exemption based on the Participant’s relevant leadership experience

A participant will transition to United once they have:

- Met all requirements above
- Reached the top of the Aviate list and United has a need to hire pilots
- Approved by the Transition Board of Review
- Receive a United class date

Where a Participant has met the minimum requirements to transition to United, the Participant must transition to United within 60 months of meeting these requirements. Participants are required to remain in the FTI position at United during this time unless otherwise approved by Managing Director – Flight Training.

Aviate FTI Program features

Aviate participants in the Aviate FTI Program will:

- Be able to transition directly to United without a requirement to fly at an Aviate-participating UAX carrier
- Be a United employee with access to benefits and privileges available to employees in the same workgroup, including flight privileges
- Have a United Boarding Priority date that starts on the date of hire as an FTI; this priority will remain so long as the participant transitions directly from the FTI job to employment as a United pilot

Currently employed FTIs

United FTIs who meet the Aviate FTI program eligibility requirements may receive up to 12 months of credit toward the 36-month FTI service time requirement and are subject to all Aviate FTI skills-development and transition requirements specified above.

United FTIs who do not meet Aviate FTI eligibility requirements, but who desire to participate in Aviate may apply through the United Aviate Employee program and are subject to all program requirements specified in the Aviate Program Guide (APG).