

# National Air Traffic Controllers Association AFL-CIO



## **NATCA Endorsement of Tentatively Agreed Upon Collective Bargaining Agreement with CI<sup>2</sup> Aviation, Inc.**

February 19, 2026

Brothers and Sisters:

NATCA and CI<sup>2</sup> Aviation, Inc. have concluded negotiations and reached a tentative agreement on a new collective bargaining agreement (CBA or “the Contract”). NATCA members employed by CI<sup>2</sup> Aviation, Inc. (CI<sup>2</sup>) will now vote on the ratification of the CBA. The CBA will not become effective unless the majority of votes cast are in favor of ratification.

There are many improvements and changes made in the tentatively agreed upon CBA. The following items outline specific changes that NATCA believes offer a significant increase or change to the current CBA. We believe this is not only a fair agreement, but also an agreement of which to be proud. We fully support and encourage ratification.

- **Article 7 Changes in Working Conditions**

The new language ensures that CI<sup>2</sup> will be obligated to bargain with NATCA over changes to its policies, by expanding what is covered under this Article to include “practices and matters affecting working conditions.” The addition of Section 2 ensures that CI<sup>2</sup> is required to bargain over the effects of governmental policies, directives, and contracts.

- **Article 9 Grievance Procedures**

The language added in Sections 5 and 6 of Article 9 ensures that if a grievance advances to the arbitration phase of the grievance process, the arbitrator will be chosen in a fair and equitable manner from a panel of arbitrators at the Federal Mediation and Conciliation Services.

- **Article 12 Seniority**

The parties agreed to amend the language on Section 3 to make clear that employees who leave the bargaining unit to take management positions will not accrue bargaining unit seniority. A new section was also added requiring managers to provide seniority lists to Facility Representatives.

- **Article 13 Pay Administration**

The parties added Section 4 ensuring the simultaneous payment of all benefits owed, including Health and Welfare contributions and 401(k) deposits, with the payment of wages. This language was added after multiple complaints from CI<sup>2</sup> bargaining unit employees that benefits were not being paid until two to three pay periods after they were earned.

- **Article 17 Vacancies**

The improved vacancy language increases the window for employees to express interest in a vacancy from three days to seven days, providing employees with more time and transparency in the bidding process. The language also strengthens accountability by requiring management to provide justification to the Union if the Company bypasses the most senior qualified bidder.

For temporary assignments, the Agreement clarifies that for the duration of the assignment, the Employee will be compensated at the higher rate of pay applicable to either the Employee's home facility or the facility to which the Employee is temporarily assigned.

- **Article 25 Medical Qualifications**

The revised and reorganized Article 25 makes several meaningful improvements by clarifying responsibilities, aligning more closely with FAA medical processes, and strengthening protections for employees who temporarily lose medical eligibility. The language requires routine exams to be scheduled on duty time (unless the Employee requests otherwise) and requires CI<sup>2</sup> to reimburse not only the basic exam cost, but also mileage, parking, and tolls. It also makes clear that the AME or FAA Regional Flight Surgeon, not the Company, determines whether an Employee meets the medical standards

Notably, the revised Article 25 strengthens employee protections in Section 6, which governs situations where an Employee's 2nd Class Medical is suspended. The revised language allows an employee to use up to 80 hours of LWOP or participation in the VLTP, *in addition* to the LWOP available in Article 34. This change gives employees more time to resolve FAA medical issues without being forced into layoff status. It also confirms employees may use accrued Annual Leave, Sick Leave, or LWOP before being placed in layoff status, providing flexibility and protection during what is often a temporary situation.

- **Article 26 Meal Periods and Breaks**

The modified Article 26 adds a new requirement that each tower be equipped with a microwave and refrigerator for employee use and assigns responsibility to the ATM to remedy any deficiencies once notified by the FacRep.

- **Article 27 Occupational Safety and Health**

The revised Article 27 strengthens the Employer's safety obligations no longer tying compliance to whether the Employer controlled the building structure. Instead, it establishes a clear, uniform requirement that the Employer comply with all occupational safety and health laws, regulations, and orders. The revised language also adds important transparency and accountability measures by requiring the Employer to maintain OSHA injury and illness logs (OSHA Form 300A) and to make those logs available to the Union upon request.

- **Article 28 Personal Property Replacement**

The changes to Article 28 increase reimbursement assistance from \$100 to \$400 for the replacement of personal property destroyed while performing assigned duties where not covered by facility owner.

- **Article 34 Leave**

The Contract strengthens leave benefits by including up to 56 hours of paid sick leave with prohibitions on improper caps on sick leave usage, expansion of the permissible uses of paid sick time, and clarification of employee notice and documentation requirements.

In addition, the Contract allows limited paid leave for newly hired employees (which was previously restricted during the first year) and expands access to leave without pay where appropriate.

Article 34 also now provides up to 3 weeks of leave for jury duty.

- **Article 35 Health and Welfare**

NATCA is excited about the major health and welfare gains achieved in this Agreement, including a significant increase in the hourly fringe benefit rate over the life of the Contract and stronger protections ensuring timely payment of those benefits. The Contract significantly strengthens health and welfare benefits by providing a 59.5% increase in the hourly health and welfare payment over the life of the Agreement.

The hourly health & welfare rate increases to \$6.85 per hour effective Feb. 1, 2026, followed by 7.5% increases on February 1 each year thereafter. The payment will be backdated to Feb 1 once the contract has been modified by the FAA.

- **Article 37 Wages**

Through NATCA's bargaining efforts, the Contract delivers a 16% wage increase over the life of the Agreement. Wages increase 6.5% in 2026 (an additional 3.5% effective February 1, 2026, in addition to the 3% increase already provided on January 1, 2026).

Effective February 1, 2027, wages increase 3.5% followed by 3% in 2028, and 3% in 2029. The Contract also improves premium pay by increasing the OJTI premium by 5% and increasing Acting ATM pay by 25%.

With this letter, you have also received a copy of the Tentative Agreement with all attachments. Please join us for a briefing and Q&A session to answer any questions you may have about the CBA on February 19 at 3:00 p.m. ET or February 20 at 9:00 a.m. ET. Check your email for an invite to the Microsoft Teams call. Information regarding the ratification ballot along with instructions on how to vote electronically will be forthcoming before voting opens Friday, February 20 at 12:00p.m ET. Again, NATCA fully supports ratification of the tentatively agreed upon CBA.

In Solidarity,



Nick Daniels  
NATCA President