

Memorandum of Understanding
Between
Tennessee Valley Authority
And the
International Brotherhood of Electrical Workers
Regarding

**Fossil Assistant Unit Operator to Unit Operator Upgrade
And
Fossil Upgrade Incentive Payments**

Revision – December 2024

Tennessee Valley Authority (TVA) and the International Brotherhood of Electrical Workers (IBEW) recognize the need for qualified unit operators (UOs) to fill vacant positions in the Fossil Power Group (FPG). The TVA and IBEW are in agreement that only qualified UOs in FPG shall be considered when applying on vacant UO positions.

Effective January 1, 2025, this Memorandum of Understanding (MOU) supersedes all previous MOUs regarding FPG AUO to UO upgrade and FPG Upgrade Incentive Payments. For the duration of this MOU, the following is agreed to:

Effective January 1, 2025, any Assistant Unit Operator (AUO) in the FPG who is enrolled in the AUO to UO upgrade training program, or any AUO entering such training, or any UO in temporary status must complete the following to be promoted to UO.

- 1) Initial Switchyard training (ATIS LAID# 00074095),
- 2) Initial Switchyard Performance Check Cards (PCCs).
- 3) Appendix VI.III.A; UO to issue plant clearances,
- 4) UO to issue plant clearances accrediting examination,
- 5) Appendix VI.I: AUO to UO upgrade training,
- 6) UO accrediting examination

When such requirements of stated training are met, vacant positions will be filled in accordance with the General Agreement **and** this Memorandum of Understanding (MOU). It is understood, for the purpose of this agreement, the provision found in Supplementary Schedule B-I11 paragraph (8) part 2 (a) paragraph 2 shall not apply.

It is understood that all in-grade, non-electrically qualified FPG UOs will be required to successfully complete:

- 1) ATIS LAID# 00074095, Initial Switchyard training including Performance Check Cards (PCCs).

It is understood that completion of Initial Switchyard training, ATIS LAID# 00074095 does not qualify the employee to a bonus payment as provided by any previous MOU or any future revisions to this MOU unless it is specifically provided.

Fossil Upgrade Incentive Payments

Any AUO in the FPG who is enrolled in the AUO to UO upgrade training program on or after January 1, 2025 will be eligible for an upgrade bonus. To be awarded the bonus, the AUO must successfully complete the following:

- 1) Appendix VI.III.A; UO to issue plant clearances,
- 2) UO to issue plant clearances accrediting examination,
- 3) Appendix VI.I: AUO to UO upgrade training,
- 4) UO accrediting examination,

In recognition of successfully completing Appendix VI.III.A; UO to issue plant clearances, UO to issue plant clearances accrediting examination, Appendix VI.I: AUO to UO upgrade training and UO accrediting examination, the employee will receive a one-time lump sum payment of \$1,500.

Effective January 1, 2025, Trades and Labor employees who complete Appendix VI.II: Switchyard training program and the Switchyard accrediting examination are eligible to receive an additional bonus; the employee will receive a one-time lump sum payment of \$1,000. This includes any accredited UO in the FPG who is enrolled in the Appendix VI.II: Switchyard training program who was accredited as a UO before the effective date of this MOU and who enters the switchyard training after this date. To be awarded the bonus the accredited UO must successfully complete Appendix VI.II: Switchyard training and pass the Switchyard accrediting examination.

A temporary transitional period will exist that will allow a candidate currently enrolled in the AUO to UO upgrade training program to receive the old accrediting examination if the candidate has satisfactorily completed the preliminary examination prior to January 1, 2025.

It is understood that if business needs dictate, an AUO that has successfully completed the requirements to be a UO may fill a temporary UO position provided clearance is obtained from the IBEW to use the temporary position. Under these conditions, this would not require the posting of a Vacant Position Announcement (VPA).

It is understood that TVA management will continue to determine the number of trainees, training paths, and the frequency of the training classes based on the business needs of the plant and the Fossil Power Group as outlined in the General Agreement and the applicable Joint Training Plan.

This MOU will remain in effect until December 31, 2028. This MOU shall be self-renewing for periods of 2 years thereafter unless either party provides either; a written notice to the other party at least 90 days in advance of any expiration date of this MOU, **or** this MOU is cancelled by either party by providing a 60-day notice.



1-23-2025

Matt Faulkner
Director, Labor Relations
Tennessee Valley Authority

(date)



1-13-2025

Curtis Sharpe
International Representative
International Brotherhood of Electrical Workers

(date)