

**TVA SCHEDULE OF TRADES AND LABOR CLASSES AND RATES OF PAY**  
**SCHEDULE B. REGULAR MAINTENANCE WORK AND**  
**MISCELLANEOUS OPERATING WORK**

NEGOTIATED EFFECTIVE DECEMBER 30, 2024

Annual rates are converted to hourly rates by dividing the annual rate by 2080 (52 weeks times 40 hours)

Job Code	Classification	Annual Rate	Job Code	Classification	Annual Rate
004101	Fossil Plant Utility Trainee	73,775	004051	Nuclear Utility Trainee	73,775
	Fossil Electrical Technician I			Nuclear Electrical Technician I	
004009	Trainee 1st Period	73,775	004052	Trainee 1st Period	73,775
004011	Trainee 2nd Period	81,675	004053	Trainee 2nd Period	81,675
004013	Trainee 3rd Period	89,580	004054	Trainee 3rd Period	89,580
004014	Trainee 4th Period	94,850	004056	Trainee 4th Period	94,850
004019	Trainee 5th Period	105,390	004057	Trainee 5th Period	105,390
	Fossil Mechanical Technician I			Nuclear Mechanical Technician I	
004021	Trainee 1st Period	73,775	004058	Trainee 1st Period	73,775
004022	Trainee 2nd Period	81,675	004059	Trainee 2nd Period	81,675
004031	Trainee 3rd Period	89,580	004062	Trainee 3rd Period	89,580
004032	Trainee 4th Period	94,850	004063	Trainee 4th Period	94,850
004033	Trainee 5th Period	105,390	004064	Trainee 5th Period	105,390
004034	Fossil Electrical Technician II	105,390	004066	Nuclear Electrical Technician II	105,390
004037	Fossil Mechanical Technician II	105,390	004068	Nuclear Mechanical Technician II	105,390
004186	Level II Tech Journeyman - Boilermaker	105,390			
004187	Level II Tech Journeyman - Electrician	105,390	004067	Nuclear Electrical Technician III	110,660
004185	Level II Tech Journeyman - Machinist	105,390	004081	Nuclear Mechanical Technician III	110,660
004188	Level II Tech Journeyman - Steamfitter	105,390			
				Nuclear Maintenance Technician IV	
004036	Fossil Electrical Technician III	110,660	004193	Advanced Rigging and Heat Exchange Sp.	119,090
004039	Fossil Mechanical Technician III	110,660	004191	Air Operated Valves Specialist	119,090
004041	Yard Electrical Technician III	110,660	004189	Breakers Specialist	119,090
004046	Yard Equipment Technician III	110,660	004194	Crane and Refueling Equipment Sp.	119,090
004044	Yard Mechanical Technician III	110,660	004195	Diesel Generator Specialist	119,090
	Fossil Maintenance Technician IV		004196	Heating Ventilation and AC Spec	119,090
004205	Breakers Specialist	119,090	004197	Inverters, Chargers & Diesel Gen Cntrl Sp.	119,090
004206	Machining Specialist	119,090	004198	Local Leak Rate Testing Specialist	119,090
004207	Pollution Control Equip Spec	119,090	004201	Machining Specialist	119,090
004208	Pulverizers and Associated Fuel Prep Sp.	119,090	004202	Motor Operated Valves Specialist	119,090
004209	Rotating Equipment Specialist	119,090	004203	Rotating Equipment Specialist	119,090
004211	Valve and Valve Actuator Specialist	119,090	004192	Welding Specialist	119,090
004204	Welding Specialist	119,090			
004047	Fossil Maintenance Technician IV - General <sup>1a</sup>	115,930	004089	Hydro Trainee 1st Period	73,775
004049	Yard Operations Technician IV - General <sup>1a</sup>	115,930	004090	Hydro Trainee 2nd Period	81,675
			004091	Hydro Trainee 3rd Period	89,580
004048	Fossil Maintenance Lead Technician V <sup>1b</sup>	129,840	004092	Hydro Trainee 4th Period	94,850
004050	Yard Operations Lead Technician V <sup>1b</sup>	129,840	004093	Hydro Trainee 5th Period	105,390
			004094	Hydro Technician II	105,390
			004095	Hydro Technician III	115,930
			004096	Hydro Technician IV	131,740
			004098	Hydro Technician III PS OH	121,725
			004131	Hydro Technician III PS SOH	135,005
			004129	Hydro Technician III SOH	124,360
			004133	Hydro Technician IV PS SOH	138,325
			200133	Hydro Tech Instructor	151,720

Job Code	Classification by Craft	Annual Rate	Job Code	Classification by Craft	Annual Rate
International Brotherhood of <u>Boilermakers</u> , Iron Ship Builders, Blacksmiths, Forgers and Helpers			International Brotherhood of <u>Electrical Workers (cont.)</u>		
004320	Blacksmith	105,390	007517	Sr. Instrument Mechanic Foreman - Nuc	140,525
004310	Blacksmith Foreman	124,360	004137	Sr. Instrument Mech - Emerg Prep	119,090
004330	Blacksmith Welder	105,390	004138	Sr. Instrument Mech - Emerg Prep FM	140,525
004410	Boilermaker	105,390	007501	Sr. Instrument Mech Trainee (RG) 1	73,775
200053	Boilermaker - Coal Plant	105,390	007502	Sr. Instrument Mec Trainee (RG) 2	84,310
004380	Boilermaker Foreman	124,360	007503	Sr. Instrument Mech Trainee (RG) 3	89,580
004386	Boilermaker Erector	136,795	007504	Sr. Instrument Mech Trainee (RG) 4	94,850
004450	Boilermaker Welder	105,390	007505	Sr. Instrument Mech Trainee (RG) 5	105,390
006202	Maint Mechanic/Boilermaker	105,390	007720	Special Transmission Line Foreman	136,795
006203	Maint Mechanic/Boilermaker FM	124,360	004146	Telecom System Mechanic	105,390
200400	Regional Boilermaker	105,390	004147	Telecom System Mechanic Foreman	124,360
International Brotherhood of <u>Electrical Workers</u>			008253	Trans Const Foreman - Power System	136,795
004650	Cable Splicer	105,890	008350	Maintenance (Special Equipment)	94,850
004173	CC Operations Technician Trainee	119,090	008353	Trainee I	73,985
004175	CC Operations Technician	124,450	008352	Trainee II	80,625
004238	CC Operations Technician Lead	136,895	008351	Trainee III	85,365
004174	CT Technician Trainee	119,090	200401	Regional Electrician	105,390
005080	CT Plant Technician	124,450	<u>Laborers'</u> International Union of North America		
005082	CT Plant Foreman	140,625	DH0001	Custodian Trainee	33,450
000198	CT/CC Technician Instructor	151,720	DH0002	Custodian	41,810
005220	Electrician	105,390	DH0003	Custodian Lead	49,335
200055	Electrician - Coal Plant	105,390	005100	Deckhand	67,510
200081	Electrician (Nuclear)	105,390	005912	Laborer	64,915
005290	Electrician Apprentice 1st Period A	60,070	005900	Laborer Foreman	75,300
005280	Electrician Apprentice 1st Period B	63,235	005905	Laborer Head Foreman	136,795
005270	Electrician Apprentice 2nd Period	69,555	005906	Laborer Multi-Crew Foreman	82,830
005260	Electrician Apprentice 3rd Period	77,990	International Association of		
005250	Electrician Apprentice 4th Period	89,580	<u>Machinists</u> and Aerospace Workers		
005188	Electrician (Fire Protection) Level I <sup>2</sup>	105,390	004020	Airplane Mechanic (incl CAA inspection)	115,930
005189	Electrician (Fire Protection) Level II <sup>2</sup>	110,660	004018	Airplane Mechanic Foreman	136,795
005190	Electrician Foreman	124,360	005540	Gas and Diesel Mechanic	105,390
005195	Electrician Head Foreman	136,795	005530	Gas and Diesel Mechanic Foreman	124,360
005230	Electrician Welder	105,390	005539	Gas and Diesel Mech Head Foreman	136,795
005315	Elevator - Fixed Crane Inspector	124,360	005600	Gas and Diesel Mechanic Helper	73,775
005690	Groundman Foreman	105,390	005601	Gas and Diesel Mechanic Helper II	81,675
005710	Groundman - Line Maintenance	77,990	004148	Gas and Diesel Mechanic Helper III	92,745
004102	Groundman Trainee 1A	58,495	004149	Gas and Diesel Field PM Mechanic	84,310
004119	Groundman Trainee 1B	63,170	004183	Helicopter Mechanic	115,930
004103	Groundman Trainee 1B-R	63,950	004184	Helicopter Mechanic Foreman	136,795
004124	Groundman Trainee 2	69,410	006130	Machinist	105,390
004104	Groundman Trainee 2-R	70,190	200054	Machinist - Coal Plant	105,390
005820	Instrument Mechanic	105,390	004150	Machinist Field Support	105,390
005870	Instrument Mechanic Trainee 1st Pd.	73,775	006110	Machinist Foreman	124,360
005850	Instrument Mechanic Trainee 2nd Pd.	81,675	006115	Machinist Head Foreman	136,795
005840	Instrument Mechanic Trainee 3rd Pd.	89,580	006200	Machinist Helper	73,775
005830	Instrument Mechanic Trainee 4th Pd.	94,850	006140	Machinist Welder	105,390
005810	Instrument Mechanic Foreman	124,360	006120	Machinist Welder Foreman	124,360
006000	Lineman	105,390	006204	Maintenance Mechanic/Machinist	105,390
006060	Lineman Apprentice 1st Period A	60,070	006205	Maintenance Mechanic/Machinist FM	124,360
006050	Lineman Apprentice 1st Period B	63,235	005536	Mobile Crane/Aerial Device Inspector	124,360
006040	Lineman Apprentice 2nd Period	69,555	006590	Office Equipment Technician	105,390
006030	Lineman Apprentice 3rd Period	77,990	007518	Senior Office Equipment Technician	115,930
006020	Lineman Apprentice 4th Period	89,580	006760	Outside Machinist	89,580
005990	Lineman Foreman	124,360	006750	Outside Machinist Foreman	105,705
006453	Motor Winder	105,390	008410	Turbine Crew Trainee I	73,410
006452	Motor Winder Foreman	124,360	008411	Turbine Crew Trainee II	78,655
007420	Right-of-Way Clearing FM - Spray	84,310	008412	Turbine Crew Trainee III	94,850
007513	Sr. Instrument Mechanic	119,090	200402	Regional Machinist	105,390
007516	Sr. Instrument Mechanic Foreman	140,525			

Job Code	Classification by Craft	Annual Rate	Job Code	Classification by Craft	Annual Rate
<u>International Union of Operating Engineers</u>			<u>Trades and Labor Council for Annual Employees</u>		
004630	Bulldozer Operator	80,405	004181	Central Lab Maint Tech	110,660
004930	Coal Hauling Foreman	120,100	004182	Central Lab Maint Tech Foreman	130,580
005060	Crane Operator	91,600	005620	General Building Mechanic	105,390
005750	Heavy Equip Operator - Power	101,780	005619	General Building Mechanic - A	100,120
005749	Heavy Equip Operator - Power - Nuc	101,780	005618	General Building Mechanic - B	94,850
004152	Heavy Equip Operator - Transmission	101,780	005615	General Building Mechanic - E	79,045
005751	Heavy Equip Operator Foreman	120,100	005621	General Building Mechanic	
005341	Mobile Crane Inspector	124,360		(Office Building Systems)	105,390
006740	Motorboat Operator	64,915	005626	General Bldg Mech App 1st Pd A	60,070
006650	Oiler	76,335	005627	General Bldg Mech App 1st Pd B	63,235
006655	Operating Engineer Head Foreman	132,110	005628	General Bldg Mech App 2nd Pd	69,555
006860	Pan Scraper Operator <sup>3</sup>	91,600	005629	General Bldg Mech App 3rd Pd	77,990
007200	Power Shovel Operator	91,600	005631	General Bldg Mech App 4th Pd	89,580
008130	Switchman	81,425	005632	General Bldg Mech App 5th Pd	94,850
008250	Tractor Operator - Farm Type	70,230	005623	General Building Mechanic FM	124,360
200383	Marine Pilot 1	73,385	005624	General Building Mechanic Helper	73,775
200384	Marine Pilot 2	78,625	004110	General Maint Worker	73,545
200385	Marine Pilot 3	87,015	004111	General Maint Worker Foreman	86,785
200386	Marine Pilot 4	95,400	004172	General Maint Worker Regional FM	105,125
200387	Master Marine Pilot	104,835	004112	Facilities Maint Tech	110,660
200388	Master Marine Pilot Head Foreman	115,320	004113	Facilities Maint Tech FM	130,580
200426	Mstr Comm Inspected Towing Vssl	128,090	004114	Facilities Maint Tech WPO	110,660
200427	Mstr Comm Towing Vssl - Hd Frmn	140,900	004115	Facilities Maint Tech WPO Foreman	130,580
<u>United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the U.S. and Canada</u>			004008	Maintenance Foreman	124,360
005960	Lead Burner	105,590	200397	Facilities Property Trainee	66,860
006208	Maint Mechanic/Steamfitter	105,390	200398	Facilities Property Worker	70,205
006209	Maint Mechanic/Steamfitter Foreman	124,360	200399	Facilities Property Worker Foreman	82,840
007080	Plumber	105,390		(Craft) Instructor <sup>4</sup>	
007070	Plumber Foreman	124,360		Rehab (craft) <sup>5</sup>	
007770	Steamfitter	105,390	<u>Footnotes</u>		
200052	Steamfitter - Coal Plant	105,390	1a. Limited to those holding Level IV position before 3/3/2011		
007748	Steamfitter (Fire Protection) Level I <sup>2</sup>	105,390	1b. Limited to those holding Level V position before 3/3/2011		
007749	Steamfitter (Fire Protection) Level II <sup>2</sup>	110,660	2. Restricted to Nuclear Power		
007750	Steamfitter Foreman	124,360	3. Restricted to Bull Run Steam Plant		
007755	Steamfitter Head Foreman	136,795	4. Rate is 18% above journeyman		
007785	Steamfitter Sketchman	124,360	5. 90% of craft rate		
007800	Steamfitter Welder	105,390	Shift Differential for Schedules B, C and D:		
007760	Steamfitter Welder Foreman	124,360	Evening: 85 cents per hour		
200403	Regional Steamfitter	105,390	Night: \$1.03 per hour		
			Meal Allowance: \$19.25		
			Travel Subsistence: \$133.50		
			(For those employees engaged in transmission system work)		

**TVA SCHEDULE OF TRADES AND LABOR CLASSES AND RATES OF PAY**

**SCHEDULE C. REGULAR OPERATING WORK - CHEMICAL PLANT**

NEGOTIATED EFFECTIVE DECEMBER 30, 2024

Annual rates are converted to hourly rates by dividing the annual rate by 2080 (52 weeks times 40 hours)

Job Code	Classification	Annual Rate
005912	Laborer	64,915
	<u>Operator Trainees</u>	
004897	Chemical Plant Operator Trainee I-A	59,440
004896	Chemical Plant Operator Trainee I-B	69,345
004895	Chemical Plant Operator Trainee II	79,250
004894	Chemical Plant Operator Trainee III	89,160
	<u>Operators</u>	
004001	Chemical Demilitarization Operator	79,250
007265	Prototype Process Operator	99,065
	<u>Foremen</u>	
004116	Chemical Demilitarization Foreman	88,760
007260	Prototype Process Foreman	116,895

**TVA SCHEDULE OF TRADES AND LABOR CLASSES AND RATES OF PAY**  
**SCHEDULE D. REGULAR OPERATING WORK - POWER - NUCLEAR POWER**  
 NEGOTIATED EFFECTIVE DECEMBER 30, 2024  
 Annual rates are converted to hourly rates by dividing the annual rate by 2080 (52 weeks times 40 hours)

Job Code	Classification	Annual Rate	Job Code	Classification	Annual Rate
<u>Fossil/Nuclear Operations</u>			<u>Hydro/System Operations</u>		
004160	Assistant Unit Operator (AUO)	105,390	005930	Laborer	64,915
004164	AUO - Refuel Floor Assistant	115,540	005630	Gate Operator	84,310
004163	AUO - Scrubber Operator	109,710	005770	Hydro Plant Helper	84,310
004940	Coal Tower Foreman	100,705	008074	Student Instructor - Electrical	151,720
005000	Conveyor Car Dumper Operator	81,330	008090	Substation Operator	105,390
005912	Laborer	64,915	<u>Student Generating Plant Operators (Fossil/Hydro)</u>		
005900	Laborer Foreman	75,300	008040	Student Gen Plant Op 1st Period	82,205
004161	Nuclear Assistant Unit Operator	115,540	008050	Student Gen Plant Op 2nd Period	88,530
008431	Nuclear Unit Operator	146,160	008060	Student Gen Plant Op 3rd Period	95,905
008428	Nuclear Unit Operator Trainee	127,095	008070	Student Gen Plant Op 4th Period	105,390
007335	Refuel Floor Assistant <sup>1</sup>	136,335	008072	Student Gen Plant Op 4th Period (H)	105,390
007530	Senior Switchboard Operator	115,930	<u>Student Generating Plant Operators (Nuclear)</u>		
008076	Student Instructor - Nuclear	151,720	004177	Student Gen Plant Op - Nuclear 1st Period	86,655
008077	Student Instructor - Nuclear RL <sup>2</sup>	159,220	004178	Student Gen Plant Op - Nuclear 2nd Period	93,585
008075	Student Instructor - Steam	151,720	004179	Student Gen Plant Op - Nuclear 3rd Period	100,520
008430	Unit Operator	115,930	004180	Student Gen Plant Op - Nuclear 4th Period	107,450
008442	Unit Operator - Radwaste	127,095			
200185	Emergency Services Op I <sup>1</sup>	105,390			
200186	Emergency Services Op II <sup>1</sup>	112,765			
200187	Emergency Services Op Sr <sup>1</sup>	133,065			
200382	AUO Probationary	112,765			

Footnotes

1. Restricted to Nuclear Power  
 premium for working with and maintaining a reactor  
 operator license

**TVA SCHEDULE OF TRADES AND LABOR CLASSES AND RATES OF PAY**

**SCHEDULE E. INTERNATIONAL BROTHERHOOD OF TEAMSTERS**

NEGOTIATED EFFECTIVE DECEMBER 30, 2024

Annual rates are converted to hourly rates by dividing the annual rate by 2080 (52 weeks times 40 hours)

<u>Job Code</u>	<u>Classification</u>	<u>Annual Rate</u>
006272	Material Handler	83,700
006273	Material Handler Foreman	98,755
006271	Material Handler Trainee	72,815
006551	Nuclear Material Handler I	88,075
006552	Nuclear Material Handler II	97,075
006553	Nuclear Material Handler Foreman	114,555
006866	Property Maintenance Worker - T	66,860
006867	Property Maintenance Foreman - T	70,205
004117	General Maintenance Worker - T	73,545
004118	General Maintenance Worker Foreman - T	86,785
008301	Truck Driver	78,725
008321	Truck Driver Foreman	92,910

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Shift Differential

Evening: 85 cents per hour

Night: \$1.03 per hour

Meal Allowance: \$19.25