

Memorandum of Understanding  
between  
Tennessee Valley Authority  
and the  
International Brotherhood of Electrical Workers  
regarding  
Coal Operations Fire Brigade  
Revision – December 2024

Tennessee Valley Authority (TVA) and the International Brotherhood of Electrical Workers (IBEW) agree to the following pay agreement for coal plant operators who hold fire brigade qualifications.

The parties agree to the following:

1. The past practice of recognition for maintaining Fire Brigade qualifications will continue to be recognized annually (~February) with a \$1,000 lump sum payment paid to AUOs and UOs that have successfully been re-qualified and have fulfilled their fire brigade duties throughout the previous year.
2. For the payout for calendar year 2025 (~Feb. 2026) and going forward, if 85% of the total population of AUOs and UOs (that are medically qualified) meet the obligation outlined in bullet 2 above, an additional \$500 lump sum payment will be awarded. AUO's and UO's are responsible for staying on top of their respective qualifications throughout the year and fulfilling their respective fire brigade duties.

This MOU is for the limited purposes contained herein and shall not be used as a precedent in any other circumstances and may be cancelled by either party with written notice to the other party 180 days in advance of the desired effective date of cancellation.



1-23-2025

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Matt Faulkner (date)  
Director, Labor Relations  
Tennessee Valley Authority



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Curtis Sharpe (date)  
International Representative  
International Brotherhood of Electrical  
Workers