

**ENGINEERING ASSOCIATION, INC. - IFPTE LOCAL 1937**  
**2023 Executive Committee Meeting**  
Crown Plaza  
Knoxville, TN  
March 8, 2023

**1. CALL TO ORDER**

Mike Cavote called the Executive Committee Meeting to order at 8:00 a.m. EST.

**2. ROLL CALL – Jayson Williams**

**VALLEY-WIDE EXECUTIVE COMMITTEE**

Mike Cavote	Valley-Wide President	Nashville-West
Carolyn Wilson	Valley-Wide Vice President	Chattanooga
Jayson Williams	Valley-Wide Secretary	Northeastern
Greg Jennings	Valley-Wide Treasurer	Chattanooga
Adam Deimling	Section President	Chattanooga
Jerri Dolan	Section President	Northeastern
Matt Wallace	Section President	Chickamauga
Anthony Chorney	Section President	Southern
Natalie Gilmore	Section President	Nashville-West

**VALLEY-WIDE STAFF**

Gary Watson	Labor Relations Specialist
Renaë McKenzie	Labor Relations Specialist
Sue Rollins	Labor Relations Consultant
Ahnesty Ondrak	Labor Relations Assistant
Brigitte Brown	Labor Relations Assistant

**GUESTS**

Jason Page	EA PIERS Champion
Bruce Trout	EA PIERS Champion

**3. APPROVAL OF AGENDA**

**MOTION:** Anthony Chorney moved, and Adam Deimling seconded to approve the agenda with the flexibility to change the order as needed. The motion passed unanimously.

**4. APPROVAL OF MINUTES – Jay Williams**

**MOTION:** Anthony Chorney moved, and Jerri Dolan seconded to approve December meeting minutes. The motion passed unanimously.

## 5. **FINANCIAL REPORT – Greg Jennings**

Greg Jennings presented Treasurer’s report and notes of Budget vs. Actual, January - December 2022, with twelve months of actuals.

Greg also presented the 2023 and 2024 proposed budgets, January 2023 Treasurer’s report and notes, and the 2023 Staff 401(k) yearly motion.

**MOTION:** Jayson Williams moved, and Matt Wallace seconded to accept the 401k yearly motion for the staff. The motion passed unanimously.

## 6. **MEMBERSHIP AWARD – Mike Cavote**

The Southern Section received the membership award for this quarter with six new members signed up and a decrease in potential members by 3.28%.

## 7. **STAFF GRIEVANCE REPORTS**

### A. **STATUS OF GRIEVANCES – Gary Watson**

Gary gave an update of his outstanding grievances. His grievance report is attached to these minutes. *(See attached)*

- 1 non-selection and 1 termination.
- TVA is looking to settle a grievance.
- Trying to clean up books prior to his transition to retirement.
- Discussed benefits: coverage for the dental plan, the Libre diabetic treatment and to have TVA raise the contribution to the FSA/HSA.
- Carolyn and Renae are now part of the Benefits Committee

### B. **STATUS OF GRIEVANCES – Renae McKenzie**

Renae gave an update of her outstanding grievances. Her grievance report is attached to these minutes. *(See attached)*

- 1 grievance was resolved before the hearing.

## 8. **SECTION REPORTS**

Section Presidents provided their Section reports. *(See attached)*

## 9. **PRESIDENT’S REPORT – Mike Cavote**

Mike provided updates on a variety of topics in his President’s Report. *(See attached)*

## 10. **EXECUTIVE SESSION**

**MOTION:** Moved to go into Executive Session. The motion passed.

**MOTION:** Moved to approve Gary Watson's contractor position and pay. The motion passed.

**MOTION:** Moved to shred unneeded documents in storage. The motion passed.

**MOTION:** Moved to leave Executive Session. The motion passed.

## **11. ADJOURNMENT**

**MOTION:** Anthony Chorney moved, and Adam Deimling seconded to adjourn the meeting. The motion passed unanimously.

## Valley-Wide Executive Committee Meeting Section Report

**Section:** CHATTANOOGA 10

### Membership Information:

Membership totals (active members, inactive members, and membership percentage) are reflected on the Membership Report provided by the Valley-Wide Office.

Number of new members since the last Executive Committee meeting:

Change in membership since the last Executive Committee meeting:

### Recruiting Information:

Number of "new hires" since the last Executive Committee meeting:

Number of "new hires" contacted since the last Executive Committee meeting:

### Section Information:

Number of Section/Sub-section Meetings since last Executive Committee meeting:

### Comments on Meetings and Activities:

1. January section DUR meeting via WebEx. Topics included:
  - Post DUR training section updates
  - Elected/Appointed
    - Sec./Treasure: Brandon Sapp
    - VP: Micheal Connors
  - Discussed progress on Scientific Progression Plan revision/overhaul.
  - Discussed ideas for Section Meeting with all members
    - Location: Off-site potentially at a bowling alley (family fun)
    - Time of Day: After work. This would remove lunch period time constraints
    - Looking at IT options for also presenting via WebEx so people who can not attend in person would be able to attend.
  - Other ideas presented:
    - Member swag/promotional items.
    - DUR polo shirts (quality shirts) with EA and PIERS.

#### Other Activities

- Cleaned and Cleared EA cabinet from COC MP. Items moved to Chickamauga Power Service Center, Building E office area. Items moved included older swag items, old records, and reference materials.

#### Plans

- Schedule and setup Section Meeting
- Review older swag items and see what we think will be good and useful
- Review records and reference materials to determine what needs to be kept and what needs to be disposed of.

Report by: Adam Deimling

Date: 3-8-23

## Valley-Wide Executive Committee Meeting Section Report

Section:

### Membership Information:

Membership totals (active members, inactive members, and membership percentage) are reflected on the Membership Report provided by the Valley-Wide Office.

Number of new members since the last Executive Committee meeting:

Change in membership since the last Executive Committee meeting:

### Recruiting Information:

Number of "new hires" since the last Executive Committee meeting:

Number of "new hires" contacted since the last Executive Committee meeting:

### Section Information:

Number of Section/Sub-section Meetings since last Executive Committee meeting:

### Comments on Meetings and Activities:

1. Section DUR Meeting 12/08/2023:
2. Section DUR Meeting 01/19/2023: Discuss membership recruitment options (1.) How to allocate the \$1200; (2.) Reviewed Membership Letter for DUR individualization, (3.) DUR to meet with their Group members each quarter; Jay volunteered to assist with the Knoxville Groups. (4.) Reminder that EC, Staff, PIERS Chair have volunteered to attend member meetings, (5.) Initiate NE Region Newsletter patterned after the Chickamauga Chatter (DURs alternate writing), (6.) EC has swag for members & potential members.
3. Communication: Frequent email updates to the DURs and SVP as hybrid schedules hindered face-to-face meetings. Webex planned rest of year.
4. Merged Group 209 and 210 under Troy Hall
5. Added Group 204 under DUR Austin Miller (WBN Chemistry)
6. Doug White, Mgr. Biological Compliance, requested EA to meet with his employees
7. Next DUR Meeting is scheduled for April 13, 2023

Report by:

Date:

## Valley-Wide Executive Committee Meeting Section Report

Section:

### Membership Information:

Membership totals (active members, inactive members, and membership percentage) are reflected on the Membership Report provided by the Valley-Wide Office.

Number of new members since the last Executive Committee meeting:

Change in membership since the last Executive Committee meeting:

### Recruiting Information:

Number of "new hires" since the last Executive Committee meeting:

Number of "new hires" contacted since the last Executive Committee meeting:

### Section Information:

Number of Section/Sub-section Meetings since last Executive Committee meeting:

### Comments on Meetings and Activities:

1. Rad con OT Shift preference

Lead procedure writer

Termination appeal

OT chem tech

Rp progression

Rp and Chemistry use of D position

Report by:

Date:



## Valley-Wide Executive Committee Meeting Section Report

Section:

### Membership Information:

Membership totals (active members, inactive members, and membership percentage) are reflected on the Membership Report provided by the Valley-Wide Office.

Number of new members since the last Executive Committee meeting:

Change in membership since the last Executive Committee meeting:

### Recruiting Information:

Number of "new hires" since the last Executive Committee meeting:

Number of "new hires" contacted since the last Executive Committee meeting:

### Section Information:

Number of Section/Sub-section Meetings since last Executive Committee meeting:

### Comments on Meetings and Activities:

1. Section 40 held a combined Section / Sub-Section meeting on January 26 in Florence Al. we reserved a meeting room for 40 guests at Logans Roadhouse and were at capacity. Several esteemed guests attended including VWP Michael Cavote, VWVP Carolyn Wilson, LRS Renae McKenzie.

Browns Ferry Unit 2 is currently in a scheduled 30 day refuel outage and progressing well.

Members have asked to possible re-evaluate the goal setting process removed during the last negotiations. They want to know if this program can be reinstated or a replacement process implemented.

Report by:

Date:

## Valley-Wide Executive Committee Meeting Section Report

Section:

### Membership Information:

Membership totals (active members, inactive members, and membership percentage) are reflected on the Membership Report provided by the Valley-Wide Office.

Number of new members since the last Executive Committee meeting:

Change in membership since the last Executive Committee meeting:

### Recruiting Information:

Number of "new hires" since the last Executive Committee meeting:

Number of "new hires" contacted since the last Executive Committee meeting:

### Section Information:

Number of Section/Sub-section Meetings since last Executive Committee meeting:

### Comments on Meetings and Activities:

1. CBS Roles - Nick Bremer brought up a question about roles in the CBS Project - "With the recent new APC Monitoring Center group, which consist of "Program Managers, Trans Maint APC" a question has been raised to what limits they have/ or should have on utilizing/changing settings inside these new devices." A team has been formed to look at this.
2. Discussion among DURs on how to help a trainee that is on a PIP. Local manager reached out to DUR to help the individual. DUR asked what could be done and will contact the member. Update: Employee indicated that things have calmed down. The employee that was causing most of the issues is on a rotation in another location.



Report by:

Date:

# Engineering Association - President's Status Report:

Mike Cavote 03/08/2023

## IBL

- COO is an organization in transition. The backdrop is social and organizational change that creates a feeling of opportunity and excitement for some across TVA, but deep uncertainty for many.
- Several forces are impacting how much control, competence and clarity people experience in their roles: the need to innovate to new fuel sources and solutions, digitalization, centralization of processes, and tighter financial restrictions and oversight.
- There is little disagreement with the importance of evolution as an organization. However, absorbing and working productively with these forces requires the confidence to challenge and have direct conversations. This is a deep-rooted, cultural challenge for the organization.
- Making it easier to work collaboratively is the biggest blocker in TVA Operations. It is the core issue that needs to be tackled if we are to enable more effective innovation and aligned Intent based decisions to happen on a day-to-day basis. Addressing it will require public commitment and visible change from the higher levels of the organization - which is where we propose to start our work.

From update

## PIERS:

the PIERS Alliance has nearly completed training of all champions as of this last week. This partnership is to provide additional lines of communication for EA members with front line management, EA reps, and has direct lines to the TVA executive leadership team. One makeup session to go for approximately seven or so. Finalizing communications for leadership team. Plan on engagement of champions in short order. Planning for the future of PIERS. Opportunities and engagement. CBT training and NEE deployment.

## Hybrid Work:

On a broad basis members continue to work successfully with supervisors and business units in creating a workplace reimagined that works well. This is obviously due to the professionalism of our technical employee members and their ability to produce effectively and efficiently. The hybrid workplace provides members with less commute, more time and helps reduce overall costs which benefits both the TVA and the EA members. We are still working diligently with TVA on forming the committee outlined in our Hybrid MOU for the purpose of ongoing discussions as hybrid work evolves. Don't hesitate to reach out to your DUR if you have any comments, questions, or suggestions.

## T&I Update

The EA has been working with T&I to fill the vacancies since I became the valley wide president a year ago. Monumentally the EA has partnered with TVA to support T&I staffing by having David Littlejohn help with recruiting and pipelining of the new hires. The results have been incredible. February of 2022, we had over 300 vacancies, around 450 full time TVA employees with a need of over 750. The two primary areas T&I has been focusing efforts for attracting and hiring top talent is on our internship pipeline, direct hire and partnering with Modis for experienced hires which is now nearly complete. With no new contractors for some time now. This partnership has been a huge success working with the TVA in partnership to not only fill vacancies but develop the pipeline of T&I for the future. These efforts have had very positive results with being at 647 full time and the goal of over 750 full time equivalent (FTE) well within reach. The goals are ahead of schedule and expected to fulfill the FTE requirements earlier than expected. Thanks to the TVA EA team partnership.

- 2022 Callout Pilot Program\_EA TVA MOU\_Final 7.29.21 – In evaluation EC

**SMR Renewables at the International Level:**

The EA had a great presence in Washington to further our EA/TVA mission. Four EA members went to capitol hill during the International Federation for Professional and Technical Engineers (IFPTE) Legislative Advocacy Week. Anthony Chorney, Southern Section President, Michael Dinger, Chickamauga Section V.P., Carolyn Wilson, Valley Wide V.P., and Renae McKenzie, EA Labor Relations Specialist, met with various members of congress and their staff, with one main ask. We asked that they remember TVA's uniqueness and exceptionality. Even though TVA is a federal agency they do not receive appropriations from the federal government and continue to be a self-funded government entity. With new legislation creating eligibility for TVA to apply on federal grants and other incentives we asked that they continue to support and promote grants and other funding for TVA for renewables and other base generation projects such as SMR's and other emerging technologies. It was highlighted that TVA has maintained their reliability while keeping cost down for the rate payers. Any grant money provided to TVA would further TVA's energy goals to continue their pursuit of innovative ways to create a carbon free emission by 2050 and would ultimately benefit the Tennessee Valley and surrounding service areas such as parts of Kentucky, Georgia, Virginia, North Carolina, Mississippi, and Alabama. The EA is committed to supporting the TVA in Washington DC to meet the goals of the future for the Tennessee Valley.

**Other Information:**

2023 Executive Committee meeting dates are June 8, 2023, Sept 14, 2023, Nov 16, 2023

Member comm went out 02/28/2023

Second comm for anniversary of EA scheduled for March 14, 2023

**Committee Actions Considerations:**

Membership Committee - Call to meet for new employee experience opportunity. Recommendations..

Bylaws Committee – Reviewing the bylaws for evaluations of staff, cooperative committees, etc.

**In Solidarity,**



**Engineering Association - Valley Wide President**

<b>Gary Watson Grievance Report</b>				<b>Mar-23</b>	
<b>Section</b>			<b>Active Grievances</b>		
Southern				0	
Northeastern				2	
Nashville-West				1	
Valley-Wide				0	
LOD				0	
Arbitrations pending				0	
Total Active grievances				3	

Active Grievances:

Corporate	0
Chattanooga	4
Chickamauga	6
<b>Total:</b>	<b>10</b>

S-2	6
MOU/Policy Violation	2
Discipline	1
Non-Selection	0
Termination	2
Grievance Total	10

## 2023 EA PLANNING CALENDAR

### **MARCH '23**

3/8/2023 EC meeting - Knoxville Crowne Plaza  
2/25/2023 - 3/25/2023 BFN U2 Planned outage  
3/18/2023 - 4/15-2023 SQN U2 Planned outage

### **APRIL '23**

3/18/2023 - 4/15-2023 SQN U2 Planned outage  
4/14/2023 - 5/13/2023 WBN U1 Planned outage

### **MAY '23**

4/14/2023 - 5/13/2023 WBN U1 Planned outage  
5/29/2023 *MEMORIAL DAY HOLIDAY*

### **JUNE '23**

6/8/2023 EC meeting - WebEx/Zoom?  
6/19/2023 *JUNETEENTH HOLIDAY*

### **JULY '23**

7/4/2023 *INDEPENDENCE DAY HOLIDAY*

### **AUGUST '23**

### **SEPT '23**

9/4/2023 *LABOR DAY HOLIDAY*  
9/14/2023 EC meeting - WebEx/Zoom?  
9/30-2023 - 12/14/2023 WBN U2 Planned Outage

### **OCT' 23**

10/9/2023 *COLUMBUS DAY HOLIDAY*  
9/30-2023 - 12/14/2023 WBN U2 Planned Outage

### **NOV' 23**

11/3/2023 *VETERANS DAY HOLIDAY*  
11/16/2023 EC meeting - WebEx/Zoom?  
11/23/2023 *THANKSGIVING HOLIDAY*  
9/30-2023 - 12/14/2023 WBN U2 Planned Outage

### **DEC' 23**

12/25/2023 *CHRISTMAS HOLIDAY*  
9/30-2023 - 12/14/2023 WBN U2 Planned Outage