

Communication to the EA Members

September 22, 2022

EA Valley-Wide President - Mike Cavote

RE: EA News September 2022

EA Members,

Safety Awards Conference

The EA had the privilege of attending the TVTLC/TVA Labor-Management Conference safety awards presentation in mid-July. The EA extends congratulations to all the employees who were presented a number of significant safety awards with four of those awards being presented to EA represented employees! Commitment by the EA membership in safety at TVA is evidenced through events such as these as well as the active participation of local health & safety committees across the valley. I encourage and applaud all members for staying engaged in safety and appreciate the recognition by TVA as it continues to be a core value.

Negotiations

Negotiations that began in 2021 are finally complete! Market rates on the T&I positions have been agreed upon and implemented. This will finalize the midpoints for the FY22 period and are posted on the EA website [EA Pay Schedule for FY22](#). Although negotiations were long the EA came away with much success and for many positions a record increase in midpoint. The EA negotiated the addition of a new classification with the SR-II and saw increased midpoints, based on market data, across the board. Regarding pay, the question on everyone's mind has been, "what about inflation being at such a high level?" The EA has asked TVA the same question. We will continue to push forward with our argument that with inflation at record levels, TVA should consider an adjustment. We will continue to pursue this and of course keep you updated. Please note that the 3.0% pay raise is calculated based on the midpoint of your job's market range and not a percentage of your current pay. The midpoints on the EA website are for FY22. The FY23 midpoints will be posted to the EA website shortly. To calculate your midpoint, take the FY22 midpoint from the website and multiply by 1.0225.

Senior II Qualifications

The qualification for being classified at the SR-II (B2) level is 10 years of TVA time working at or above the Senior level in an EA represented position with any time as management counting as well. We continue to monitor the movement of members to the SR-II and encourage every member to monitor their own status as well. If you find your total time has met the criteria of 10 years and you have not been properly classified, please let the EA know and we can check into it for you. Transparent conversations with management concerning your promotion to SR-II (B2) is encouraged. The TVA/EA Agreement contract language (S-4:M2a) provides for a 5-12% increase in base pay for movement to a higher classification. I recommend you ask for a justifiable appropriate percentage within the range.

Hybrid Workplace

On a broad basis most business units are working with the EA on what the Hybrid Workplace looks like. The EA has signed a Memorandum of Understanding (MOU) with TVA that provides guidance. It is posted to the website as a resource for anyone who may have questions [Hybrid Classified Employee MOU](#). We continue to monitor this and if any member has an issue, please bring it up to your DUR so it can be addressed. If you are not sure who your DUR is, please do not hesitate to call the EA office (865)632-2489 for assistance.

Other News

In other news, particularly related to Small Modular Reactor (SMR) Technology, IFPTE with EA Local 1937 attended the AFL-CIO convention and put forth a resolution urging the Department of Energy (DOE) to allow TVA to apply and be eligible for federal grant money [Resolution 37: TVA Eligibility for Department of Energy Grants | AFL-CIO \(aflcio.org\)](#). This was well received and provided the opportunity to engage in follow-up discussions with the administration via the DOE.

The EA was invited to present to the TVA Board during their last quarterly meeting. I spoke to the board regarding our work with the DOE, SMR and pursuing the carbon free goal of 2050. Afterwards, I met with Jeff Lyash and discussed the future of renewable energy. The EA is moving forward, looking to the future, to aid the effort of ensuring TVA attains the carbon free goals of 2035 and 2050 published by TVA [Carbon Report \(tva.com\)](#). TVA has since asked the EA to participate in the Workforce Optimization planning and hope to know more about what that would look like to share with our members.

We continue to support every member and please let your section officers, our staff or myself know if you have any issue or concern. Your issue or concern is ours.

In Solidarity,
Mike

