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EA MEMBER COMMUNICATION – SEPTEMBER 2023

EA FY24 Pay Schedule

Market rates have been increased by 2.25 percent effective September 25, 2023. The FY24 midpoints are posted on the EA Website [FY24 Pay Schedule](#). To calculate your pay increase, take the FY24 midpoint of your current position from the website and multiply by 0.03.

PIERS Alliance

The PIERS Alliance has begun to have a strong impact on the TVA culture with a vital message that promotes diversity and inclusion through creating psychological safety which could also be considered a *safety conscious work environment*. The alliance is entering a new phase of planning to ensure sustainability through continuing core team meetings to monitor progress along with PIERS Champions touchpoint meetings. Champions and DURs are proactively working together to build relationships and open lines of communication to solve issues at the lowest level. If you have not already taken the CBT through LMS (50011756) or browsed the TVA PIERS SharePoint Site, <http://tvacloud.sharepoint.com/teams/PIERS> I encourage you to take the time and discover how this alliance can and is making a difference!

Covid-19 Protocols Lifted

The COVID national emergency and public health emergency declarations were recently lifted. TVA enacted the following changes that were effective **Monday, August 21, 2023**.

- Ending positive COVID test and/or exposure reporting requirements. Employees do not need to report a positive COVID test or exposure to COVID to TVA's medical department.
- Evacuation (EVC) Leave will no longer be available for COVID and returning to TVA's Leave policy for illness related leave.
- Employees with a positive test or who are COVID symptomatic are to follow CDC guidelines, stay home from work as recommended, monitor one's health (as you would for any other illness) to limit exposing co-workers, and use sick leave to cover time off.
- TVA recommend people continue to receive COVID vaccination booster shots, as appropriate to protect your health. Vaccine shots are not required.

Scientific Progression Plans

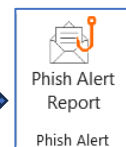
We appreciate all the work that went into updating the SCIPP. The EA signed an updated Engineering Progression Plan Update in 2021 and through the hard work of several team members an updated SCIPP was signed July 2023. We extend much appreciation to Adam Deimling our Chattanooga Section President for being the voice of the EA during this process. Adam also serves as the EA Representative on the SCIPP Joint Committee.

Phishing Emails

Cyber safety has become a major concern for TVA and with the severity of the threat posed by phishing emails, TVA began implementing progressive steps towards ensuring the safety and security of the TVA system on April 3, 2023. This program is designed to help employees think before they click by putting into effect required training for those who are unable to identify when an email is suspicious after the 1st & 2nd clicks. With the 3rd click, disciplinary action will be initiated that aligns to recommendations in TVA-SPP-11.316 under the offense of Personnel Error. Any disciplinary action is left up to the employee's management. We were told that no EA represented employees have been disciplined yet. Click on the following link to see the progressive steps to be taken based on each click during a rolling 12-month period. [Phishing – A Cyber safety concern and program refinements \(sharepoint.com\)](#). Please stay diligent and continue to be aware in helping support TVA's mission of Cyber safety.

Here are 6 things to watch out for:

1. An email being sent from a public domain email address such as a Gmail account from someone you do not know.
2. An email with any strange or unexpected attachments.
3. If the email gives you a sense of urgency such as, "act now before it is too late."
4. The email links to an unfamiliar or misspelled email address.
5. The email contains spelling or grammatical errors.
6. Report expected Phishing emails. Do not forward the email.



EA Scholarships

As a benefit for active members, the EA now offers two scholarships: the Charlie Rollins Scholarship Award Program and the Gay Henson Scholarship Award Program. Applications and information are available at Scholarships – Engineering Association (tvaea.com). These secondary education scholarships are funded solely by the EA and are an investment in our children's future, their families, and the EA.

Please join the Executive Committee in opening doors and supporting our youth by making your donation to these scholarships (contact Engineering Association, Inc.). A donation from you, no matter the amount, can change a child's life.

VA PACT Information

The EA has added a section for Veterans on the EA Website page [EA NEWS](#). Veterans are encouraged to look over some excellent information concerning various benefits and resources offered to those who qualify. Information will be added periodically so be sure to visit regularly. Appreciation is extended to Kenneth Parment, the EA Veteran Committee Chair, for providing this valuable information.

Workforce Optimization

Teams consisting of both TVA Annual Labor and Contract Partner Support Labor aimed at determining the future workforce needs for TVA during the next decade. The Engineering Association was recently invited to participate on Workstream 6 Team that will focus on Project Oversight & Support resources needed to attract a pipeline of people in technical positions.

- The TVA Labor Forecast Center opened on May 15, 2023.
- Teams assess labor needs and prioritize future projects.
- Identify gaps in training and workforce skills.
- Forecast long-term labor supply and demand.

Quality Project Control Specialist (PCS) Initiative

1. Align/Standardize Job Descriptions across the company.
 - *Core job tasks are summarized across job levels and Business Units*
2. Develop Standard Training – ID gaps.
 - *Align training plan with job descriptions and progression plans.*
3. Recruiting (Internal & External)
 - *Diverse & engaged talent pipeline to meet TVA's project controls needs.*
4. Establish Sustainable Opportunities for Cross-Organizational Development.
5. EA Team Members
 - *Anthony Chorney, Renae McKenzie, Jason Page, Nathaniel Rollin, Heather Thompson*

2024 Benefits

TVA and the EA have concluded negotiations on benefits design changes and contributions to premiums for calendar year 2024. The four plan design changes to be effective January 1, 2024, are as follows:

1. Coverage under Express Scripts for applicable diabetes equipment (continuous glucose monitors and insulin pumps) to simplify access to care.
2. Preventive coverage of 3D mammograms to align with coverage of traditional mammograms.
3. Implementation of cost sharing for COVID testing due to the termination of the Covid-19 Public Health Emergency as of May 11, 2023, to align with other diagnostic services.
4. Increase deductibles for CDHP plan. Increase in-network deductibles to \$1,600 Individual/\$3,600 Family. Increase out-of-network deductibles to \$3,200 Individual/\$6,400 Family.

While employee costs for medical premiums are increasing anywhere from 8.1% to 10%, dental costs are slightly decreasing for next year. Below is a chart showing current 2023 premiums and the upcoming 2024 premiums for each medical and dental plan.

Active Full-time Medical Rates & Contributions									
PPO Plan	2023 Bi-Weekly Rates (per pay period)			2024 Bi-Weekly Rates (per pay period)			Employee Cost Change (per pay period)		EA Current Enrollment
	Employee	TVA	Total	Employee	TVA	Total	%	\$	
Employee Only	\$72	\$327	\$399	\$78	\$355	\$433	8.3%	\$6	170
Employee + Spouse	\$152	\$687	\$839	\$165	\$746	\$911	8.6%	\$13	183
Employee + Child(ren)	\$130	\$589	\$719	\$141	\$640	\$781	8.5%	\$11	53
Family	\$203	\$915	\$1,118	\$220	\$994	\$1,214	8.4%	\$17	287
Totals / Cost Share	18%	82%		18%	82%				693

Active Full-time Dental Rates & Contributions									
Dental 2000 w/ Ortho	2023 Bi-Weekly Rates (per pay period)			2024 Bi-Weekly Rates (per pay period)			Employee Cost Change (per pay period)		EA Current Enrollment
	Employee	TVA	Total	Employee	TVA	Total	%	\$	
Employee Only	\$9.51	\$11.13	\$20.64	\$9.12	\$10.66	\$19.78	-4.1%	(\$0.39)	97
Employee + Spouse	\$19.02	\$22.27	\$41.29	\$18.22	\$21.34	\$39.56	-4.2%	(\$0.80)	81
Employee + Child(ren)	\$20.92	\$24.49	\$45.41	\$20.05	\$23.46	\$43.51	-4.2%	(\$0.87)	47
Family	\$30.43	\$35.62	\$66.05	\$29.15	\$34.14	\$63.29	-4.2%	(\$1.28)	271
Totals / Cost Share	46%	54%		46%	54%				496
Dental 1200									
Employee Only	\$2.78	\$11.13	\$13.91	\$2.67	\$10.66	\$13.33	-4.0%	(\$0.11)	320
Employee + Spouse	\$5.57	\$22.27	\$27.84	\$5.33	\$21.34	\$26.67	-4.3%	(\$0.24)	297
Employee + Child(ren)	\$6.12	\$24.49	\$30.61	\$5.87	\$23.46	\$29.33	-4.1%	(\$0.25)	69
Family	\$8.91	\$35.62	\$44.53	\$8.53	\$34.14	\$42.67	-4.3%	(\$0.38)	539
Totals / Cost Share	20%	80%		20%	80%				1,225
Dental 750									
Employee Only	\$1.07	\$9.60	\$10.67	\$1.02	\$9.20	\$10.22	-4.7%	(\$0.05)	74
Employee + Spouse	\$2.13	\$19.18	\$21.31	\$2.04	\$18.38	\$20.42	-4.2%	(\$0.09)	41
Employee + Child(ren)	\$2.34	\$21.10	\$23.44	\$2.25	\$20.21	\$22.46	-3.8%	(\$0.09)	12
Family	\$3.41	\$30.67	\$34.08	\$3.27	\$29.38	\$32.65	-4.1%	(\$0.14)	120
Totals / Cost Share	10%	90%		10%	90%				247

TVA will be mailing materials to each employee soon so you can be ready to make your 2024 benefits elections during the open enrollment period of October 18 – November 1, 2023.

In Unity,



Engineering Association Valley-Wide President