

Memorandum of Understanding
Between
Tennessee Valley Authority
and the
Engineering Association, Inc.
Regarding
Pay for Performance in Information Technology


Tennessee Valley Authority (TVA) and the Engineering Association, Inc. (EA) agree that Information Technology employees affected by the announcement of the elimination of positions during the 2020 performance year will receive an overall performance rating of no less than Satisfactory for FY 2020 and will receive no less than a 3% base pay increase.

The parties also agree that, in the event a question or concern exists over an employee's eligibility to be covered by this MOU, and/or a challenge on the employee's rating, a joint team comprised of Gay Henson, an EA member appointee, Jeremy Fisher, and Will Trumm, will convene a joint review board to issue a non-precedential bench decision that is final and binding.

This MOU is for the limited purposes contained herein and shall not be used as a precedent in any other circumstances and will expire December 31, 2020.



Will Trumm (date) 9/24/2020
Director
Labor Relations
Tennessee Valley Authority



Gay Henson (date) 9-24-2020
Valley-Wide President
Engineering Association, Inc.