

Memorandum of Understanding
between
Tennessee Valley Authority
and the
Engineering Association, Inc.
regarding
Senior II Level Classification

Tennessee Valley Authority (TVA) and the Engineering Association, Inc. (EA), agree to the establishment of the "Senior II" Level classification. The parties agree that this classification will be responsible for all Senior Level classification duties and responsibilities and become eligible to become a "Senior II" Level position upon 10 years' experience in the Senior Level (B-Level) classification.

In addition, the parties agree that the Senior II level market rates will be set at a minimum of 108% of the Senior Level classification. In addition, the "C-level" market rate will be set at a minimum of 108% of the Senior II classification and the "D-Level" market rate will be set at a minimum of 104% of the "C-level" classification.

For the purposes of employees moving into the Senior II classification, pay will be set according to Supplementary Agreement S-4.M.

This MOU is for the limited purposes contained herein and shall not be used as a precedent in any other circumstances and is effective September 27, 2021.



10/06/2021

Will Trumm
Director
Labor Relations
Tennessee Valley Authority

(date)



10-5-21

Gay Henson
Valley-Wide President
Engineering Association, Inc.

(date)