**Members Communication 4.20.22:**

As you are aware we negotiated the new B SR‐II position, as pointed out in the EA communication on 12/17/22. The final agreement allows TVA to use the contract language (S‐4:M2a) which provides for a 5‐12% increase in base pay for movement to a higher classification. As an administrative move, and to get the bulk of any promotion on your pay as soon as possible, TVA implemented the minimum 5% increase to your base pay. After this initial base pay increase the manager should determine your final promotional increase on an individual basis. Per the attached communication from Will Trumm, Director of Labor Relations, there is an expectation that each B SR II employee’s promotion would be reviewed and could be awarded additional upward percentage movement at their managers discretion. A review of your compensation ratio or where you are related to midpoint is a consideration. I encourage all of you to read Mr. Trumm’s email, approach your supervisor and personally request a review of your promotion. Each of you should have the open and transparent conversations referred to in the communication. There is also allowance for off cycle increases which should be considered as well.

With regard to the alignment of C & D positions, we will communicate the final midpoints for C & D as soon as we have the agreed FY 2022 pay scale complete.

I thank you for being an EA member and look forward to continuing serving you as president. We are here for you. Please feel free to contact me, the EA staff, your Section Officers or DUR anytime.

Warm regards,
Mike Cavote