

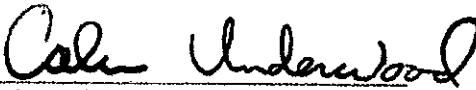


Memorandum of Understanding  
Between  
Tennessee Valley Authority  
and the  
Engineering Association, Inc.  
Regarding Providing Documentation and Witnesses for Grievance Hearings

Tennessee Valley Authority (TVA) and the Engineering Association, Inc. (EA) hereby agree that effective immediately the following shall apply regarding witness and document availability for grievances:

TVA and the EA understand that the grievance process outlined in S-11 is intended to resolve work place problems, and that these problems are best resolved through the active sharing of reasonable and relevant information. To this end, the parties agree to provide reasonable and relevant information, documents, or employees, including managers, requested by an authorized representative of the other party for use in processing of a grievance under the supplementary agreements. Either party may exercise the right to postpone a hearing or conference should circumstances prohibit providing information, documents, or any participant's attendance in a timely manner.

TVA and the EA agree that with respect to excuse from work to participate in grievance processing, they will continue to abide by the language of S-11.J.

TVA and the EA agree that the October 18, 1996, **Memorandum of Understanding Between the Tennessee Valley Authority and Salary Policy Employee Panel Regarding Incumbent Availability for Audit of Position in Criteria Review (Line of Demarcation)** will apply regarding the incumbent availability in line of demarcation cases.




		
Calvin Underwood	Peyton T. Hairston, Jr.	Date
President	Senior Vice President, ER&D	
Engineering Association	Tennessee Valley Authority	
Date		
9.17.04		

**RESOLUTION AGREEMENT**

Agency Grievances Concerning Witnesses at Grievance Hearings (Comtrac 12832, 13919, 13920, and 13921)

In full and complete resolution to all issues raised during the processing of the Agency grievances filed by the Engineering Association, Inc. (EA), concerning witnesses at grievance hearings (Comtrac 12832, 13919, 13920, and 13921), the parties agree to the following:

- TVA and the EA agree to the provisions of the **Memorandum of Understanding Between Tennessee Valley Authority and the Engineering Association, Inc. Regarding Providing Documentation and Witnesses for Grievance Hearings** (attached).
- TVA and the EA agree that this agreement does not address the merits of these cases, is not an admission of wrong doing by either party, and will not form or establish a precedent in any future disputes. The parties further agree that these grievances will not be used to establish a precedent in any future dispute.

		
Calvin Underwood	Peyton T. Hairston, Jr.	Date
President	Senior Vice President, ER&D	
Engineering Association	Tennessee Valley Authority	
	Date	
	9.17.04	