

December 6, 2023

Carolyn Wilson, President
Engineering Association
445 S. Gay Street, Suite 301
Knoxville, TN 37902

Dear President Wilson:

I learned Tuesday morning that my union, the Engineering Association, IFPTE Local 1937, **completely prevailed** in my grievance asking that my job at TVA be restored and that I be awarded back pay and pension credits from the time that I was unjustly terminated nearly five years ago. This, of course, could not have been possible without your full and unwavering support. For that I want to express my deepest appreciation.

I also want to thank EA Labor Relations Specialist Renae McKenzie for leading the arbitration on my behalf, and additionally thank our former president and current IFPTE International Secretary-Treasurer, Gay Henson, who had begun this case while at the EA and continued to assist on this in her role as an IFPTE executive officer. In addition, I want to express my gratitude to IFPTE International Representative David LaFemina as well as IFPTE General Counsel Teresa Ellis for the countless hours and critically important strategic advice they provided throughout this arbitration.

If I told you that this has not taken a toll on my family and me, both personally and professionally, I'd be lying. I have been waiting now for five years for this day to come. I, and my union, knew that TVA fired me without cause, and did so without providing me any due process. If not for my union, at both the Local and International levels, I would have been left out in the cold by TVA's misguided actions. My case is a shining example of the importance of strong labor unions at TVA, and all throughout the United States. All of us as workers need the protections that come with a union card, and that is exactly what I got from my Union.

At the conclusion of my case, and over the last several weeks when the arbitrator was considering the case, I informed the EA and the IFPTE that no matter the outcome, I was confident that my Union put on the strongest and most convincing case that was possible. As it turned out, the arbitrator clearly agreed.

I respectfully ask that you share this letter with the entire EA membership, so they are well aware that the EA has their backs. I believe it would also be a worthy article for the E.A. website for all to see what we stand for. I also want you to know that I will continue to serve my Union moving forward as a proud EA/IFPTE member.

In Solidarity,
Tim Hubbard

December 7, 2023

Dear Mr. Hubbard,

I hope this letter finds you in good health and high spirits. It is with great pleasure that I read your message about the positive outcome of the grievance and the restoration of your job at TVA. It brings me immense joy to witness the success that has come your way after five long years of waiting.

I want to congratulate you on this significant victory and express my deepest appreciation for your kind words of gratitude. Your acknowledgment of our unwavering support means a lot to me. However, it is important to recognize that your achievements would not have been possible without the collective effort of our union, the Engineering Association, with its rich and longstanding 87-year history representing the employees of TVA.

I wholeheartedly would like to thank Renae McKenzie for leading the arbitration on your behalf and recognize the steadfast commitment of our former president and current IFPTE Secretary-Treasurer, Gay Henson. Their commitment to your case is truly exemplary. I would also like to extend my gratitude to IFPTE Representative David LaFemina and IFPTE General Counsel Teresa Ellis for their valuable contributions and strategic guidance throughout the arbitration process. And finally, I want to recognize former Labor Relations Specialist Gary Watson for his early efforts and support.

Your acknowledgement of the impact this ordeal has had on both your family and professional life resonates deeply with me. It is these personal and professional challenges that drive us to fight for justice and fairness. Your case serves as a powerful testament to the essential role played by strong labor unions like ours at TVA and across the United States. The protections provided by a union card are crucial for all workers, and your successful outcome serves as a shining example of what can be achieved through unity and collective support.

As you rightly mentioned, the arbitrator's decision clearly demonstrates the strength and effectiveness of the case presented by our union. I commend you for your trust in the work done by the EA and IFPTE, as it is this faith that inspires us to persist in our pursuit of justice for all members.

I appreciate your suggestion to share this letter with the entire EA membership so that they are aware of the commitment and support provided by our union. I will ensure that your message reaches every member, as it is a reminder of our shared values and the importance of standing together. Additionally, I believe your letter makes an excellent article on the E.A. website, allowing everyone to witness the triumph of justice and the values we uphold.

Lastly, I want to express my gratitude to you for your unwavering dedication to our union and your willingness to continue serving as a proud member. Your commitment and resilience are an inspiration to us all, and I have no doubt that you will contribute greatly to the success and well-being of our union moving forward.

Once again, congratulations on your well-deserved victory, and thank you for your gracious words of appreciation. May your success serve as a beacon of hope for all members of our union.

With warm regards,

Carolyn Wilson, PMP

Valley-Wide President

Engineering Association