

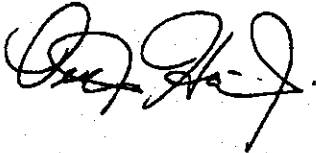
November 12, 2002

Those listed

**COMPENSATION FOR WORK OUTSIDE OF REGULAR SCHEDULED HOURS FOR
ENGINEERING ASSOCIATION-REPRESENTED EMPLOYEES**

During recent negotiations with the Engineering Association (EA), among the union requests was a proposal to clarify that, "all hours worked away from the job site (including home) will be considered worktime." The TVA negotiating team concluded it was not necessary to develop new contract language to address the union request. The labor agreement currently stipulates in S-3:A-1 that full-time employees are scheduled to work a 40-hour basic workweek and further provides in S-4:H how work outside the regular scheduled hours will be paid. For employees on the inflexible schedule it is paid at the applicable overtime rate and for employees on the flexible schedule compensatory adjustments in the work schedule may be made.

The attached compensatory time guidelines for EA-represented flexible schedule employees were previously distributed to promote consistency across TVA. Prior to work being performed management within the organization determines when overtime or compensatory time is approved including work performed away from the office. Please make certain that these guidelines are followed when employees are requested and approved to perform work from home.



Peyton T. Hairston, Jr.
Senior Vice President
Employee Relations and Diversity

Rowena Belcher, LP 3K-C
Keith Fogleman, LP 3A-C
Naomi Lindsey, MR 3M-C
Bob Marks, WT 11D-K
Kay Myers, ET 4C-K
Jim Raines, ET 8C-K

BDB:NH

Attachment

cc (Attachment):

Carol Beckler, MP 2B-C
David Beckler, ET 6D-K
Al Black, LP 3A-C
Van Brabson, ET 6D-K
DeWitt Burtleson, ET 6D-K
Joan Dodd, MR 4B-C
Walt Elliott, LP 3K-C
David Hall, MR 3F-C
Janet Herrin, WT 10-D-K
Richard Hoesly, LP 3D-C
Pete Johnson, LP 3A-C
John Kammeyer, EQB 1A-WBN

Heather McClure, ET 6D-K
Lee Nash, LP 2G-C
Glen Powell, EB 6A-C
Phil Reynolds, LP 3A-C
Jon Rupert, LP 6A-C
Harrell Simpson, ET 6D-K
Jackie Stephenson, MP 2B-C
Sharon Tousek, EB 6A-C
Kathy Welch, EB 8B-C
Donna Wilson-Renner, ET 6D-K
Calvin Underwood, MS 34-K
Files, ET 6D-K

John E. Long, Jr., ET 12A-K