



AUG 17 2011

Tennessee Valley Authority, 400 West Summit Hill Drive, Knoxville, Tennessee 37902

Peyton T. Hairston, Jr.
Acting Vice President
Labor Relations

August 15, 2011

Mr. James Sutton
Labor Relations Specialist
Engineering Association, Inc.
34 Market Square
Knoxville, Tennessee 37902

Dear Mr. Sutton:

This is in response to your letter dated July 6, 2011, regarding performance reviews, and the frequency at which those should occur, between managers and Engineering Association, Inc. (EA)-represented employees. Your letter stated that managers are directed to, "provide frequent, on-going, day-to-day and regular work-related coaching and feedback regarding the employee's performance," as cited from a Supervisors Guide for Performance Management of EA-Represented Employees from 1999. This language was appropriate in 1999 and remains so today.

The intent of language found in Supplementary Schedule S-12 is that performance objectives are jointly determined and that performance reviews of an employee is a joint effort between employee and manager. As you correctly cite, S-12.A states, "Job duties and performance objectives should be reviewed throughout the year and adjusted if necessary." Neither contractual language found in S-12 nor in the EA service review form state that a quarterly review is mandatory.

However, it has been, and remains a common and recommended practice, that performance be reviewed at least on a quarterly basis. Some guidelines around service reviews are contractually bound and others found in guidelines for performance management are recommendations. However, these guides are not negotiated and are not meant to substitute for the language found in the EA Agreement.

TVA has consistently committed to review performance on an ongoing basis with a recommendation to perform service reviews quarterly. However, if an employee and a manager agree that they may bypass these recommendations and perform only a formal annual review, I will not substitute my judgment for theirs.

I appreciate your concern regarding performance reviews for EA-represented employees and welcome the opportunity to discuss this issue in the future.

Sincerely,

Peyton T. Hairston, Jr.

cc: Ms. Gay Henson
Valley-Wide President
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Ms. Sue Rollins
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