

Memorandum of Understanding  
between  
Tennessee Valley Authority  
and the  
International Brotherhood of Electrical Workers , Local 911  
regarding the  
Nuclear Security Officer Pay and Contract Language  
for Fiscal Year 2021

Tennessee Valley Authority (TVA) and the International Brotherhood of Electrical Workers (IBEW), Local 911, agree to the following pay adjustments to basic salary rates for Nuclear Security Officer classifications for fiscal year 2021 and other negotiated language changes as outlined below:

TVA and the IBEW agree to the following salary rate changes to be effective September 28, 2020 through September 26, 2021:

Nuclear Security Officer-Trainee	\$33,373
Nuclear Security Officer-Probationary	\$38,935
Nuclear Security Officer	\$44,498
Senior Nuclear Security Officer	\$55,622

The Nuclear Security Officer – Trainee salary rate differential will be increased from 55% to 60% of the Senior Nuclear Security Officer salary rate or \$33,373 for fiscal year 2021.

The parties agreed to implement the Code of Excellence (COE) program in Nuclear Security.

The parties agreed to retain the current “Me Too” employee benefits clause and practices. Nuclear Security benefits will be determined based on the same benefits provided M&S employees and the four tier benefits plan.

The parties agreed to referral opportunities for interested Nuclear Security Officers to be considered for IBEW joint training programs. This proposal will provide Nuclear Security Officers with additional career paths within TVA.

The parties agreed to revise the language in Article 21, Section 2, regarding overtime provisions as follows:

*If an employee takes four or more hours of unscheduled paid leave (e.g., sick leave or annual leave) during the workweek, the employee will not be eligible for overtime at the time-and-one-half rate until he/she has worked in excess of 36 hours in the workweek with three scheduled straight-time days for 12-hour shift employees, or in excess of 40 hours in a workweek with 40 hours scheduled straight-time work. In such cases, the employee will be paid at the straight-time rate until actual hours worked exceed the number of scheduled straight-time hours for the workweek, i.e. 36 or 40 straight-time hours respectively. For purposes of the administration of this overtime rule, unscheduled leave is any leave taken during one's weekly work stretch that was not requested the week prior. (This is consistent with the language contained in Article 22, Overtime Distribution/Call-In Procedures). This agreement will be provided to all with the following exceptions;*

1. *The Security Officer notifies the Security Shift Supervisor in advance of his/her intended absence to seek personal health care services and returns to work with an official doctor's excuse for the absence, will resume his/her schedule without penalty.*

2. *The Security Officer is late, absent, or leaves early because of requirements to serve on a jury, participate in a National Guard or Military Reserve activity, official union business, or other such requirements and returns to the job site with written documentation from the institution that required his/her absence from work, will resume his/her activity without penalty.*

3. *The Security Officer notifies the Supervisor in advance of his/her intended absence due to an immediate family member's need for assistance in seeking health care services, or due to a family member's death, and who returns to work with proper documentation that said family member was treated as described, or was deceased, and that the employee missed work because of this, will resume his/her schedule without penalty.*

The above language changes will be effective September 28, 2020, and will be reflected in contract language at the earliest opportunity.

This Memorandum of Understanding (MOU) is for the limited purpose contained herein and shall not be used as a precedent in any other circumstances.



9/22/2020

Will Trumm  
Director  
Labor Relations  
Tennessee Valley Authority

(date)



9-18-2020

Curtis Shafer  
International Representative  
International Brotherhood of  
Electrical Workers  
Local 911

(date)