

Nuclear Security Officer Contract and Wage Agreement | Talking Points

TVA and the International Brotherhood of Electrical Workers reached agreement on new multi-year collective bargaining agreement for Nuclear Security Officers

- Between February 10th and April 8th, 2021, negotiations continued between Tennessee Valley Authority (TVA) and the International Brotherhood of Electrical Workers (IBEW) to establish a collective bargaining agreement for Nuclear Security Officers (NSO).
- On April 8th, tentative agreement was reached on a brand new three year contract and wage agreement.
- This agreement represents hard work between Nuclear Security management, the IBEW, Labor Relations, Compensation, and Business Human Resources, that began in July 2020 and built off a September 2020 Memorandum of Understanding between the two parties that included the following items:
 - Salary increase of 1.5% in FY21
 - Increased salary rate differential for NSO Trainees from 55% to 60%
 - Retained same health benefits as Management & Specialist schedule employees
 - Referrals for NSOs to be considered on IBEW Joint Training Programs
 - Agreed to implement Code of Excellence (COE) program in Nuclear Security
- Highlights of the multi-year agreement reached on April 8th include:
 - Three year contract agreement
 - NSO participation on crew and site Health and Safety Committees
 - Security management commitment to meet and confer with the IBEW on topics related to work schedules, shift changes and contracting work
 - Fleet and process standardization in the areas of overtime, seniority, uniforms and annual uniform allotment, night shift training start time, and the grievance procedure
 - **Overtime**
 - NSO with the lowest overtime hours worked shall be forced with seniority being the tiebreaker
 - eWorkplace will serve as the system of record for determining hours worked
 - **Seniority**
 - NSOs who accept a Nuclear Security management position may, upon concurrence of IBEW, Local 911 Business Manager, reclaim their previous time spent in the NSO classification, upon requesting their being allowed to return to the bargaining unit.
 - **Grievance procedure**
 - Grievance processing will go through the site security leadership up through the site Plant Manager. This is a change as previous grievances were appealed to the Corporate Nuclear Security group.
 - Timeline for filing and responding to grievances below the Labor Relations level is 10 days compared to the previous obligation of 7 days
 - **Night shift officers**
 - NSOs working night shift who are required to complete training will do so not sooner than 10:00 am on the training day, this includes low light training conditions
 - Three year wage agreement
 - 2.75 percent wage increase for 2022, 2.25 percent for 2023, and 2.00 percent for 2024
 - Increase night shift differential from \$0.92 to \$0.99
 - Increased annual uniform allotment from \$200 to \$300
 - **Confined Space Rescue (CSR) MOU**
 - NSOs may volunteer for CSR training and responsibilities
 - NSOs who take on the responsibility will be awarded a one-time lump payment of \$1000 upon successful completion of initial training and \$1000 for completion of annual requalification training
- The new agreement provides stability and financial planning, is more in line with benchmark practices, and is supported by available wage data.
- It also increases avenues of communication between management and NSOs.

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- TVA and the IBEW will begin discussions on a one-year pilot performance incentive program, focusing on reducing call offs, regulatory, and safety and human performance.
- Please direct any questions you have to your supervisor and site union chair.

Bargaining Teams	
TVA	IBEW
Scott Shaffer – Senior Consultant, Labor Relations	Curtis Sharpe – International Representative
Jesse James – Director, Nuclear	Stacey Dawson – Financial Secretary, Local 911
Chris Glover - Director, Nuclear Security	Jeffery Scott Fugate – Business Manager, Local 911
David Berkenpas – Senior Manager, Security Operations	Larry Legg – BFN Unit Chair
Levorn Coe – Senior Manager, Security (BFN)	Stephen Goshorn – SQN Unit Chair
Brian Brigman – Senior Manager, Security (SQN)	Allen Evans – WBN Unit Chair
Eynus Ellis – Senior Manager, Security (WBN)	
Tara Crane – HR Business Advisor (WBN)	
Glen Powell – Senior Consultant, Compensation	
Wes Wingo – Senior Program Manager, Labor Relations	