

Nuclear Security Officer Contract and Wage Agreement | Talking Points

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

- Between March 25th and April 1st, negotiations continued between Tennessee Valley Authority (TVA) and the International Brotherhood of Electrical Workers Local 911 negotiated changes and additions to the collective bargaining agreement for Nuclear Security Officers (NSO).
- On April 1st, 2024, a tentative agreement was reached on contract revisions, additions, and wages for fiscal years 2025, 2026, and 2027. This agreement represents hard work between nuclear security management, the IBEW Local 911, labor relations, compensation, and business human resources, which began in July 2020 and built on the previous agreement reached in May 2021.
- Highlights of the multi-year agreement reached on April 1st include:
 - Three-year wage agreement.
 - Membership in the union party to the agreement is considered a positive factor when appraising merit and efficiency in selection for promotion.
 - TVA agreed to post Nuclear Security Officer vacancies internally before going externally to allow current officer transfers to a different site. The internal postings will occur not more than twice per year.
 - Fleet and process standardization in overtime (MOU to be included in the contract),
 - Three-year wage agreement
 - **5.4% wage increase for FY 2025, 4.0% percent for FY 2026, and 3.5% percent for 2027.**
 - Increased annual uniform allotment from \$300 to \$400.
 - Article 15 verbiage change to include all nightshift and dayshift Officers are to be offered voluntary overtime before any M&S employee performs Nuclear Security Officer duties.
 - Article 22 includes 4 hours of straight-time pay to an officer who does not receive 6 hours' notice of shift cancellation.
 - Hardhat union insignia size change.
 - Confined Space Rescue annual incentive is paid consistently in late November for all officers who maintain their qualifications.
 - Qualified Nuclear Security Officers who apply for Trades and Labor positions will be included for consideration on internal postings along with other qualified annual Trades and Labor employees.

Bargaining Teams	
TVA	IBEW
Will Trumm – Vice President, Labor Relations	Curtis Sharpe – International Representative
Matt Faulkner – Director of Labor Relations	Stacey Dawson – President, Local 911
Spencer Clift – Senior Labor Relations Consultant	David Barber – E-Board SQN
Wes Wingo – Manager, Labor Relations	Derek Tanner – E-Board SQN
Brooke Fosey -Senior Labor Relations Consultant	Kevin Peters – E-Board SQN
John Garrity – TVA Nuclear GM Partner Alliance	Allen Clack – E-Board WBN
David Berkenpas – Acting Director Nuclear Security	Jimmy Torbett – E-Board WBN
Glen Powell – Senior Consultant, Compensation	Gary Toomey – E-Board WBN
Barry Lewis – Compensation	Bill Hatton – E-Board BFN
	William Gast – E-Board BFN
	Kevin McWilliams – E-Board BFN

