

Memorandum of Understanding  
between  
Tennessee Valley Authority  
and the  
International Brotherhood of  
Electrical Workers  
regarding  
Nuclear Security Confined Space Rescue  
Resource Sharing in TVA Nuclear

Tennessee Valley Authority (TVA) and the International Brotherhood of Electrical Workers (IBEW) agree to the following process for the selection of Confined Space Rescue (CSR) qualified Nuclear Security Officers and Sr. Nuclear Security NSOs (NSOs) for resource sharing across the TVA Nuclear Fleet. The parties agree it is not the intent of this agreement for shared resources to perform standard security functions. Shared resources will not perform security functions nor NFR-covered duties.

Requesting Site Security Management will seek shared resources from both non-requesting sites to identify CSR-qualified employees interested in resource sharing. This process will be conducted with support from the IBEW Local 911 Business Manager and site Job Stewards. Preference will be given to CSR-qualified NSOs with the highest in-classification plant seniority. However, management reserves the right to bypass higher-seniority NSOs if necessary to maintain sufficient CSR-qualified coverage at their home site for essential operations and daily shift coverage. Management will meet and confer with the IBEW Local 911 Business Manager to ensure adequate CSR coverage at donating sites.

After an NSO participates in a resource-sharing role during an outage, they will be moved to the bottom of the CSR-qualified seniority list. With each outage, the list will continue to update as NSOs take part in resource sharing. Management will work with the IBEW Local 911 Business Manager to confirm that shared resources have been properly rotated to the bottom of the list for future outages and to maintain list accuracy.

Shared resources will perform work on the Twelve-Hour Shift (Outage) "Four On – One Off" schedule. Shift preference will be based on in-classification plant seniority as outlined in Article 16: Section 4 of the NSO CBA. Pay provisions different from NSO CBA provisions:

Any Scheduled workdays that consist of all overtime will be considered as off days and will be paid as followed:

Pay for work on off days: First and third off days are paid at the 1.5 rate, except as otherwise specified herein; second and fourth off days are paid at the 2.0 rate. The third off day is paid at the 2.0 rate only when it occurs during the work week with the combination straight-time/overtime 12-hour shift (i.e., the "four day work week").

Time an employee spends in travel is considered work time as described in TVA-SPP-13.029 Pay, Section 3.2.10 Q, except that travel time is calculated on the basis of one-half hour for each 30 miles traveled (or major fraction thereof). For personnel who will reside at their primary residence while supporting an outage unit, the flat/fixed travel may not apply. If an employee whose

residence is closer to an assignment than is his/her official station, and who travels daily from his/her residence to a site an assignment, he/she is not eligible for travel or expenses.

This MOU is for the limited purposes contained herein and shall not be used as a precedent in any other circumstances and may be canceled at any time by providing ninety (90) days written notice of cancellation by either party.



04.30.25

Matt Faulkner  
Director  
Labor Relations  
Tennessee Valley Authority



3-28-2025

Curtis Sharpe  
International Representative  
International Brotherhood of  
Electrical Workers