Memorandum of Understanding
between
Tennessee Valley Authority
and the
Engineering Association, Inc.
regarding
Call Out Pay Pilot Program

Tennessee Valley Authority (TVA) and the Engineering Association, Inc. (EA), agree to a one year pilot program beginning FY22 to explore the merits of a Call Out Pay Program for Call Outs without reporting. The participants in this pilot will consist of EA represented employees within the Technology & Innovation and Transmission Central Operations & Infrastructure organizations.

The scope of this pilot will include the execution of the following language: "Employees called for, but not reporting to work, and performing the requested work will be paid (inflexible schedule employees) or afforded compensatory time (flexible schedule employees) for the actual time worked, but no less than one hour per call".

Upon completion of the pilot program on September 30, 2022, TVA and the EA will evaluate including this language under Supplementary Agreement S-4; N. Callouts.

07/29/2021

Will Trumm (date)
Director
Employee and Labor Relations
Tennessee Valley Authority

Gay Henson 7-23-21

Gay Henson (date)
Valley-Wide President
Engineering Association, Inc.