

**ENGINEERING ASSOCIATION, INC. - IFPTE LOCAL 1937**  
**2023 Executive Committee Meeting**  
Via TEAMS  
September 20, 2023  
8:00 a.m. E.T.

**1. CALL TO ORDER**

Carolyn Wilson called the Executive Committee Meeting to order at 8:00 a.m. EST.

**2. ROLL CALL – Jayson Williams**

**VALLEY-WIDE EXECUTIVE COMMITTEE**

Carolyn Wilson	Valley-Wide President	Chattanooga
Anthony Chorney	Valley-Wide Vice President	Southern
Jayson Williams	Valley-Wide Secretary	Northeastern
Greg Jennings - absent	Valley-Wide Treasurer	Chattanooga
Adam Deimling	Section President	Chattanooga
Jerri Dolan	Section President	Northeastern
Matt Wallace	Section President	Chickamauga
Cody Slaton	Section President	Southern
Natalie Gilmore	Section President	Nashville-West

**VALLEY-WIDE STAFF**

Renaie McKenzie	Labor Relations Specialist
Sue Rollins	Labor Relations Consultant
Marvin Ridge	Labor Relations Consultant
Ahnesty Ondrak	Labor Relations Assistant
Brigitte Brown	Labor Relations Assistant

**GUESTS**

Jason Page	EA PIERS Lead Champion
Kenneth Parment	DUR & VA Committee
Patrick Wu	member
Matthew Lofgren	member
Kris Joplin	member
Wendy Turner	DUR
David Scruggs	member

**3. APPROVAL OF AGENDA**

**MOTION:** Adam Deimling moved, and Jerri Dolan seconded to approve the agenda with the flexibility to change the order as needed. The motion passed unanimously.

**4. APPROVAL OF MINUTES – Jay Williams**

**MOTION:** Jerri Dolan moved, and Adam Deimling seconded to approve June 8<sup>th</sup> meeting minutes. The motion passed unanimously.

**5. FINANCIAL REPORT – Brigitte Brown & Ahnesty Ondrak**

Brigitte presented the Treasurer’s report and notes of Budget vs. Actual, January – August, 2023.

**MOTION:** Adam Deimling moved, and Jay Williams seconded to accept the January – August Treasurer’s Report. The motion passed unanimously.

**6. PIERS UPDATE – Jason Page, EA PIERS Lead Champion**

All 5 PIERS Section meetings were held in 3<sup>rd</sup> Quarter of 2023. Next Section meetings will be November or December.

PIERS has conducted several site visits with more planned in the future.

Jason gave a PIERS overview:

Negotiated items raised during PIERS Section meetings. These include Compa ratio pay, Progression plan concerns, and performance measurement.

Non-negotiated items: Personnel issues (lack thereof), upward mobility, training program concerns, and the progression plans for engineers.

PIERS is working on creating a flow chart to track issues raised by members for follow up and resolution.

PIERS Share point (TVA home page/ Fast Finder/ PIERS Alliance)

Carolyn said Jason Page has done an excellent job as EA Lead Champion for Piers.

**7. LOD UPDATE – Anthony Chorney**

Discussed the breaker sentinel issue and resolution. IBEW/Program Managers have been programming and testing the breaker sentinels and this is EA/Power Maintenance’s work.

Anthony Chorney and Natalie Gilmore are meeting with management to discuss and resolve.

An MOU is being drafted to address this issue.

**8. VA PACT – Kenneth Parment & Ahnesty Ondrak**

Discussed the VA Pact benefits for Veterans/EA Members and the Commissary available to them.

We will put a link for information on the EA Website.

Members must have been deployed to a combat zone from 9/11/2001 – 10/2012, and not in the VA Healthcare System.

Mr. Parment is retiring February 2024, and a new replacement will be needed on the VA Committee.

Ahnesty Ondrak will start a VA section on the EA website.

**9. MEMBERSHIP AWARD – Carolyn Wilson**

The Membership Award for Q3 2023, goes to Section 50 – Nashville-West Section. (Natalie Gilmore, President)

**10. STAFF GRIEVANCE REPORT – Renae McKenzie**

(see attached report)

**11. NEGOTIATIONS FOR 2025 – Carolyn Wilson**

Three-year contracts (as of now)

Next negotiations meeting is set for 11/16/2023 (S-4 of the EA Blue Book has the negotiations guidelines)

Benefits MOU conversation and how members can appeal benefits issues with TVA. As of now, no member has filed an appeal this year. Sue Rollins said this is unusual. MRI access is an issue members have raised this year.

TVA has 20% of new hires that have been hired above the midpoint this year. 25% is the max allowed per our contract. They hired a total of 250 people, 50 above the midpoint. Most of those hires were T&I and then engineers.

**12. SECTION REPORTS – Section Presidents**

Adam Deimling: Section 10 - Chattanooga (see attached)

Jerri Dolan: Section 20 – Northeastern (see attached)

Matt Wallace: Section 30 – Chickamauga (see attached)

Cody Slaton: Section 40 – Southern (see attached)

Natalie Gilmore: Section 50 – Nashville-West (see attached)

**13. PRESIDENT’S REPORT – Carolyn Wilson (see attached)**

**14. EXECUTIVE SESSION – Executive Committee**

**MOTION:** Adam Deimling moved and Jerri Dolan seconded to enter into Executive Session. The motion passed unanimously.

**15. ADJOURNMENT**

**MOTION:** Adam Deimling moved and Jerri Dolan seconded to adjourn. The motion passed unanimously. 12:00 EST.

# President's Report – September 20, 2023

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- **Labor Relations Specialist (LRS) Interviews** will be held next week.
- **Covid 19 Protocols Lifted** by TVA on August 21, 2023.
  - Ending positive COVID-19 test and/or exposure reporting requirements.
  - Ending Evacuation Leave for COVID-19. Returned to regular leave policy for illness related leave.
  - TVA encourages anyone with Covid-19 symptoms to seek testing and medical attention, follow CDC quarantine protocols, stay home from work as recommended and monitor your health to limit exposing co-workers.
  - TVA recommends employees continue to receive Covid-19 vaccination shots.
- **Scientific Progression Plan Guidelines** were signed by the EA in July 2023.
- **Quality Project Control Specialist (PCS) Initiative** was started by TVA in July. The EA and PIERS were invited to join the team, along with several managers lead by Josh Collins, EPMO Project Execution Manager. Heather Thompson, Anthony Chorney, Nathaniel Rollins, Jason Page and Ranea McKenzie are serving on sub-teams looking at Job Descriptions, Training and Recruiting/Pipeline.
- **Workforce Optimization Workstream 6** continues to meet to determine long-term labor forecasts for non-trade jobs.
- **Phishing emails** - Per T&I the “clicks” are reset every calendar year. TVA is working on getting us a list of EA Represented Employees who have two or more “clicks”. We continue to discuss the discipline policy associated with this policy.

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With appreciation.

**Carolyn Wilson**

**Engineering Association**

Valley Wide President

## Renae McKenzie - Grievance List 9.20.2023

### Active Grievances:

Corporate	0
Chattanooga	4
Chickamauga	6
<b>Total:</b>	<b>10</b>

S-2	6
MOU/Policy Violation	2
Discipline	1
Non-Selection	0
Termination	2
Grievance Total	10

## Valley-Wide Executive Committee Meeting Section Report

Section:

### Membership Information:

Membership totals (active members, inactive members, and membership percentage) are reflected on the Membership Report provided by the Valley-Wide Office.

Number of new members since the last Executive Committee meeting:

Change in membership since the last Executive Committee meeting:

### Recruiting Information:

Number of "new hires" since the last Executive Committee meeting:

Number of "new hires" contacted since the last Executive Committee meeting:

### Section Information:

Number of Section/Sub-section Meetings since last Executive Committee meeting:

### Comments on Meetings and Activities:

1.	
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Report by:

Date:

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### Comments on Meetings and Activities:

1. DUR Quarterly Meeting was held August 10, 2023
2. Initiated semi-monthly DUR Meetings beginning August 22, 2023
3. Renae presented an excellent Employee Representation presentation at the DUR Meeting on September 5, 2023. This detailed information is invaluable for DUR success when meeting with Management.
4. J. Williams has been an active participant in the DUR Meetings.
5. NE Section Newsletter: 2nd addition in development by R. Brannon & A. Miller with other DUR input. Task rotates between DURs each quarter.
6. WBN DUR D. Stein followed up on the formaldehyde study escalated by A. Chorney. WBN Safety purchased a new draeger pump with an automatic digital readout.
7. WBN DUR & PIERS Champion A. Miller brought up a *For Cause* disciplinary action and a non-selection. Renae assisted with both issues.
8. WBN Member raised a concern of call-in abuse by Management with a fear of retaliation if a concern raised. Renae and DUR B. Merriman assisting.
9. WBN DUR W. Stevenson has been the EA Representative for 2C Meetings led by the WBN SVP.
10. Jason Page & Jay Williams hosted a PIERS Awareness meeting at WBN on August 3rd

Report by:

Date:

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## Comments on Meetings and Activities:

1. RP MOU status  
RP time sheet issue regarding paid rest  
B to C promotion from grievance resolution being stopped by HR  
Adding the RLA program as an approved program for becoming a B Chemist  
SQN Chemistry using a D Tech as a piolet

Report by:

Date:

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## Section Information:

Number of Section/Sub-section Meetings since last Executive Committee meeting:

## Comments on Meetings and Activities:

1. Future planning of DUR meeting.

Report by:

Date:

## Valley-Wide Executive Committee Meeting Section Report

**Section:** NASHVILLE-WEST 50

### Membership Information:

Membership totals (active members, inactive members, and membership percentage) are reflected on the Membership Report provided by the Valley-Wide Office.

Number of new members since the last Executive Committee meeting: 5

Change in membership since the last Executive Committee meeting:  

### Recruiting Information:

Number of "new hires" since the last Executive Committee meeting: 5

Number of "new hires" contacted since the last Executive Committee meeting: 5

### Section Information:

Number of Section/Sub-section Meetings since last Executive Committee meeting: 0

### Comments on Meetings and Activities:

1. Sent out request for someone to fill DUR position in Group 405. Chad Mahlosky has taken a year rotation in management. No one has responded.  
Update: I sent out another request but received no response. I sent a suggestion to the Section 50 DURs about combining groups 400 (Paradise) & 405 (Bowling Green). Jon Hayden did not agree with that since TVA is hiring EA jobs in the Bowling Green area.
  
2. A Group 205 member filed a harassment claim against another Group 205 member. HR and management have discussed the issue and met with the members. The decision from HR and management did not satisfy one of the members, so he has reached out to PIERS and requested assistance in helping resolve ongoing issues and to help facilitate a better solution.  
Update: The two EA members met with their manager. David Allen, Jason Page, and Natalie Gilmore. David clarified what he expected from each of the employees and both agree that they understood. I have not heard any feedback from either of them.
  
3. In Jackson Subsection 200, Nick Bremer realized that a program manager was on site at Jackson helping program a circuit breaker sentinel. Nick sent the agreement from 2020 to his manager. The manager discussed with the IBEW crew, but the IBEW crew

programmed the devices anyway. LR was contacted. Nick is awaiting a response from LR.

Report by: Natalie D. Gilmore

Date: 09-20-2023

## 2024 EA PLANNING CALENDAR

<b>FEBRUARY ' 24</b>	
2/8/2024	EC Quarterly Meeting - TEAMS
2/16/2024 - 2/29/2024	BFN - U3 Spring Outage
2/19/2024	President's day
<b>MARCH '24</b>	
3/1/2024 - 3/15/2024	BFN - U3 Spring Outage
3/22/2024 - 3/31/2024	SQN - Unit 1 Outage
<b>APRIL '24</b>	
4/1/2024 - 4/23/2024	SQN - Unit 1 Outage
<b>MAY '24</b>	
TBD	EC Quarterly meeting - TEAMS/Zoom
5/27/2024	<i>MEMORIAL DAY HOLIDAY</i>
<b>JUNE '24</b>	
6/19/2024	<i>JUNETEENTH HOLIDAY</i>
<b>JULY '24</b>	
7/4/2024	<i>INDEPENDENCE DAY HOLIDAY</i>
<b>AUGUST '24</b>	
TBD	EC Quarterly meeting - TEAMS/Zoom
8/31/2024 - 8/31/2024	BFN - U1 Fall outage
<b>SEPT '24</b>	
9/1/2024 - 9/27/2024	BFN - U1 Fall outage
9/2/2024	<i>LABOR DAY HOLIDAY</i>
9/27/2024 - 9/30/2024	SQN - Unit 2 Outage
<b>OCT' 24</b>	
10/1/2024 - 10/29/2024	SQN - Unit 2 Outage
10/14/2024	<i>COLUMBUS DAY HOLIDAY</i>
<b>NOV' 24</b>	
11/1/2024 - 11/30/2024	WBN - Unit 1 Outage
11/11/2024	<i>VETERANS DAY HOLIDAY</i>
TBD	EC Quarterly meeting - TEAMS/Zoom
11/28/2024	<i>THANKSGIVING HOLIDAY</i>
<b>DEC' 24</b>	
12/1/2024 - 12/13/2024	WBN - Unit 1 Outage
12/25/2024	<i>CHRISTMAS HOLIDAY</i>