

Memorandum of Understanding
Between
Tennessee Valley Authority
and the
Engineering Association, Inc.
Regarding

01-15
DEC 10 2001
ENGINEERING ASSOCIATION

**Assignments of TVA Nuclear Employees to Work Away From Official Station
and Overtime During Such Assignments**


Tennessee Valley Authority (TVA) and the Engineering Association, Inc. (EA) agree that when TVA Nuclear employees are assigned to work away from their respective official stations, selection for such assignments will be handled as follows:

1. Ask for volunteers from among employees holding positions needed for the work.
2. If there are more volunteers than needed for the work, select employees holding positions needed for the work with greatest TVA service by official station who have not worked away from their respective official stations for at least 80 hours per assignment since October 1, 2001. After all employees holding positions needed for the work have worked away from their respective official stations for at least 80 hours per assignment, repeat same selection process.
3. If there are insufficient volunteers than needed for the work, select employees holding positions needed for the work with least TVA service by official station who have not worked away from their respective official stations for at least 80 hours per assignment since October 1, 2001. After all employees holding positions needed for the work have worked away from their respective official stations for at least 80 hours per assignment, repeat same selection process.


Overtime will be assigned in accordance with the TVA-EA Agreements and negotiated overtime procedures. During assignments to work away from their official station, TVA loaned employees will be included in the appropriate overtime group on the basis of their TVA service and with credit for the average amount of overtime hours worked/declined among employees in the appropriate on-site overtime group.

Employees on loan assignments will be eligible for the same recognition awards decided upon by the receiving organization for the on-site EA-represented employees. Eligibility for such recognition awards shall be in accordance with Business Practice 248.

This Memorandum of Understanding will become effective on the date it is signed, and will remain in effect until either TVA or the EA gives the other party written notice of cancellation at least 30 days in advance of the effective cancellation date.

By:  11/29/01
(Dated)

Peyton T. Hairston, Jr.
Senior Vice President
Labor Relations
Tennessee Valley Authority

By:  11.28.01
(Dated)

Calvin Underwood
Valley-Wide President
Engineering Association, Inc.