



Tennessee Valley Authority
400 West Summit Hill Drive
Knoxville, Tennessee 37902

J. David Beckler
Vice President
Labor Relations

October 29, 2009

Mr. John K. Craig
International Representative
International Brotherhood of
Electrical Workers, Tenth District
5726 Marlin Road
Suite 500, Franklin Building
Chattanooga, Tennessee 37411

Dear Mr. Craig:

This is in response to your October 20, 2009, letter requesting the Tennessee Valley Authority's (TVA) voluntary recognition of the International Brotherhood of Electrical Workers (IBEW) as the bargaining agent for approximately 120 technicians in TVA's Power Systems Operations (PSO) organization. For the following reasons, TVA has no basis to accommodate your request.

In my March 5, 2008 letter, I set out a process by which TVA could recognize the IBEW as the bargaining agent for a portion of employees currently represented by the Engineering Association (EA). While you have submitted a request on behalf of the IBEW seeking to be recognized as the representative of the approximately 120 PSO technicians, along with a showing of interest in IBEW representation by 30 percent of those technicians, the other steps of the process set out in my March 5, 2008, letter have not been completed. That is, I have not determined that this proposed group of PSO technicians is an appropriate bargaining unit; the bargaining process, and dispute resolution procedures if necessary, between TVA and the EA to redefine the current EA bargaining unit have not been undertaken; and, an employee self-determination election has not been held.

Moreover, I have deferred a determination on the appropriateness of a proposed bargaining unit consisting of only the approximately 120 technicians in TVA's PSO organization to more closely examine the expanded proposed unit of all technician, specialist, and planner positions mentioned in your July 20, 2009 letter. If the IBEW refines its request by more specifically defining this larger unit and submits petitions showing that 30 percent of the employees in the larger proposed unit are interested in IBEW representation, we will proceed to consider that proposed unit under the same process set out in my March 5, 2008 letter.

Sincerely,

J. David Beckler

cc: Ms. Gay Henson
Valley-Wide President
Engineering Association, Inc.
34 Market Square
Knoxville, Tennessee 37902

