

Memorandum of Understanding
between
Tennessee Valley Authority
and the
Engineering Association
regarding
Hybrid Classified Employees

Tennessee Valley Authority (TVA) and the Engineering Association, Inc. (EA), agree to the following for employees considered to be in a hybrid classification:


- Employees considered hybrid will not report to a TVA site for work on a full-time basis, and the parties recognize that management may determine that specific days/hours must be covered by on-site personnel, based on business need. Upon implementation of this Memorandum of Understanding (MOU), employees will be notified of what, if any, requirements for rotation will be necessary for their applicable work group.
- For the purposes of on-site rotations and coverage, employees in a work group may volunteer to work on-site on specific days. If, in the event agreement cannot be reached among the work group to ensure required coverage, employees will be selected for on-site day preference based on TVA service and qualifications required to perform necessary on-site work.
- If business needs require a change in rotation and/or coverage, employees will be provided no less than a 14 day notification. If this change in rotation necessitates coverage by different employees, the above listed process will again be utilized to determine coverage and rotation.
- If business need requires in-person work, employees will be provided no less than a 7 day notice for non-urgent situations. The parties recognize that urgent events may occur that require employees to report to a site without a 7 day notice. When urgent situations arise that require employees to report to a site with less than a 7 day notice occurs, the parties agree that Supplementary Schedule S-3 will provide guidance for employees called outside of normal work hours and/or schedule changes with less than a 24-hour notice.
- If/when a vacant hybrid position is posted, the position will be listed as hybrid, with a recognition that it may be necessary for employees to expect full-time on-site work for a reasonable integration period (typically 90 days) prior to becoming hybrid.
- Hybrid employees may be required to report to the site full-time if individual performance falls below an acceptable level. Notification of this change will be provided to the EA.

The parties recognize the value of in-person work for specific activities and recognize the need for on-site work for the following type of functions:


- Team building
- Staff development
- Workshops
- Training
- Onboarding
- Regulatory required meetings/trainings/events
- Specific Plant needs, such as walkdowns

Finally, as both TVA and the EA understand that as hybrid work evolves, this initiative will require continued dialogue. In recognition of this need, TVA and the EA agree to form a sub-committee to discuss and review hybrid work and associated agreements that will meet no less than quarterly, and will be appointed by members of the TVA-EA PIERS team.

This MOU is for the limited purposes contained herein and shall not be used in any other organization or as a precedent in any other circumstance and may be cancelled by either party with written notice of cancellation to the other party at least 90 days in advance of effective date.



11/04/2021
Will Trumm (date)
Director
Employee and Labor Relations
Tennessee Valley Authority



11-4-2021
Gay Henson (date)
Valley-Wide President
Engineering Association, Inc.