



**ENGINEERING  
ASSOCIATION  
INCORPORATED**

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October 8, 2010

Peyton T. Hairston  
Acting Vice President  
Labor Relations  
400 West Summit Hill Drive  
Knoxville, Tennessee 37902

Dear Mr. Hairston:

The Engineering Association (EA), IFPTE Local 1937, has been notified by your office (after our inquiry) that TVA is unilaterally changing the TVA-EA medical benefits plan with regard to prescription drugs. TVA and the EA had dialogue over the change to prescription drugs during our 2009 medical plan design negotiations and the change has already been negotiated to a different end.

Based on your decision to unilaterally move forward with this change that is within the agreed-on scope of bargaining, please accept this letter as a formal request to negotiate again on this matter in accordance with Article II of our Agreement. Furthermore, I would like to remind you that Article II states that TVA will not implement those changes until the negotiation process has been completed.

Please inform Medco to discontinue this change immediately and contact me as soon as possible with a date for these negotiations.

Sincerely,

Gay Henson  
Valley-Wide President  
Engineering Association, Inc.  
IFPTE Local 1937