

Memorandum of Understanding
between
Tennessee Valley Authority
and the
Engineering Association
regarding
COVID-19 Vaccination Protocols

Tennessee Valley Authority (TVA) and the Engineering Association, Inc. (EA), in recognition of the extraordinary conditions related to the COVID-19 pandemic and TVA's response, agree to the attached process regarding "TVA Employee Responsibility regarding Vaccine Mandates" to address updated Federal mandates in an effort to prevent the further spread of COVID-19.

In addition, the parties recognize that this process is only intended to be utilized for issues related to Vaccine mandates and will not be utilized for non-mandate related disciplinary issues, which continue to be addressed pursuant to TVA SPP 11.316.

Regarding guidance for required testing, the parties agree to continue negotiations over the process associated with testing and agree in principle that any employee who elects to enter testing in lieu of mandatory vaccination will be required to participate in cost-sharing for the administration of testing after a period of 90 days.

The parties recognize that, due to the fluidity and changing nature of directives provided by the Federal Government, in the event guidance from the Office of Management and Budget, the Office of Personnel Management, or additional Presidential Executive Order applicable to TVA is issued that changes the intent of this MOU and/or attached process, the parties agree to immediately meet and confer over those directives.

This MOU will remain in effect until the above referenced protocols are relaxed and/or eliminated by Executive Order or Presidential Directive and will be cancelled via 24-hour notice by TVA.



10/06/2021

Will Trumm
Director
Employee and Labor Relations
Tennessee Valley Authority



10-5-21

Gay Henson
Valley-Wide President
Engineering Association, Inc.