


Memorandum of Understanding
between
Tennessee Valley Authority
and the
Engineering Association, Inc.
regarding
TVA Medical and Dental Benefits for 2022-2024

Tennessee Valley Authority (TVA) and the Engineering Association, Inc. (EA), agree to the following:

- Provide family-building benefits (fertility coverage and adoption and surrogacy reimbursement) with a lifetime maximum of \$30,000. Deductibles, coinsurance, and copays will apply.
- Implement Express Scripts' SaveonSP program or similar program upon agreement in the Joint Healthcare Committee to adjust copays for specialty drugs in the 80% PPO plan to maximize drug manufacturer copay assistance payments. Members may opt out and have current copays apply.
- Expand pharmacy benefits to include coverage of prescription weight loss drugs.
- Increase deductibles and out-of-pocket maximums for the 80% PPO plan:
 - Increase in-network deductibles to \$550 Individual/\$1,100 Family.
 - Increase In-network out-of-pocket maximums to \$3,250 Individual/\$6,500 Family.
- Replace current spouse life options with range of options from \$25,000 to \$250,000 with premiums based on the spouse's age. Current enrollees may keep their current option or convert.
- TVA's contribution for medical benefits will be based on 80% of the projected cost (i.e., total premium) for the 80% PPO plan. There is a required minimum employee contribution of 10% of the projected total premium for any medical option.
- TVA's contribution for dental benefits will be based on 80% of the projected cost (i.e., total premium) for the Dental1200 plan. There is a required minimum employee contribution of 10% of the projected total premium for any dental option.
- TVA will implement 2022 medical employee premium increases of 2% (PPO) and 4% (CDHP) and no change in dental premiums.
- A three year (2022-2024) agreement -- Health plans will remain the same for the period from 2022 – 2024. TVA, as the plan administrator, may make plan changes to address emerging issues subject to agreement in the Joint Healthcare Committee. The parties agree that they may reopen negotiations on health plans in the event of changes in total plan costs of more than 5%; before any change to deductibles, out-of-pocket maximums, TVA Subsidy, and minimum contribution; or upon agreement of both parties.

To invoke this reopener, either party shall give written notice of its intent to reopen to the other party.

These changes will be effective with the beginning of the new plan year.

 10/06/2021

Will Trumm (date)
Director
Employee and Labor Relations
Tennessee Valley Authority

 10-5-21

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