



# PIERS Alliance

## FAQs

### **Q. How does the PIERS Alliance align/support TVAs competencies and values? Basically, what is the PIERS Alliance?**

A. The PIERS Alliance is built upon the foundational elements of Professionalism, Integrity, Excellence, Relationships and Services (PIERS). These foundational elements represent the standards by which TVA and the EA will work together to ensure accountability, strengthen communication, and jointly seek solutions to continue serving the people of the Valley. Additionally, the PIERS foundational elements are the expected attributes to be exhibited by both EA-represented employees and their TVA leaders.

### **Q. What is the difference in a PIERS Alliance Champion and a Designated Union Representative?**

A. Designated Union Representatives (DURs) remain the first point of union contact for the interpretation and application of the bargaining agreement.

The PIERS Alliance Champions are both management as well as EA represented employees. The PIERS Alliance Champion is a partner to rely on to help address issues at all levels, and to help push towards understanding and better working relationships. The DUR will perform his/her normal functions of contract interpretation and employee representation as outlined in the bargaining agreement.

For more detailed information on DUR roles and responsibilities, please see [Union Representatives — Engineering Association \(tvaea.com\)](#)

### **Q. Who do I call for question or concerns regarding PIERS Alliance issues?**

A. If you have specific questions regarding the PIERS Alliance, your best and quickest path for a response is to send an email to [piersalliance@tva.gov](mailto:piersalliance@tva.gov). If you have an issue that could possibly be addressed through the PIERS Alliance, you can contact a Champion in your section. To locate a Champion near you, use the see the [PIERS Alliance Map](#). You can also send an email to [piersalliance@tva.gov](mailto:piersalliance@tva.gov).

### **Q. Does the PIERS Alliance circumvent the bargaining agreement?**

A. No. The implementation of the PIERS Alliance does not circumvent anything negotiated between TVA and its unions, nor does the PIERS Alliance change the administration of any of TVA's current process or procedures. It provides another tool to help all parties.

### **Q. How will TVA and the unions ensure the intent of the PIERS Alliance is being upheld?**

A. TVA and the Engineering Association have appointed a core team to ensure proper implementation and administration occurs across TVA. Later this spring 2023, when employees and managers are trained on the PIERS Alliance, this team, its roles and responsibilities will be further explained. For more detailed information on the PIERS Core Team, please see [PIERS Core Team \(sharepoint.com\)](#)

### **Q. Does every site or workgroup have PIERS Alliance Champions?**

A. Most of the larger work sites will have champions but smaller work sites may be working through regional champions from both management and the Engineering Association. For more detailed information on the PIERS Champions, please see [PIERS Champions \(sharepoint.com\)](#)

### **Q. What is TVA management doing to communicate their commitment to the PIERS Alliance throughout agency supervisory ranks?**

A. Outside of TVA executive management, the core team and champions, there are Strategic Business Unit leaders assigned to communicate the PIERS Alliance efforts through their respective organizations.