

Memorandum of Understanding
Between
Tennessee Valley Authority
and
Engineering Association, Inc.
Regarding
Annual Leave

Tennessee Valley Authority (TVA) and the Engineering Association, Inc. (EA) hereby agree that effective January 1, 1998, an employee may designate in writing one preferred week of annual leave at least four weeks in advance of the preferred leave week. Every attempt will be made to grant the preferred annual leave week.

Any nonrefundable deposits that are lost due to management subsequently canceling the approved preferred leave week will be reimbursed by TVA.

By:  12/10/97
(Dated)

Peyton T. Hairston, Jr.
Senior Vice President
Labor Relations
Tennessee Valley Authority

By:  12/15/97
(Dated)

LeRoy Beasley
Valley-Wide President
Engineering Association, Inc.