

ENGINEERING ASSOCIATION, INC. – IFPTE LOCAL 1937

2022 Executive Committee Meeting

Chattanooga Resort

December 9th, 2022

8:00 a.m. EST

1. CALL TO ORDER

Mike Cavote called the Executive Committee Meeting to order at 8:00 a.m. EST.

2. ROLL CALL – Jay Williams

VALLEY-WIDE EXECUTIVE COMMITTEE

Mike Cavote	Valley-Wide President
Carolyn Wilson	Valley-Wide Vice President
Jay Williams	Valley-Wide Secretary
Greg Jennings	Valley-Wide Treasurer

Adam Deimling	Section President	Chattanooga
Jerri Dolan	Section President	Northeastern
Matt Wallace	Section President	Chickamauga
Anthony Chomey	Section President	Southern
Natalie Gilmore	Section President	Nashville-West

VALLEY-WIDE STAFF

Rena Mc Kenzie	Labor Relations Specialist
Brigitte Brown	Labor Relations Assistant

GUESTS

Jason Paige	(PIERS EA Lead Champion)
Kelly Dollar	(BFN SSP)

3. APPROVAL OF AGENDA – Mike Cavote

MOTION:

Matt Wallace moved, and Greg Jennings seconded approval of the agenda with the flexibility to change the order as needed. The motion passed unanimously.

4. APPROVAL OF MINUTES – Jay Williams

MOTION:

Mike Cavote moved, and Greg Jennings seconded approval of the August 26th, 2022, meeting minutes. The motion passed unanimously.

5. Financial Report – Greg Jennings

A. Greg reported on July - September 2022 Treasurer Report and Notes

B. Proposed Budget and Actuals

MOTION:

Adam Diemling moved, Jerri Dolan seconded to approve the quarterly budget and actuals. The motion passed unanimously.

6. MEMBERSHIP AWARDS – Mike Cavote

A. Membership Award won by the Southern Section with 5 new members added in the second quarter.

B. We discussed getting access to the NEE for new hires. Spoke about Arron Melda mentioning he will inquire on this for us

7. STAFF GRIEVANCE REPORT – Gary Watson

Gary was not in attendance due to a family emergency. His report was read by Renae McKenzie

8. STAFF GRIEVANCE REPORT – Renae McKenzie

A. 10 total Grievances

B. 4 grievances being pursued in Chattanooga

C. 6 grievances being pursued at Chickamauga

9. President's Status Report – Mike Cavote

Mike's report provided updates on a variety of topics (*see attached*)

10. Section Report (see attached Section President's Report)

11. Roundtable – Mike Cavote

A. Discussed the ongoing issue of Hybrid/Teleworking Classification

B. Increased DUR Section Visa's from \$600 increased to \$1200

C. Discussed temp positions and MOU classifications

D. Inflation Discussion

E. Discussed Progression Plans for T&I

F. Need to locate the Membership Award

G. Discussed LEAD Lab Tech position at Nuclear Sites

H. Discussed upgrading website and revitalizing the EA's presence on social media and adding additional budget for this (AI)

I. Discussed "Swag" for potential, new, and existing members

12. ADJOURNMENT

MOTION:

Adam Deimling, Anthony Chorney seconded to adjourn the EA Executive Committee Meeting for the fourth quarter of 2022. The motion passed unanimously.

Valley-Wide Executive Committee Meeting Section Report

Section:

Membership Information:

Membership totals (active members, inactive members, and membership percentage) are reflected on the Membership Report provided by the Valley-Wide Office.

Number of new members since the last Executive Committee meeting:

Change in membership since the last Executive Committee meeting:

Recruiting Information:

Number of "new hires" since the last Executive Committee meeting:

Number of "new hires" contacted since the last Executive Committee meeting:

Section Information:

Number of Section/Sub-section Meetings since last Executive Committee meeting:

Comments on Meetings and Activities:

- Work control and engineering at BFN working 4/10 shifts
Maintenance craft remain on 5/8 schedule, while craft supervisors on 4/10s.

BFN work control and engineering working hybrid schedules
Since achieving WANO exemplary rating, BFN working on excellence sustainability
Looking to hire 1 electrical and 2 mechanical planners at BFN (attrition planning)
Next joint Section 40 / Sub-Section meeting TBD (January 19 or 26 2023) pending venue availability Logans Roadhouse Florence AL 18:00-19:30

Report by:

Date:

Valley-Wide Executive Committee Meeting Section Report

1Section:

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Comments on Meetings and Activities:

- 1 Rad con OT and Seniority Should be completed at first of the year
- 2 Lead procedure writer, working with management, EA members, and other sites to understand the need and scope of this position.
- 3.. 2 separate individuals are currently at home under investigation

Report by:

Date:

Engineering Association - President's Status Report:

Mike Cavote 12/09/2022

DUR Training 12//07-12/08/2022

Workshop sessions on handling Grievances, Compensation how it works, member engagement in our sessions. PIERS announcement and lead champion introduction. TVA introduction with EA in partnership. DUR training also including Organizational breakouts where we can share the vision of the future of the business and units and answer any questions we might have. Nuclear-VP SQN -Thomas Marshall, Gen projects-VP Dan Tibbs, PO -VP Michelle Ray, TPS – VP Arron Melda, T&I – VP Tammy Bramlett, digital solutions, and RMO&S – SVP – Bob Dalrymple. Keynote speakers, IFPTE - Matt Biggs, Gay Henson, TVA - Jacinda Woodward, Don Moul, Sue Collins, Jeremy Fisher, Sue Collins. Excellent turnout and participation from IFPTE, TVA EA.

PIERS:

We continue to partner with TVA to put the framework in place to fully implement our PIERS program. We have in place the Management and EA Lead Champions. Also, we – TVA/EA have agreed on the general outline for cost, time and responsibility for lead champions for both TVA management and the EA. Change outline is completed and communications have gone out to TVA. The sharepoint is now functional and we are preparing additional communication from the EA, TVA and PIERS. PIERS announcement this week at the DUR by TVA and EA. Beginning next year we move into training, and continued deployment of the program itself.

Workplace Reimagined:

TVA and EA have an MOU in place to outline how to move forward post Covid. The list of jobs that can function in a hybrid state have been determined. Most employees in our EA bargaining unit are hybrid employees. Most of the craft union jobs are onsite jobs – not hybrid. There have been instances of hybrid workers not included in telework. We are working on these on a case-by-case basis. We do have an understanding that for outages or other mission critical functions for engineers, planners, and others they will then be onsite more. On a broad basis most business units are working with the EA on this. Individual managers have some leeway with regard to hybrid. There have been a few instances where the EA had to work with TVA on a level of understanding on some business units. We continue to monitor this closely.

IT Vacant Positions:

Onboarding with MODUS and the new partnership with T&I on hiring at the intern level is well on the way. MODUS onboarding will cease March 2023. EA Section President C. David Littlejohn is still on assignment to aid in the recruiting of talent into the T&I ranks. This partnership is seen as TVA and the EA working toward a mutual goal of filling the remaining T&I vacancies over the next two years. We are going to participate in Workstream Planning for T&I. Still have two outstanding MOU's for EC review. TVA has agreed to provide data for them:

- EA+MOU+_+Technology++Innovation+Assessments_Final+9.2.21
- 2022 Callout Pilot Program_EA TVA MOU_Final 7.29.21

SMR Renewables at the International Level:

In other news particularly related to additional MW for our system and SMR technology, IFPTE with EA Local 1937 attended the AFL-CIO convention and put forth a resolution to urge the department of energy to provide

additional funding to TVA. This was well received and provided the opportunity to engage in discussions with the administration via the Department of Energy (DOE). So, we continue to work with the DOE to encourage the department to provide additional funding to support SMR and other renewable resources. To that end August 12, 2022, Inflation Reduction Act of 2022, H.R. 5376 is now in place. The legislation is seen as a positive commitment by the current administration for clean energy related to SMR technology. Additionally, DOE recently announced additional funding for grants will be available soon.

IFPTE's letter to Representatives notes that the legislation allows Tennessee Valley Authority, where the Engineering Association-IFPTE Local 1937 represents over 2,000 TVA professionals, to "benefit from clean energy investment and production incentives that other utilities and companies have had access to." TVA and public utilities as well as privately-owned utilities such as PG&E will benefit from the extension and expansion of these incentives that move the U.S. energy sector toward carbon neutrality. The energy provisions in the bill are expected to result in a 40% reduction in the nation's carbon emissions by 2030.

The EA continues working with IFPTE Society of United Professionals, Local 160 (SUP/Local 160), Engineers and Scientist of California, Local 20 (ESC/Local 20) to obtain the agreement between TVA and Ontario Power Group (OPG) and engage in regular calls to stay up to date on this subject. TVA and OPG have a joint agreement in some form to join to work jointly on SMR development. IFPTE Locals 20, Local 160 and the EA Local 1937 will pursue obtaining this agreement via FOIA to understand future staffing and represented employees with regard to SME operation and technical support. IFPTE request for OPG/TVA agreement honored by TVA and reviewed. Standard agreement to share information, detailed design, components, and other information. This is seen to be beneficial to both TVA and OPG.

Other Information:

2023 Executive Committee meeting dates are February, June and October.

TVA's Agency Health and Safety meeting Wednesday, March 29, 2023 8:30 AM-10:30 AM.

Compa ratio data received – Reviewing now.

Committee Actions Considerations:

DUR Training Committee - DUR Training December 7,8, EC mtg 9th. – Special thanks to Staff, All planning participants.

Veterans committee – Planning placing of the Wreath in DC February 12, 2022. Heather Thompson, MBA Project Control Specialist is slated to participate. Legislative week is that week in DC as well.

Membership Committee - Call to meet for new employee experience opportunity. Recommendations. Video, PP, other.

Bylaws Committee – Reviewing the bylaws for evaluations of staff, cooperative committees, etc.

In Solidarity,

Michael Caroto

Engineering Association, IFPTE Local #1937 - Valley Wide President