

UNITED STATES GOVERNMENT

## Memorandum

TENNESSEE VALLEY AUTHORITY

TO : Gary L. Fiser, [REDACTED], Manager, Chemistry Group, O&PS-4,  
Sequoyah Nuclear Plant

FROM : J. R. Bynum, Vice President, Nuclear Power Production, LP 6N 38A-C

DATE : August 1, 1988

SUBJECT: SEQUOYAH NUCLEAR PLANT (SQN) - REDUCTION IN FORCE (RIF)

I regret that because of a reduction in force, specifically, the elimination of your position of Manager, Group, M-6, Chemistry Group, because of the reorganization, budget cuts, and lack of work, it will be necessary to terminate you from your position effective September 30, 1988.

You will be terminated from TVA at that time unless you accept the position offered in the last paragraph of this notice.

You will be continued in work status through September 30, 1988.

Information regarding the reduction in force and your retention standing in it is as follows:

Competitive Area: Sequoyah Nuclear Plant Site, Chemistry Group

Competitive Level: Manager, Group, M-6

Your Group and Subgroup: II-B

Your Federal Service Date: September 8, 1987

Your Service Date for RIF: September 8, 1975

Your service date for RIF is based on your Federal service date adjusted for your performance appraisals of record during the past 36 months. An assumed rating of "Solid Performer" has been used for periods not covered by a performance appraisal of record. Your credit-for-performance service credit is based on the following performance ratings for the period July 31, 1985 to July 31, 1988:

<u>Period Covered</u>	<u>Rating Received</u>
08/01/85 to 08/01/86	Solid Performer*
08/02/86 to 08/01/87	Solid Performer*
08/02/87 to 07/31/88	Solid Performer*

Assumed ratings are indicated by an asterisk (\*).

Gary L. Fiser  
August 1, 1988

SEQUOYAH NUCLEAR PLANT (SQN) - REDUCTION IN FORCE (RIF)

You have been selected for termination in accordance with established procedures. I shall be glad to discuss any questions you may have about this action. The retention register and all other records related to your case are available in the office of K. Jill Wallace, Supervisor, Personnel Services Staff, O&PS-4, SQN.

If you think an error has been made in invoking the RIF or selecting you, you may appeal directly to the Merit Systems Protection Board (MSPB), St. Louis Regional Office, 911 Washington Avenue, Suite 615, St. Louis, Missouri 63101-1203. I have attached a copy of the regulations of the MSPB concerning such appeals and a copy of the board's appeal form. An appeal to the board must be filed no later than 20 calendar days after the effective date of this personnel action. Any appeal filed after this time must include a request to waive the time limit and evidence and argument showing good cause for the untimely filing. See sections 1201.22, 1201.23, 1201.24, 1201.26, and 1201.31 of the attached regulations for an explanation of the proper procedure for filing an appeal, including how to file, the computation of time limits, content of petition of appeal, number of copies, and the right to representation.

If you believe this action is based, in whole or in part, on discrimination on the basis of race, color, religion, sex, national origin, handicap, age, or reprisal for participating in an Equal Employment Opportunity (EEO) complaint as complainant, witness, or representative, you may file either an appeal with the board or a complaint with TVA's Equal Opportunity (EO) Staff. If you elect to file a discrimination complaint, you must first contact an EO counselor within 30 days of the alleged discriminatory personnel action to begin the EO complaint procedure.

If you decide to appeal, you must elect one of the above procedures. Your appeal will not be processed under more than one. If you file an appeal with the MSPB and a complaint with the EO Staff, the one filed first will be considered an election by you to proceed in that forum, and any subsequent appeal will be dropped.

After termination you will be paid a lump sum for your accrued annual leave, if any, as provided by leave regulations. If you are reemployed in an annual position in TVA, or in another Federal position under the same leave laws as TVA, within three years of termination, your accrued sick leave, if any, will be restored to you.

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Gary L. Fiser  
August 1, 1988

SEQUOYAH NUCLEAR PLANT (SQN) - REDUCTION IN FORCE (RIF)

If you do not accept the position offered to you in the last paragraph of this notice, for two years after termination, you will be given a preference for appointment to positions for which you are eligible and request to be placed on the reemployment list. After that you will continue to be considered for appointment on the same basis as other applicants for employment. The Chattanooga Employment Office can give you information about applying for work in other Federal agencies.

I suggest that before termination you find out about benefits to which you may be entitled. If you have insurance under the Federal Employees' Group Life Insurance plan, you may wish to get information about continuing such insurance. We will be glad to help you do this. You are reminded that work with TVA is creditable for the purpose of unemployment compensation from the state in which you now have your official station.

We appreciate and thank you for your services and your contribution to the TVA program, and wish you success in your future employment.

You are offered, effective August 29, 1988, the position of Superintendent, M-7, Chemistry Group, Sequoyah Nuclear Plant Site, Nuclear Power Group, Soddy-Daisy, Tennessee. You must notify K. Jill Wallace in writing of your decision by August 29, 1988 whether or not you will accept this position.

Original signed by J. R. Bynum  
J. R. Bynum

VHS:JMR

Attachments

cc: PMU, GUB 6E120 C-K

John E. Long, Jr., GUB 7E140 C-K  
K. Jill Wallace, O&PS-4, Sequoyah  
Central Payroll, E7 D130 C-K  
Site Payroll, DSC-N, Sequoyah

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Gary L. Fiser  
August 1, 1988

SEQUOYAH NUCLEAR PLANT (SON) - REDUCTION IN FORCE (RIF)

I received this notice and a copy of the Merit Systems Protection Board's regulations and appeal form.

01 AUG 88  
Date

Gary Fiser  
Employee's Signature

I personally handed a copy of this notice and a copy of the Merit Systems Protection Board's regulations and appeal form to the employee to whom it is addressed on 8/1/88.

R.W. Fortenberry  
Signature

Supt. Tank Support  
Title

Robert J. [unclear]  
Witness

2819p

SON SITE PERSONNEL OFFICE			
AUG 04 '88			
	NOTE	ACTION	REPLY
JSM			
MCA			
RWE			
CVC			
GFS			
VHC			
LHG			
GPF			
JMR			
KDS			