



Tennessee Valley Authority, 1101 Market Street, Chattanooga, Tennessee 37402-2801

Ronald M. Eytchison
Vice President, Nuclear Operations

August 13, 1993

Mr. Gary L. Fiser
[Redacted]
[Redacted]

Dear Mr. Fiser:

I regret that because of a reduction in force (RIF) specifically the elimination of your position of Manager, Chemistry, PG-9, Sequoyah Nuclear Plant, because of a reorganization, it will be necessary to terminate you from your position effective October 15, 1993.

You will be terminated from TVA at that time unless you are offered and accept another TVA position.

You will be continued in work status through October 15, 1993.

Information regarding the RIF and your retention standing is as follows:

Competitive Area: Sequoyah Nuclear Plant

Competitive Level: Manager, Chemistry, PG-9

Your Group and Subgroup: I-B

Your Federal Service Date: September 8, 1987

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 Ben G. Easley, Human Resource Officer, 1101 Market Street, Lookout Place 3P, Chattanooga, Tennessee, 37402-2801.

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If you think an error has been made in applying the procedures, you may appeal directly to the Merit Systems Protection Board (MSPB), St. Louis Regional Office, 911 Washington Avenue, Suite 615, St. Louis, Missouri 63103-1203. I have enclosed 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 enclosed 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.

Efforts have been made to find another position to offer you, and such efforts will be continued during the notice period. If you request reemployment consideration, you will be given a preference for two years after termination for appointment to positions for which you are eligible. After that you will continue to be considered for appointment on the same basis as other applicants for employment. Your human resource manager 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.

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Your eligibility for unemployment compensation will be determined by a local office of the State Employment Security Agency (SESA) according to the laws and regulations of the state of your last official duty station. You should file for unemployment compensation at a local office of the SESA. When filing, you should take with you forms provided by your human resource manager. These forms are (1) a copy of the termination information from the Human Resource Information System (HRIS), (2) Standard Form 8, Notice to Federal Employee About Unemployment Insurance, and (3) proof of wages earned, such as your check stub (called Earnings and Deductions Statement). If you have not received these forms by the date you apply for unemployment compensation, you should bring your RIF notice when filing. If you have questions about unemployment compensation, you should contact the local office of the SESA.

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

Sincerely,


Ronald M. Eytchison

Enclosures

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Mr. Gary L. Fiser

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

B-13-93

Date

Gary L. 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 8/13/93

Don B. Fiser
Signature

HRO
Title

Ronald E. Smith
Witness