

UNITED STATES GOVERNMENT

Memorandum

L41 910319 001

Charlotte NC
 Mr 9 from
 Jim Springfield
 TENNESSEE VALLEY AUTHORITY
 (IBEW)

TO : Those listed

FROM : J. R. Bynum, Vice President, Nuclear Operations, LP 6A-C

DATE : March 25, 1991

SUBJECT: NEGOTIATED SUPPLEMENTAL OVERTIME AGREEMENT

Effective immediately, please take steps to implement the attached Supplementary Overtime Agreement when filling overtime shifts with Schedule D operating employees (assistant unit operators and unit operators). This agreement was negotiated with the International Brotherhood of Electrical Workers after meeting with the Nuclear Regulatory Commission (NRC) and discussing the NRC's Generic Letter 82-16 - limiting workhours of individuals who perform safety-related functions.

Carl Trappard, extension 5056-C, will be available to discuss details with you or your operation managers, and will be contacting your staff to schedule meetings as needed to facilitate implementation and ensure consistency.



J. H. Garrity, FSB 1A-WBN
 W. J. Museler, OSA 2A-BLN
 J. L. Wilson, OPS 4A-SQN
 O. J. Zeringue, PAB 1E-BFN

COT:JYP

Attachment

cc (Attachment):

RIMS, HR 2F-C
 E. R. Brabham, FSB 2P-WBN
 P. J. Jordan, LP 3A-C
 O. D. Kingsley, Jr., LP 6A-C
 Labor Relations, ET 6A-K
 R. M. McLeroy, PSB A-BFN
 H. O. Hedford, LP 6A-C
 Joseph Higysanka, OSB-2A-BLN
 D. A. Nauman, LP 6A-C
 D. R. Nichols, ET 10H-K
 D. E. Nunn, LP 6A-C
 H. D. Pope, LP 3A-C
 K. J. Wallace, DSC-P-SQN
 R. F. Wilson, LP 6A-C



Supplemental Agreement

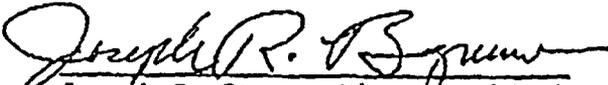
On March 12, 1991, representatives of the International Brotherhood of Electrical Workers (IBEW) and the Tennessee Valley Authority (TVA) met to discuss, among other things, filling operator overtime shifts at TVA's nuclear generating facilities. The purpose of this letter is to supplement the June 24, 1980 agreement between IBEW and TVA (hereinafter called "Original Agreement") and reflect the agreement of the parties with respect to scheduling overtime at TVA's nuclear plants.

It is agreed between the parties that twelve (12) hour shifts may be established as agreed to between the craft and the TVA organization. For the purpose of scheduling overtime for extended outages as well as day-to-day work activities, the following procedure would be used to fill the shifts in the order provided below:

- Following steps 1 through 4 as described in the Procedure section of the Original Agreement, employees would be scheduled or called in on a volunteer basis, provided that such employees may be used without exceeding the overtime limits described in the Nuclear Regulatory Commission's Generic Letter (GL) 82-16 limiting work hours of individuals who perform safety-related functions.
- Following steps 1 through 4 as described in the Procedure section of the Original Agreement, volunteers would be used that required deviations from the overtime limits set forth in GL 82-16; provided that no employee may work more than 85 hours in any seven-day period. It is the responsibility of the Plant Manager (or Duty Plant Manager) to determine each employee's fitness to perform his or her job responsibilities, including considering fatigue.
- Following step 5 as described in the Procedure section of the Original Agreement, employees not exceeding the overtime limits set forth in GL 82-16 would be given priority over those requiring deviations therefrom; provided that no employee may work more than 85 hours in any seven-day period. It is the responsibility of the Plant Manager (or Duty Plant Manager) to determine each employee's fitness to perform his or her job responsibilities, including considering fatigue.
- Follow step 6 as described in the Procedure section of the Original Agreement.

It is agreed that either party may terminate this agreement by giving sixty (60) days prior written notice following the conclusion of the next extended outage.


Jerry Duncanson
International Representative
International Brotherhood
of Electrical Workers
3/15/91
Date


Joseph R. Bynum, Vice President
Nuclear Operations
Tennessee Valley Authority
3/14/91
Date

OVER TIME

June 24, 1980

Mr. M. C. Hargett, Secretary
Tennessee Valley Trades and Labor Council
Room 214
5700 Brainerd Road
Chattanooga, Tennessee 37411

Mr. Allen Wilson, Director
Labor Relations Staff
211 Miller's Building
Knoxville, Tennessee 37902

Gentlemen:

The International Representative of the International Brotherhood of Electrical Workers, H. F. Grovenstein; local union representatives; management, represented by T. H. Cash; and other management members met for the purpose of reviewing a procedure developed on March 14, 1979, and implemented on May 21, 1979, to provide a uniform method of filling and recording overtime shifts for operating employees on continuous shifts.

Attendance:

For TVA:

T. H. Cash
E. F. Cabaniss
J. C. Hammon
Lee Holliman
Jerry Olson
J. B. Sandefur
W. H. Thompson

For IBEW:

H. F. Grovenstein
Jerry D. Duncan
Charles W. Golden
Tom King
Charles A. Roper
John Schmitz
John Taylor
Charles D. Treece

The procedure was revised. The revised procedure, which was implemented in the Division of Nuclear Power on April 7, 1980, and in the division of Fossil and Hydro Power on April 14, 1980, is described below:

Procedure

To provide uniformity in filling operator overtime shifts. These shifts will be filled in the order listed below.

1. Employees in classifications in which the overtime shift is to be worked will be scheduled or called on their offdays in order of their overtime hours, provided it will not require that they work 16 consecutive hours.

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Mr. Allen Wilson

2. In the event that no one is available in group 1 above, employees in classification who have had one 8-hour off shift and who will not have to work 16 consecutive hours will be scheduled or called in order of their overtime hours to fill the vacant shift.
3. In the event no one is available in groups 1 or 2 above, employees on shift in classification who are working overtime on their offdays will be called in order of their overtime hours to work the shift.
4. Employees on shift in classification will be offered the vacant shift in order of overtime hours.
5. In the event no one is available in groups 1-4 above, the employee low on overtime on shift in classification who is not on overtime will be held over to fill the overtime vacancy. Normally, an employee will not be required to double over 16 hours more than every other day.
6. If the employees held over request relief, the employees on the incoming shift in classification will be called at home.

Recording Overtime

1. Records of paid overtime worked or refused shall be kept by management in each plant on a biweekly basis and shall be made available upon request to labor representatives.
2. Overtime hours shall, for recording purposes, be shown in time paid for--(example): one and one-half (1-1/2) hours for each hour worked, or four hours worked will be recorded as six hours. Double time (2) shall be recorded as two times for each hour worked; or four hours worked shall be recorded as eight hours.
3. On the plant records, hours worked will be preceded by the letter "W;" hours refused will be preceded by the letter "R." These records are retained in accordance with applicable law.
4. Overtime refused is not considered in determining overtime hours.
5. Employees who are hired or transferred between locations will assume an amount of overtime equal to the average overtime of the new classification and location. Reclassified employees at the same location will retain their accumulated overtime hours.
6. Employees shall not be charged with overtime while on annual or sick leave.
7. Overtime hours will be zeroed for all employees at the end of the pay year.

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- 8. Employees in temporary classification will be considered as permanent employees in classification for the purpose of overtime distribution.

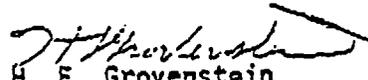
Procedure Review

- 1. This procedure will be reviewed after a period of 6 months.

Very truly yours,



T. H. Cash, Manager of
Labor Relations, Office of Power



H. F. Grovenstein
International Representative, IBEW

THC:DI

- cc: ARMS, 640 CST2-C
 E. E. Cabaniss, Paradise Steam Plant
 Jerry D. Duncan, Waverly, Tennessee
 Charles W. Golden, Gallatin, Tennessee
 J. C. Harmon, Gallatin Steam Plant
 Lee Holliman, 1003 EB-C
 Tom King, Paducah, Kentucky
 Jerry Olson, 1710 CST2-C
 Charles A. Roper, Bridgeport, Alabama
 J. B. Sandefur, 1003 EB-C
 John Schmitz, Decatur, Alabama
 John Taylor, Shawnee Steam Plant
 W. H. Thompson, 710 EB-C
 Charles D. Treece, Chattanooga, Tennessee