

TVA SCHEDULE OF TRADES AND LABOR CLASSES AND RATES OF PAY
SCHEDULE B. REGULAR MAINTENANCE WORK AND
MISCELLANEOUS OPERATING WORK

NEGOTIATED EFFECTIVE DECEMBER 22, 2008

Annual rates are converted to hourly rates by dividing the annual rate by 2080 (52 weeks times 40 hours)

Cross-Craft Multi-Skill Classifications

<u>Classification</u>	<u>Annual Rate</u>	<u>Classification</u>	<u>Annual Rate</u>
Fossil Plant Utility Trainee	44,765	Nuclear Utility Trainee	44,765
Fossil Electrical Technician I		Nuclear Electrical Technician I	
Trainee 1st Period	44,765	Trainee 1st Period	44,765
Trainee 2nd Period	49,560	Trainee 2nd Period	49,560
Trainee 3rd Period	54,360	Trainee 3rd Period	54,360
Trainee 4th Period	57,555	Trainee 4th Period	57,555
Trainee 5th Period	63,950	Trainee 5th Period	63,950
Fossil Mechanical Technician I		Nuclear Mechanical Technician I	
Trainee 1st Period	44,765	Trainee 1st Period	44,765
Trainee 2nd Period	49,560	Trainee 2nd Period	49,560
Trainee 3rd Period	54,360	Trainee 3rd Period	54,360
Trainee 4th Period	57,555	Trainee 4th Period	57,555
Trainee 5th Period	63,950	Trainee 5th Period	63,950
Fossil Electrical Technician II	63,950	Nuclear Electrical Technician II	63,950
Fossil Mechanical Technician II	63,950	Nuclear Mechanical Technician II	63,950
Yard Electrical Technician II	63,950		
Yard Mechanical Technician II	63,950	Nuclear Electrical Technician III	67,150
		Nuclear Mechanical Technician III	67,150
Fossil Electrical Technician III	67,150		
Fossil Mechanical Technician III	67,150	Nuclear Maintenance Technician IV	70,345
Yard Electrical Technician III	67,150		
Yard Equipment Technician III	67,150	Sr. Nuclear Maintenance Technician V	78,785
Yard Mechanical Technician III	67,150		
Fossil Maintenance Technical IV	70,345	Hydro Trainee 1st Period	44,765
Yard Operations Technician IV	70,345	Hydro Trainee 2nd Period	49,560
		Hydro Trainee 3rd Period	54,360
Fossil Maintenance Lead Technician V	78,785	Hydro Trainee 4th Period	57,555
Yard Operations Lead Technician V	78,785	Hydro Trainee 5th Period	63,950
		Hydro Technician II	63,950
		Hydro Technician III	68,425
		Hydro Technician IV	75,460
		Hydro Technician Lead	79,940
		Hydro Technician III PS OH	71,845
		Hydro Technician III PS SOH	81,920
		Hydro Technician IV PS SOH	81,920

<u>Classification by Craft</u>	<u>Annual Rate</u>	<u>Classification by Craft</u>	<u>Annual Rate</u>
International Brotherhood of <u>Boilermakers</u> , Iron Ship Builders, <u>Blacksmiths</u> , Forgers and Helpers		International Brotherhood of <u>Electrical Workers</u> (cont.)	
Blacksmith	63,950	Right-of-Way Clearing Foreman - Spray	61,105
Blacksmith Foreman	75,460	Sr. Instrument Mechanic	72,265
Blacksmith Welder	63,950	Sr. Instrument Mechanic Foreman	85,275
Boilermaker	63,950	Sr. Instrument Mech - Emerg Prep	72,265
Boilermaker Foreman	75,460	Sr. Instrument Mech - Emerg Prep FM	85,275
Boilermaker Erector	83,005	Sr. Instrument Mechanic Trainee (RG) 1	44,765
Boilermaker Welder	63,950	Sr. Instrument Mechanic Trainee (RG) 2	51,160
Maintenance Mechanic/Boilermaker	63,950	Sr. Instrument Mechanic Trainee (RG) 3	54,360
Maintenance Mechanic/Boilermaker FM	75,460	Sr. Instrument Mechanic Trainee (RG) 4	57,555
		Sr. Instrument Mechanic Trainee (RG) 5	63,950
		Special Transmission Line Foreman	83,005
International Brotherhood of <u>Electrical Workers</u>		Telecom System Mechanic	63,950
Cable Splicer	64,450	Telecom System Mechanic Foreman	75,460
CT Plant Technician	75,515	Transmission Construction Foreman	83,005
CT Plant Foreman	85,335	Truck Operator - Power System	
Electrician	63,950	Maintenance (Special Equipment)	57,555
Electrician Apprentice 1st Period A	36,450	Trainee I	44,895
Electrician Apprentice 1st Period B	38,370	Trainee II	48,920
Electrician Apprentice 2nd Period	42,205	Trainee III	51,800
Electrician Apprentice 3rd Period	47,325		
Electrician Apprentice 4th Period	54,360	<u>Laborers'</u> International Union of North America	
Electrician (Fire Protection) Level I ¹	63,950	Deckhand	41,470
Electrician (Fire Protection) Level II ¹	67,150	Laborer	39,875
Electrician Foreman	75,460	Laborer Foreman	45,855
Electrician Head Foreman	83,005	Laborer Head Foreman	83,005
Electrician Welder	63,950	Laborer Multi-Crew Foreman	50,440
Elevator - Fixed Crane Inspector	75,460		
Groundman Foreman	63,950	International Association of <u>Machinists</u> and	
Groundman - Line Maintenance	47,325	Aerospace Workers	
Groundman Trainee 1A	35,495	Airplane Mechanic (incl CAA inspection)	70,345
Groundman Trainee 1B	38,335	Airplane Mechanic Foreman	83,005
Groundman Trainee 1B-R	38,805	Gas and Diesel Mechanic	63,950
Groundman Trainee 2	42,120	Gas and Diesel Mechanic Foreman	75,460
Groundman Trainee 2-R	42,595	Gas and Diesel Mech Head Foreman	83,005
Instrument Mechanic	63,950	Gas and Diesel Mechanic Helper	44,765
Instrument Mechanic Trainee 1st Period	44,765	Gas and Diesel Mechanic Helper II	49,560
Instrument Mechanic Trainee 2nd Period	49,560	Gas and Diesel Mechanic Helper III	56,275
Instrument Mechanic Trainee 3rd Period	54,360	Gas and Diesel Field PM Mechanic	51,160
Instrument Mechanic Trainee 4th Period	57,555	Machinist	63,950
Instrument Mechanic Foreman	75,460	Machinist Field Support	63,950
Lineman	63,950	Machinist Foreman	75,460
Lineman Apprentice 1st Period A	36,450	Machinist Head Foreman	83,005
Lineman Apprentice 1st Period B	38,370	Machinist Helper	44,765
Lineman Apprentice 2nd Period	42,205	Machinist Welder	63,950
Lineman Apprentice 3rd Period	47,325	Machinist Welder Foreman	75,460
Lineman Apprentice 4th Period	54,360	Maintenance Mechanic/Machinist	63,950
Lineman Foreman	75,460	Maintenance Mechanic/Machinist FM	75,460
Motor Winder	63,950	Mobile Crane/Aerial Device Inspector	75,460
Motor Winder Foreman	75,460		

<u>Classification by Craft</u>	<u>Annual Rate</u>	<u>Classification by Craft</u>	<u>Annual Rate</u>
<u>International Association of Machinists and Aerospace Workers (cont.)</u>		<u>Trades and Labor Council for Annual Employees</u>	
Office Equipment Technician	63,950	General Building Mechanic	63,950
Senior Office Equipment Technician	70,345	General Building Mechanic - A	60,755
Outside Machinist	54,360	General Building Mechanic - B	57,555
Outside Machinist Foreman	64,145	General Building Mechanic - E	47,965
Turbine Crew Trainee I	44,480	General Building Mechanic (Office Building Systems)	63,950
Turbine Crew Trainee II	47,660	General Bldg Mech Apprentice 1st Pd A	36,450
Turbine Crew Trainee III	57,555	General Bldg Mech Apprentice 1st Pd B	38,370
		General Bldg Mech Apprentice 2nd Pd	42,205
		General Bldg Mech Apprentice 3rd Pd	47,325
		General Bldg Mech Apprentice 4th Pd	54,360
		General Bldg Mech Apprentice 5th Pd	57,555
		General Building Mechanic Foreman	75,460
		General Building Mechanic Helper	44,765
		General Maintenance Worker	45,175
		General Maintenance Worker Foreman	53,305
		Facilities Maintenance Technician	67,150
		Facilities Maintenance Technician FM	79,235
		Facilities Maintenance Technician WPO	67,150
		Facilities Maint Technician WPO FM	79,235
		Property Maintenance Worker	41,070
		Property Maintenance Worker Foreman	48,465
		(Craft) Instructor	<u>3/</u>
		Rehab (craft)	<u>4/</u>
<u>International Union of Operating Engineers</u>			
Assistant Marine Pilot	53,080		
Bulldozer Operator	50,520		
Coal Hauling Foreman	75,460		
Crane Operator	57,555		
Heavy Equipment Operator - Power	63,950		
Heavy Equipment Operator - Transmission	63,950		
Heavy Equipment Operator Foreman	75,460		
Marine Pilot	58,195		
Mobile Crane Inspector	75,460		
Motorboat Operator	39,875		
Oiler	47,965		
Operating Engineer Head Foreman	83,005		
Pan Scraper Operator ²	57,555		
Power Shovel Operator	57,555		
Senior Marine Pilot	63,950		
Switchman	51,160		
Tractor Operator - Farm Type	44,125		
<u>United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada</u>			
Lead Burner	64,150		
Maintenance Mechanic/Steamfitter	63,950		
Maintenance Mechanic/Steamfitter FM	75,460		
Plumber	63,950		
Plumber Foreman	75,460		
Steamfitter	63,950		
Steamfitter (Fire Protection) Level I ¹	63,950		
Steamfitter (Fire Protection) Level II ¹	67,150		
Steamfitter Foreman	75,460		
Steamfitter Head Foreman	83,005		
Steamfitter Sketchman	75,460		
Steamfitter Welder	63,950		
Steamfitter Welder Foreman	75,460		
		<hr/>	
		<u>Footnotes</u>	
		1. Restricted to Nuclear Power	
		2. Restricted to Bull Run Steam Plant	
		3. Rate is 18% above journeyman	
		4. 90% of craft rate	
		<hr/>	
		Shift Differential for Schedules B, C and D:	
		Evening: 75 cents per hour	
		Night: 96 cents per hour	
		Meal Allowance: \$11.35	
		Travel Subsistence: \$74.00	
		(For those employees engaged in transmission system work)	

TVA SCHEDULE OF TRADES AND LABOR CLASSES AND RATES OF PAY
SCHEDULE C. REGULAR OPERATING WORK - CHEMICAL PLANT
NEGOTIATED EFFECTIVE DECEMBER 22, 2008

Annual rates are converted to hourly rates by dividing the annual rate by 2080 (52 weeks times 40 hours)

<u>Classification</u>	<u>Annual Rate</u>
Laborer	39,875
<u>Operator Trainees</u>	
Chemical Plant Operator Trainee I-A	36,070
Chemical Plant Operator Trainee I-B	42,080
Chemical Plant Operator Trainee II	48,090
Chemical Plant Operator Trainee III	54,105
<u>Operators</u>	
Chemical Demilitarization Operator	48,090
Prototype Process Operator	60,115
<u>Foremen</u>	
Chemical Demilitarization Foreman	53,860
Prototype Process Foreman	70,935

**TVA SCHEDULE OF TRADES AND LABOR CLASSES AND RATES OF PAY
SCHEDULE D. REGULAR OPERATING WORK - POWER - NUCLEAR POWER**

NEGOTIATED EFFECTIVE DECEMBER 22, 2008

Annual rates are converted to hourly rates by dividing the annual rate by 2080 (52 weeks times 40 hours)

<u>Classification</u>	<u>Annual Rate</u>	<u>Classification</u>	<u>Annual Rate</u>
<u>Fossil/Nuclear Operations</u>		<u>Hydro/System Operations</u>	
Assistant Unit Operator	62,060	Laborer	39,875
Assistant Unit Op - Refuel Floor Assistant ¹	68,025	Gate Operator	51,160
AUO - Scrubber Operator	64,605	Hydro Plant Helper	51,160
Auxiliary Operator	51,955	Operator - Hydro	63,950
Auxiliary Operator - Radwaste	51,955	Power System Dispatchers Recorder	61,105
Auxiliary Radwaste Foreman	61,105	Senior Operator - Hydro	78,020
Auxiliary Operator - Trainee	51,955	Student Instructor - Electrical	92,065
Coal Tower Foreman	61,105	Substation Operator	63,950
Conveyor Car Dumper Operator	49,355		
Fire Protection Operator Level I ¹	63,950	<u>Student Generating Plant Operators (Fossil/Hydro)</u>	
Fire Protection Operator Level II ¹	67,150	Student Gen Plant Op 1st Period	48,405
Fire Protection Foreman ¹	79,230	Student Gen Plant Op 2nd Period	52,130
Laborer	39,875	Student Gen Plant Op 3rd Period	56,475
Laborer Foreman	45,855	Student Gen Plant Op 4th Period	62,060
Nuclear Assistant Unit Operator	68,025	Student Gen Plant Op 4th Period (H)	63,950
Nuclear Unit Operator	82,105		
Nuclear Unit Operator Trainee	74,830	<u>Student Generating Plant Operators (Nuclear)</u>	
Plant Systems Instructor ¹	80,270	Student Gen Plant Op - Nuclear 1st Period	51,020
Plant Operator (Fire Protection) Level I ¹	63,950	Student Gen Plant Op - Nuclear 2nd Period	55,100
Plant Operator (Fire Protection) Level II ¹	67,150	Student Gen Plant Op - Nuclear 3rd Period	59,180
Refuel Floor Assistant ¹	80,270	Student Gen Plant Op - Nuclear 4th Period	63,265
Senior Switchboard Operator	68,265		
Student Instructor - Nuclear	92,065		
Student Instructor - Nuclear RL ²	97,065		
Student Instructor - Steam	92,065		
Unit Operator	68,265		
Unit Operator - Radwaste	66,685		

Footnotes

1. Restricted to Nuclear Power
2. Rate shown is the rate for the classification plus a \$5,000 premium for working with and maintaining a reactor operator license

TVA SCHEDULE OF TRADES AND LABOR CLASSES AND RATES OF PAY
SCHEDULE E. INTERNATIONAL BROTHERHOOD OF TEAMSTERS

NEGOTIATED EFFECTIVE DECEMBER 22, 2008

Annual rates are converted to hourly rates by dividing the annual rate by 2080 (52 weeks times 40 hours)

<u>Classification</u>	<u>Annual Rate</u>
Material Handler	51,485
Material Handler Foreman	60,745
Material Handler Trainee	44,790
Material/Vehicle Helper	41,205
Nuclear Material Handler I	53,715
Nuclear Material Handler II	59,715
Nuclear Material Handler Foreman	70,465
Property Maintenance Foreman - T	48,465
Property Maintenance Worker - T	41,070
General Maintenance Worker - T	45,175
General Maintenance Worker Foreman - T	53,305
Truck Driver	48,435
Truck Driver Foreman	57,150

Shift Differential

Evening: 75 cents per hour

Night: 96 cents per hour

Meal Allowance: \$11.35