Memorandum of Understanding
Between
Tennessee Valley Authority
and the
Trades and Labor Council for Annual Employees of the Tennessee Valley Authority
Regarding
Operations Noble Eagle and Enduring Freedom

Tennessee Valley Authority (TVA) and the Trades and Labor Council for Annual Employees of the Tennessee Valley Authority (Council) agree that each annual employee on leave without pay status because he or she is called to active military duty as a Reservist or member of the National Guard during Operations Noble Eagle, Enduring Freedom and other, immediately related military operations will receive the following:

1. Pay differential equal to the difference between his or her basic military pay and basic TVA pay.

2. Fully paid premiums for his or her previously selected medical and dental benefits.

This Memorandum of Understanding is for the limited purposes contained herein, and shall not apply to Reservists or members of the National Guard on active duty for training purposes.

This Memorandum of Understanding will remain in effect for the duration of Operations Noble Eagle, Enduring Freedom and other, immediately related military operations.

By: _____ (Dated)
Peyton T. Hairston, Jr.
Senior Vice President
Labor Relations
Tennessee Valley Authority

By: _____ 10/3/01 (Dated)
Carl Lansden
Acting Administrator
Trades and Labor Council
for Annual Employees
of the Tennessee Valley Authority

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MOU Operation Enduring Freedom