

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

NEGOTIATED EFFECTIVE JANUARY 1, 2024

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

Job Code	Classification	Annual Rate	Job Code	Classification	Annual Rate
004101	Fossil Plant Utility Trainee	68,755	004051	Nuclear Utility Trainee	68,755
	Fossil Electrical Technician I			Nuclear Electrical Technician I	
004009	Trainee 1st Period	68,755	004052	Trainee 1st Period	68,755
004011	Trainee 2nd Period	76,120	004053	Trainee 2nd Period	76,120
004013	Trainee 3rd Period	83,485	004054	Trainee 3rd Period	83,485
004014	Trainee 4th Period	88,400	004056	Trainee 4th Period	88,400
004019	Trainee 5th Period	98,220	004057	Trainee 5th Period	98,220
	Fossil Mechanical Technician I			Nuclear Mechanical Technician I	
004021	Trainee 1st Period	68,755	004058	Trainee 1st Period	68,755
004022	Trainee 2nd Period	76,120	004059	Trainee 2nd Period	76,120
004031	Trainee 3rd Period	83,485	004062	Trainee 3rd Period	83,485
004032	Trainee 4th Period	88,400	004063	Trainee 4th Period	88,400
004033	Trainee 5th Period	98,220	004064	Trainee 5th Period	98,220
004034	Fossil Electrical Technician II	98,220	004066	Nuclear Electrical Technician II	98,220
004037	Fossil Mechanical Technician II	98,220	004068	Nuclear Mechanical Technician II	98,220
004186	Level II Tech Journeyman - Boilermaker	98,220			
004187	Level II Tech Journeyman - Electrician	98,220	004067	Nuclear Electrical Technician III	103,130
004185	Level II Tech Journeyman - Machinist	98,220	004081	Nuclear Mechanical Technician III	103,130
004188	Level II Tech Journeyman - Steamfitter	98,220			
	Fossil Electrical Technician III	103,130		Nuclear Maintenance Technician IV	
004036	Fossil Electrical Technician III	103,130	004193	Advanced Rigging and Heat Exchange Sp.	110,990
004039	Fossil Mechanical Technician III	103,130	004191	Air Operated Valves Specialist	110,990
004041	Yard Electrical Technician III	103,130	004189	Breakers Specialist	110,990
004046	Yard Equipment Technician III	103,130	004194	Crane and Refueling Equipment Sp.	110,990
004044	Yard Mechanical Technician III	103,130	004195	Diesel Generator Specialist	110,990
	Fossil Maintenance Technician IV		004196	Heating Ventilation and AC Spec	110,990
004205	Breakers Specialist	110,990	004197	Inverters, Chargers & Diesel Gen Cntrl Sp.	110,990
004206	Machining Specialist	110,990	004198	Local Leak Rate Testing Specialist	110,990
004207	Pollution Control Equip Spec	110,990	004201	Machining Specialist	110,990
004208	Pulverizers and Associated Fuel Prep Sp.	110,990	004202	Motor Operated Valves Specialist	110,990
004209	Rotating Equipment Specialist	110,990	004203	Rotating Equipment Specialist	110,990
004211	Valve and Valve Actuator Specialist	110,990	004192	Welding Specialist	110,990
004204	Welding Specialist	110,990			
004047	Fossil Maintenance Technician IV - General ^{1a}	108,040	004089	Hydro Trainee 1st Period	68,755
004049	Yard Operations Technician IV - General ^{1a}	108,040	004090	Hydro Trainee 2nd Period	76,120
			004091	Hydro Trainee 3rd Period	83,485
004048	Fossil Maintenance Lead Technician V ^{1b}	121,005	004092	Hydro Trainee 4th Period	88,400
004050	Yard Operations Lead Technician V ^{1b}	121,005	004093	Hydro Trainee 5th Period	98,220
			004094	Hydro Technician II	98,220
			004095	Hydro Technician III	108,040
			004096	Hydro Technician IV	122,775
			004098	Hydro Technician III PS OH	113,440
			004131	Hydro Technician III PS SOH	125,820
			004129	Hydro Technician III SOH	115,900
			004133	Hydro Technician IV PS SOH	128,915
			200133	Hydro Tech Instructor	141,400

Job Code	Classification by Craft	Annual Rate	Job Code	Classification by Craft	Annual Rate
International Brotherhood of <u>Boilermakers</u> , Iron Ship Builders, Blacksmiths, Forgers and Helpers			International Brotherhood of <u>Electrical Workers (cont.)</u>		
004320	Blacksmith	98,220	007517	Sr. Instrument Mechanic Foreman - Nuc	130,970
004310	Blacksmith Foreman	115,900	004137	Sr. Instrument Mech - Emerg Prep	110,990
004330	Blacksmith Welder	98,220	004138	Sr. Instrument Mech - Emerg Prep FM	130,970
004410	Boilermaker	98,220	007501	Sr. Instrument Mech Trainee (RG) 1	68,755
200053	Boilermaker - Coal Plant	98,220	007502	Sr. Instrument Mec Trainee (RG) 2	78,575
004380	Boilermaker Foreman	115,900	007503	Sr. Instrument Mech Trainee (RG) 3	83,485
004386	Boilermaker Erector	127,490	007504	Sr. Instrument Mech Trainee (RG) 4	88,400
004450	Boilermaker Welder	98,220	007505	Sr. Instrument Mech Trainee (RG) 5	98,220
006202	Maint Mechanic/Boilermaker	98,220	007720	Special Transmission Line Foreman	127,490
006203	Maint Mechanic/Boilermaker FM	115,900	004146	Telecom System Mechanic	98,220
200400	Regional Boilermaker	98,220	004147	Telecom System Mechanic Foreman	115,900
International Brotherhood of <u>Electrical Workers</u>			008253	Trans Const Foreman - Power System	127,490
004650	Cable Splicer	98,720	008350	Maintenance (Special Equipment)	88,400
004173	CC Operations Technician Trainee	110,990	008353	Trainee I	68,950
004175	CC Operations Technician	115,985	008352	Trainee II	75,140
004238	CC Operations Technician Lead	127,585	008351	Trainee III	79,560
004174	CT Technician Trainee	110,990	200401	Regional Electrician	98,220
005080	CT Plant Technician	115,985	<u>Laborers'</u> International Union of North America		
005082	CT Plant Foreman	131,065	DH0001	Custodian Trainee	31,170
000198	CT/CC Technician Instructor	141,400	DH0002	Custodian	38,965
005220	Electrician	98,220	DH0003	Custodian Lead	45,980
200055	Electrician - Coal Plant	98,220	005100	Deckhand	62,920
200081	Electrician (Nuclear)	98,220	005912	Laborer	60,500
005290	Electrician Apprentice 1st Period A	55,985	005900	Laborer Foreman	70,180
005280	Electrician Apprentice 1st Period B	58,930	005905	Laborer Head Foreman	127,490
005270	Electrician Apprentice 2nd Period	64,825	005906	Laborer Multi-Crew Foreman	77,200
005260	Electrician Apprentice 3rd Period	72,685	International Association of		
005250	Electrician Apprentice 4th Period	83,485	<u>Machinists</u> and Aerospace Workers		
005188	Electrician (Fire Protection) Level I ²	98,220	004020	Airplane Mechanic (incl CAA inspection)	108,040
005189	Electrician (Fire Protection) Level II ²	103,130	004018	Airplane Mechanic Foreman	127,485
005190	Electrician Foreman	115,900	005540	Gas and Diesel Mechanic	98,220
005195	Electrician Head Foreman	127,490	005530	Gas and Diesel Mechanic Foreman	115,900
005230	Electrician Welder	98,220	005539	Gas and Diesel Mech Head Foreman	127,490
005315	Elevator - Fixed Crane Inspector	115,900	005600	Gas and Diesel Mechanic Helper	68,755
005690	Groundman Foreman	98,220	005601	Gas and Diesel Mechanic Helper II	76,120
005710	Groundman - Line Maintenance	72,685	004148	Gas and Diesel Mechanic Helper III	86,435
004102	Groundman Trainee 1A	54,515	004149	Gas and Diesel Field PM Mechanic	78,575
004119	Groundman Trainee 1B	58,875	004183	Helicopter Mechanic	108,040
004103	Groundman Trainee 1B-R	59,600	004184	Helicopter Mechanic Foreman	127,485
004124	Groundman Trainee 2	64,690	006130	Machinist	98,220
004104	Groundman Trainee 2-R	65,415	200054	Machinist - Coal Plant	98,220
005820	Instrument Mechanic	98,220	004150	Machinist Field Support	98,220
005870	Instrument Mechanic Trainee 1st Pd.	68,755	006110	Machinist Foreman	115,900
005850	Instrument Mechanic Trainee 2nd Pd.	76,120	006115	Machinist Head Foreman	127,490
005840	Instrument Mechanic Trainee 3rd Pd.	83,485	006200	Machinist Helper	68,755
005830	Instrument Mechanic Trainee 4th Pd.	88,400	006140	Machinist Welder	98,220
005810	Instrument Mechanic Foreman	115,900	006120	Machinist Welder Foreman	115,900
006000	Lineman	98,220	006204	Maintenance Mechanic/Machinist	98,220
006060	Lineman Apprentice 1st Period A	55,985	006205	Maintenance Mechanic/Machinist FM	115,900
006050	Lineman Apprentice 1st Period B	58,930	005536	Mobile Crane/Aerial Device Inspector	115,900
006040	Lineman Apprentice 2nd Period	64,825	006590	Office Equipment Technician	98,220
006030	Lineman Apprentice 3rd Period	72,685	007518	Senior Office Equipment Technician	108,040
006020	Lineman Apprentice 4th Period	83,485	006760	Outside Machinist	83,485
005990	Lineman Foreman	115,900	006750	Outside Machinist Foreman	98,510
006453	Motor Winder	98,220	008410	Turbine Crew Trainee I	68,420
006452	Motor Winder Foreman	115,900	008411	Turbine Crew Trainee II	73,305
007420	Right-of-Way Clearing FM - Spray	78,575	008412	Turbine Crew Trainee III	88,400
007513	Sr. Instrument Mechanic	110,990	200402	Regional Machinist	98,220
007516	Sr. Instrument Mechanic Foreman	130,970			

Job Code	Classification by Craft	Annual Rate	Job Code	Classification by Craft	Annual Rate
<u>International Union of Operating Engineers</u>			<u>Trades and Labor Council for Annual Employees</u>		
004630	Bulldozer Operator	74,935	004181	Central Lab Maint Tech	103,130
004930	Coal Hauling Foreman	111,930	004182	Central Lab Maint Tech Foreman	121,695
005060	Crane Operator	85,370	005620	General Building Mechanic	98,220
005750	Heavy Equip Operator - Power	94,855	005619	General Building Mechanic - A	93,310
005749	Heavy Equip Operator - Power - Nuc	94,855	005618	General Building Mechanic - B	88,400
004152	Heavy Equip Operator - Transmission	94,855	005615	General Building Mechanic - E	73,665
005751	Heavy Equip Operator Foreman	111,930	005621	General Building Mechanic	
005341	Mobile Crane Inspector	115,900		(Office Building Systems)	98,220
006740	Motorboat Operator	60,500	005626	General Bldg Mech App 1st Pd A	55,985
006650	Oiler	71,140	005627	General Bldg Mech App 1st Pd B	58,930
006655	Operating Engineer Head Foreman	123,125	005628	General Bldg Mech App 2nd Pd	64,825
006860	Pan Scraper Operator ³	85,370	005629	General Bldg Mech App 3rd Pd	72,685
007200	Power Shovel Operator	85,370	005631	General Bldg Mech App 4th Pd	83,485
008130	Switchman	75,885	005632	General Bldg Mech App 5th Pd	88,400
008250	Tractor Operator - Farm Type	65,450	005623	General Building Mechanic FM	115,900
200383	Marine Pilot 1	68,390	005624	General Building Mechanic Helper	68,755
200384	Marine Pilot 2	73,275	004110	General Maint Worker	68,545
200385	Marine Pilot 3	81,090	004111	General Maint Worker Foreman	80,885
200386	Marine Pilot 4	88,905	004172	General Maint Worker Regional FM	97,975
200387	Master Marine Pilot	97,700	004112	Facilities Maint Tech	103,130
200388	Master Marine Pilot Head Foreman	107,470	004113	Facilities Maint Tech FM	121,695
			004114	Facilities Maint Tech WPO	103,130
			004115	Facilities Maint Tech WPO Foreman	121,695
			004008	Maintenance Foreman	115,900
			200397	Facilities Property Trainee	62,315
			200398	Facilities Property Worker	65,430
			200399	Facilities Property Worker Foreman	77,205
				(Craft) Instructor ⁴	
				Rehab (craft) ⁵	
<u>United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the U.S. and Canada</u>			<u>Footnotes</u>		
005960	Lead Burner	98,420	1a. Limited to those holding Level IV position before 3/3/2011		
006208	Maint Mechanic/Steamfitter	98,220	1b. Limited to those holding Level V position before 3/3/2011		
006209	Maint Mechanic/Steamfitter Foreman	115,900	2. Restricted to Nuclear Power		
007080	Plumber	98,220	3. Restricted to Bull Run Steam Plant		
007070	Plumber Foreman	115,900	4. Rate is 18% above journeyman		
007770	Steamfitter	98,220	5. 90% of craft rate		
200052	Steamfitter - Coal Plant	98,220	Shift Differential for Schedules B, C and D:		
007748	Steamfitter (Fire Protection) Level I ²	98,220	Evening: 85 cents per hour		
007749	Steamfitter (Fire Protection) Level II ²	103,130	Night: \$1.03 per hour		
007750	Steamfitter Foreman	115,900	Meal Allowance: \$17.95		
007755	Steamfitter Head Foreman	127,490	Travel Subsistence: \$112.70		
007785	Steamfitter Sketchman	115,900	(For those employees engaged in transmission system work)		
007800	Steamfitter Welder	98,220			
007760	Steamfitter Welder Foreman	115,900			
200403	Regional Steamfitter	98,220			

TVA SCHEDULE OF TRADES AND LABOR CLASSES AND RATES OF PAY

SCHEDULE C. REGULAR OPERATING WORK - CHEMICAL PLANT

NEGOTIATED EFFECTIVE JANUARY 1, 2024

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

<u>Job Code</u>	<u>Classification</u>	<u>Annual Rate</u>
005912	Laborer	60,500
	<u>Operator Trainees</u>	
004897	Chemical Plant Operator Trainee I-A	55,395
004896	Chemical Plant Operator Trainee I-B	64,630
004895	Chemical Plant Operator Trainee II	73,860
004894	Chemical Plant Operator Trainee III	83,095
	<u>Operators</u>	
004001	Chemical Demilitarixation Operator	73,860
007265	Prototype Process Operator	92,325
	<u>Foremen</u>	
004116	Chemical Demilitarixation Foreman	82,725
007260	Prototype Process Foreman	108,945

TVA SCHEDULE OF TRADES AND LABOR CLASSES AND RATES OF PAY
SCHEDULE D. REGULAR OPERATING WORK - POWER - NUCLEAR POWER
 NEGOTIATED EFFECTIVE JANUARY 1, 2024
 Annual rates are converted to hourly rates by dividing the annual rate by 2080 (52 weeks times 40 hours)

Job Code	Classification	Annual Rate	Job Code	Classification	Annual Rate
<u>Fossil/Nuclear Operations</u>			<u>Hydro/System Operations</u>		
004160	Assistant Unit Operator (AUO)	98,220	005930	Laborer	60,500
004164	AUO - Refuel Floor Assistant	107,680	005630	Gate Operator	78,575
004163	AUO - Scrubber Operator	102,245	005770	Hydro Plant Helper	78,575
004940	Coal Tower Foreman	93,855	008074	Student Instructor - Electrical	141,400
005000	Conveyor Car Dumper Operator	75,795	008090	Substation Operator	98,220
005912	Laborer	60,500	<u>Student Generating Plant Operators (Fossil/Hydro)</u>		
005900	Laborer Foreman	70,180	008040	Student Gen Plant Op 1st Period	76,610
004161	Nuclear Assistant Unit Operator	107,680	008050	Student Gen Plant Op 2nd Period	82,505
008431	Nuclear Unit Operator	136,215	008060	Student Gen Plant Op 3rd Period	89,380
008428	Nuclear Unit Operator Trainee	118,450	008070	Student Gen Plant Op 4th Period	98,220
007335	Refuel Floor Assistant ¹	127,060	008072	Student Gen Plant Op 4th Period (H)	98,220
007530	Senior Switchboard Operator	108,040	<u>Student Generating Plant Operators (Nuclear)</u>		
008076	Student Instructor - Nuclear	141,400	004177	Student Gen Plant Op - Nuclear 1st Period	80,760
008077	Student Instructor - Nuclear RL ²	148,900	004178	Student Gen Plant Op - Nuclear 2nd Period	87,220
008075	Student Instructor - Steam	141,400	004179	Student Gen Plant Op - Nuclear 3rd Period	93,680
008430	Unit Operator	108,040	004180	Student Gen Plant Op - Nuclear 4th Period	100,140
008442	Unit Operator - Radwaste	118,450			
200185	Emergency Services Op I ¹	98,220			
200186	Emergency Services Op II ¹	105,095			
200187	Emergency Services Op Sr ¹	124,010			
200382	AUO Probationary	105,095			

Footnotes

1. Restricted to Nuclear Power 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 JANUARY 1, 2024
Annual rates are converted to hourly rates by dividing the annual rate by 2080 (52 weeks times 40 hours)

<u>Job Code Classification</u>	<u>Annual Rate</u>
006272 Material Handler	78,005
006273 Material Handler Foreman	92,035
006271 Material Handler Trainee	67,860
006551 Nuclear Material Handler I	82,085
006552 Nuclear Material Handler II	90,470
006553 Nuclear Material Handler Foreman	106,760
006867 Property Maintenance Foreman - T	65,430
006866 Property Maintenance Worker - T	62,315
004117 General Maintenance Worker - T	68,545
004118 General Maintenance Worker Foreman - T	80,885
008301 Truck Driver	73,370
008321 Truck Driver Foreman	86,590

Shift Differential

Evening: 85 cents per hour

Night: \$1.03 per hour

Meal Allowance: \$17.95