



**ENGINEERING  
ASSOCIATION**  
IFPTE LOCAL 1937

March 25, 2020

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Honorable James "Skip" Thompson, Chair  
Board of Directors - Tennessee Valley Authority (TVA)  
400 West Summit Hill Drive WT7  
Knoxville, TN 37902

Dear Chairman Thompson:

The international union, International Federation of Professional and Technical Engineers (IFPTE) and our local Engineering Association (EA) sent the TVA Board a letter on February 24, 2020. We haven't heard back from you. I am asking you to look at what I have to say here and respond.

TVA IT has determined they will outsource 108 jobs (96 in the EA) in late April. We lost 12 management jobs in IT last November 2019. This is a total of 120 jobs. TVA has announced a second Contract Decision Model (CDM) to be performed with the EA looking at 100-150 more of our jobs. We started on the new model this past Thursday, March 19<sup>th</sup>.

The process we use at TVA to determine whether to contract jobs out or keep the work in house is the CDM. I can tell you that in the many years I have served as a leader for TVA's engineers, scientists, IT and technicians, I have been intimately involved in several CDMs. This time, the decision to contract the work was made by TVA IT Management before we ever began our joint process under the CDM. TVA signed a contract with Capgemini, a French-based company with 100,000+ workers in India for \$15 million dollars over 3 years. They signed the Capgemini contract in the middle of our joint process meant to decide whether or not to contract. TVA never gave us the opportunity to bid for our own jobs. Now, we are beginning the second CDM process with another 100-150 jobs at stake. Once again, TVA is not following its own process to make these decisions.

Despite the failure of the CDM process, I must say there are more issues here that are perhaps more important than TVA's failure to follow the rules. These are important to the future of TVA as a government agency.

I cannot be silent. Let's consider 4 more things.

- 1) The contracting of work outside the Tennessee Valley with people outside the valley and especially outside the country is contrary to TVA's mission to bring and keep work in the region. Contracting of this work should not occur when we can do the work with our people.
- 2) This does not save TVA any money. It will cost more money to outsource the work.
- 3) Giving the work over to non-American citizens is dangerous. The security of our plants and facilities as well as our electrical grid, are at risk. We will be allowing this essential work to be performed by who knows who? These foreign workers will build our software and have access to top security data and

vital infrastructure. Our current IT assures that business continuity is upheld and critical assets are protected. Do we really want to give that away?

4) In light of the COVID-19 situation, we, as a nation, are facing an economic tsunami. As the leaders of the free world scramble to diminish the effects of the crisis to our markets and to the working men and women of America, if we give our people an Involuntary Reduction in Force (IRIF), we are only contributing to the wave of economic distress in our own cities and homeland. For our region, we are talking about a loss in the first phase equal to \$47.2 million over the next 5 years and another \$40.4 million for the second phase CDM, underway right now. All in all, this is a total of almost \$88 million in economic impact. These are real numbers represented by actual salary data – not a swag.

During this coronavirus outbreak, we, as a nation also found ourselves at a horrible disadvantage in the fight for our health and indeed, our lives. Why? Because we relied on other countries to provide our industrial needs (in this case: mask, gowns, ventilators, etc.). Let's not make the same mistake here.

Jeremy Fisher, TVA Chief Information Officer, sent his IT organization the nicest note last Friday saying their work to keep TVA on top of things during this past 10 days has been "nothing short of stellar." During this COVID-19 crisis, our IT workers have maintained greater than a 99.8 percent application availability, according to Fisher. He also says the IT worker's performance "proves the true value that IT provides." "Great work," he says! He left only one thing from his accolades. Maybe he should have instead said, Great work – Keep doing what you are doing until we fire you in a few weeks.

Our IT employees are not just middle of the road employees. We have many of the best IT professionals in the U.S – the world even. They face all the difficulties TVA faces right alongside the company. We call them to support but they are more than just support. They lead our utility into greatness through the daily application of everything we do at TVA, at every turn. It is a fact we could not have made it through this COVID-19 crisis without our in house IT.

During the tornado that hit middle Tennessee in early March, IT set up (as they always do) a WAR room type response to make sure we could bring TVA back from this tragic event as fast as possible and with excellence. You will never get that from France, or India, or Canada or Ireland – these are the places TVA is choosing to send our work.

I say this respectfully. It is un-American to send these jobs outside the Tennessee Valley region, to send them to France or India is far worse. We have to stop this crazy decision and keep the work in the USA and in our TN Valley.

Please don't be the TVA Board who sent our work in the direction of outsourcing vital functions to who knows where.

Respectfully,



Gay Henson  
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