

Tennessee Valley Authority, 400 West Summit Hill Drive, Knoxville, Tennessee 37902-1401

Peyton T. Hairston, Jr.  
Senior Vice President  
Labor Relations

LOCAL 1749 IBEW

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July 30, 2002

Mr. Carl Lansden, Administrator  
Trades and Labor Council for  
Annual Employees of the  
Tennessee Valley Authority  
Suite 500 Franklin Building  
5726 Marlin Road  
Chattanooga, Tennessee 37411

Dear Mr. Lansden:

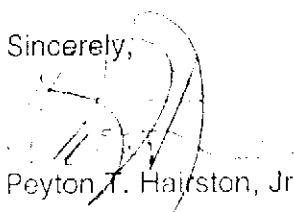
TVA has for many years responded to employees with medical constraints by ensuring that they are assigned work that they can safely and efficiently perform. TVA's past informal application of its policy in responding to employees with medical constraints left room for inconsistencies. One of the ways TVA is now ensuring consistent application of this policy is through a process designed to assess severity of employee health condition, determine appropriate job assignment and monitor medical constraints.

Under the process for responding to employees with medical constraints, managers will review the health concerns in light of the minimum qualifications and essential functions that are part of the employee's job description. Management will also consider whether or not the medical constraint is service-related and whether or not it constitutes a disability. Based on all these circumstances, TVA will determine the appropriate response including making reasonable accommodations, workplace adjustments holding the employee off duty, or other actions as appropriate.

In addition to consistently ensuring the safety of all employees, this process for responding to employees with medical constraints will ensure that TVA considers employee rights under the collective bargaining agreement and all applicable legal and financial obligations in a timely manner.

Please feel free to contact me if you have any questions about this matter.

Sincerely,

  
Peyton T. Hairston, Jr.

cc: See Page 2

Mr. Carl Lansden  
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Sub C I Ank  
COPY

cc: Mr. Charles F. Ashley  
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