

December 6, 2023

Carolyn Wilson, President
Engineering Association
445 S. Gay Street, Suite 301
Knoxville, TN 37902

Dear President Wilson:

I learned Tuesday morning that my union, the Engineering Association, IFPTE Local 1937, **completely prevailed** in my grievance asking that my job at TVA be restored and that I be awarded back pay and pension credits from the time that I was unjustly terminated nearly five years ago. This, of course, could not have been possible without your full and unwavering support. For that I want to express my deepest appreciation.

I also want to thank EA Labor Relations Specialist Renae McKenzie for leading the arbitration on my behalf, and additionally thank our former president and current IFPTE International Secretary-Treasurer, Gay Henson, who had begun this case while at the EA and continued to assist on this in her role as an IFPTE executive officer. In addition, I want to express my gratitude to IFPTE International Representative David LaFemina as well as IFPTE General Counsel Teresa Ellis for the countless hours and critically important strategic advice they provided throughout this arbitration.

If I told you that this has not taken a toll on my family and me, both personally and professionally, I'd be lying. I have been waiting now for five years for this day to come. I, and my union, knew that TVA fired me without cause, and did so without providing me any due process. If not for my union, at both the Local and International levels, I would have been left out in the cold by TVA's misguided actions. My case is a shining example of the importance of strong labor unions at TVA, and all throughout the United States. All of us as workers need the protections that come with a union card, and that is exactly what I got from my Union.

At the conclusion of my case, and over the last several weeks when the arbitrator was considering the case, I informed the EA and the IFPTE that no matter the outcome, I was confident that my Union put on the strongest and most convincing case that was possible. As it turned out, the arbitrator clearly agreed.

I respectfully ask that you share this letter with the entire EA membership so they are well aware that the EA has their backs. I believe it would also be a worthy article for the E.A. website for all to see what we stand for. I also want you to know that I will continue to serve my Union moving forward as a proud EA/IFPTE member.

In Solidarity,
Tim Hubbard