

LRS-68

**Memorandum of Understanding
between
Tennessee Valley Authority
and the
Tennessee Valley Trades and Labor Council
regarding
Helmets to Hardhats Program**

The Tennessee Valley Authority (TVA) and the Tennessee Valley Trades and Labor Council (Council) support the Helmets to Hardhats program of the Center for Military Recruitment, Assessment, and Veterans Employment (Center). Recognizing that the Helmets to Hardhats program facilitates transitioning active-duty military members, veterans, and members of the National Guard and Reserves into careers in the building and construction industry such as those offered at TVA and on TVA projects, and in keeping with the parties' commitment to help those who have served our country find quality careers, TVA and the Council agree to support the Center's activities.

Effective the first contractor payroll period after January 1, 2012, each contractor and subcontractor performing work under the Project Maintenance and Modification Agreement (PMMA) or the Construction Project Agreement (CPA) shall contribute to the Center two cents (\$0.02) per hour for each hour worked by each individual employee under these agreements (see Wage Exhibit B). This contribution amount reflects a one cent (\$0.01) per hour contribution from the contractors and covered subcontractors and a one cent (\$0.01) per hour contribution from the negotiated wage rates (see Wage Exhibit A, C, and S-1).

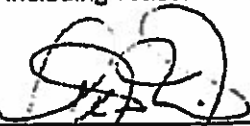
The parties reserve the right to reexamine these contributions after one year to determine whether to continue or discontinue contributions.

If it is agreed to continue these contributions, the parties agree to incorporate the following language into the PMMA and CPA agreements:

HELMETS TO HARDHATS

Section 1. Each contractor and covered subcontractor performing work under the agreement shall contribute to the Center the amount of two cents (\$0.02) per hour for each hour worked by each individual employee covered by this agreement. Payment shall be forwarded to the Center monthly in a form and manner as established by the Center's trustees.

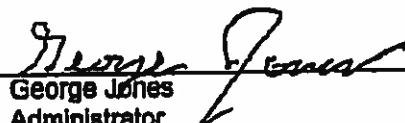
Section 2. Contractors and covered subcontractors who fail to pay contributions, or other payments owed to the Center within 30 days of the date when such contributions or other payments are due shall be liable to the Center for all costs of collection, including reasonable attorney's fees and court costs.



Peyton A. Hairston, Jr.
Senior Vice President
Diversity and Labor Relations
Tennessee Valley Authority

11/29/11

Date



George Jones
Administrator
Tennessee Valley Trades and
Labor Council

11-29-11

Date

**THE CENTER FOR MILITARY RECRUITMENT, ASSESSMENT
AND VETERANS EMPLOYMENT
HELMETS TO HARDHATS® PROGRAM**



CONTRIBUTION FORM



For all Contractors and Subcontractors Participating under the
TVA- Construction Project Agreement
and Project Maintenance Modification Agreement

CONTRACTOR INFORMATION

Date: _____ Person Completing This Form: _____
(Name, Title)

(Phone) (E-Mail)

Contractor's Name: _____
(Name)

General or Sub: If Sub, who is General _____

PROJECT INFORMATION

Project Name: _____

City, State: _____

CONTRIBUTION INFORMATION

The hours provided below are for the
month/year of _____, _____.

NOTE:

- The contribution rate for all contractors is \$0.02/hour worked.

CRAFT:	HOURS WORKED:	CRAFT:	HOURS WORKED:
Asbestos Workers		Laborers	
Boilermakers		Millwrights	
Bricklayers		Operating Engineers	
Carpenters		Painters	
Cement Masons		United Association	
Electricians		Roofers	
Elevator Constructors		Sheet Metal Workers	
Glaziers		Teamsters	
Iron Workers		Other	

MAKE CHECK PAYABLE TO:

The Center for Military Recruitment,
Assessment and Veterans Employment
Labor Management Cooperation Committee
Trust (CMRAVE)
EIN: 43-1972568

DISTRIBUTION:

Mail one (1) copy of this form along with a
check for your contribution to:
Center for Military Recruitment,
Assessment and Veterans Employment
Helmets to Hardhats Program
c/o North America's Building Trades Unions
815 16th Street, NW, Suite 600
Washington, DC 20006-4104

Total Hours = _____ x \$0.02/ hr = _____ Total contribution enclosed