



## Les Bays – Biography

Born a “preacher’s kid” in 1957 in Kingsport, TN and raised in East Tennessee. I graduated from Church Hill High School, and Tennessee Tech University.

September 1979, I was 21 when I began my Tennessee Valley Authority (TVA) career as an Electrical Engineer, hired by the Fossil and Hydro Electrical Equipment group in Chattanooga, I was sent to John Sevier Fossil Plant on day one to get my feet wet. I knew nothing!

In 1986, I became an Assistant Maintenance Supervisor at John Sevier. 2 ½ years later, I accepted the Electrical Superintendent position. 11 years later, I was sick of management, decided to get back to my roots and was able to finish my career by filling a Systems Engineer vacancy at John Sevier after a reorganization to the “Production Unit” concept.

Back in the Bargaining Unit, I became an Engineering Association union rep, Sub-Section President, then Section President, then Valley-wide Treasurer over the next 11 years. Formed by some engineers in Knoxville in 1937 to collectively bargain solely with TVA, the union is now Local 1937 of the International Federation of Professional and Technical Engineers (AFL-CIO).

It was my privilege to be elected by TVA employees to be a Director of the TVA Retirement System (TVARS) Board in 2008. It was tough times during the global financial crisis. After a few months, I was selected by the TVARS Board to be Vice Chair for nearly one year, and then Chairman, serving in that role for about 4 ½ years.

With the shutdown of John Sevier, TVA’s most reliable coal burning power plant, I retired from TVA in February 2013. A TVARS rule allowed me to serve out the last 9 months of my final term on the TVARS Board, ironically ending on Halloween 2013.

From 2013-2015, I worked as a contractor on Switchyard and Control Building modifications at John Sevier. From 2015 until the present, I have been assisting with the deconstruction of the John Sevier plant.

A little over a year ago, I was elected Upper East Tennessee Chapter President of the TVA Retirees Association.

I am married with two teenage sons. We live in Kingsport, TN.