

2017 FPL & IBEW SC U-4

CONTRACT

NEGOTIATIONS

PROPOSAL PACKAGE

SEPTEMBER 29, 2017

BENEFITS

SECTION

Proposed General Wage Increase

All Exhibit "A" Supplement Classifications

The Company proposes a three (3) year contract effective November 1, 2017 through October 31, 2020.

A general base wage increase is offered over the term of the contract as follows:

	Effective Date	BWI
YEAR 1	October 28, 2017*	3.0%
YEAR 2	October 27, 2018	3.0%
YEAR 3	October 26, 2019	3.0%

Base wage increases are based upon wage rates in effect as of October 31, 2017.

The parties agree to meet within twelve (12) months following ratification of the Memorandum of Agreement (MOA) to discuss changing the expiration date of the MOA from October 31, 2020 to January 31, 2021.

*Provided the employer receives notice of first time acceptance and ratification of this offer before October 31, 2017, each full-time regular bargaining unit employee who is on the active payroll of the employer shall receive the base wage adjustment for Year 1 of the Agreement effective September 1, 2017 and a \$500 ratification bonus.

EXHIBIT "A"
HOURLY WAGE SCHEDULES - NUCLEAR DIVISION

Classification	Effective 10/29/2016		Effective 10/28/2017 3.00%		Effective 10/27/2018 3.00%		Effective 10/26/2019 3.00%		Increase Every 6 Months / (#) increase every 12 Months
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	
PLANT OPERATION									
(1) NUCLEAR WATCH ENGINEER - Licensed (S)	53.51	53.51	55.11	55.11	56.77	56.77	58.47	58.47	N/A
(1) LICENSE OPER- SRCO (S)	49.80	51.37	51.34	52.91	52.93	54.50	54.56	56.13	(#)0.50
(1) LICENSE OPER- RCO (S)	49.80	51.37	51.34	52.91	52.93	54.50	54.56	56.13	(#)0.50
(1) NUCLEAR WATCH ENGINEER - Non Licensed (S)	47.62	47.62	49.05	49.05	50.52	50.52	52.03	52.03	N/A
(1) NON-LICENSE OP- (S)	38.31	44.15	39.63	45.47	41.00	46.84	42.40	48.24	0.20
SNPO Qualified	44.15		45.47		46.84		48.24		
NPO Qualified	41.23		42.55		43.92		45.32		
ANPO	38.31		39.63		41.00		42.40		
OPERATIONS HELPER (PTN)(S)	20.11	21.51	20.75	22.15	21.42	22.82	22.10	23.50	0.20
MECHANICAL MAINT & CONSTRUCTION									
GEN MAINT LDR	45.37	45.37	46.73	46.73	48.13	48.13	49.58	49.58	N/A
MACHINIST-N	41.29	42.09	42.55	43.35	43.85	44.65	45.19	45.99	0.20
MECHANIC-N	39.86	40.66	41.08	41.88	42.33	43.13	43.63	44.43	0.20
APPR MECHANIC-N	31.53	32.58	32.51	33.56	33.52	34.57	34.55	35.60	0.25
ELECTRICAL MAINT & CONSTRUCTION									
GEN MAINT LDR	45.37	45.37	46.73	46.73	48.13	48.13	49.58	49.58	N/A
ELECT PLANT - N	39.86	40.66	41.08	41.88	42.33	43.13	43.63	44.43	0.20
APPR ELECT -N	31.53	32.58	32.51	33.56	33.52	34.57	34.55	35.60	0.25
INSTRUMENT & CONTROL									
I&C SPEC DGT - N	44.15	44.15	45.47	45.47	46.84	46.84	48.24	48.24	N/A
I&C SPEC - N	41.15	41.95	42.41	43.21	43.71	44.51	45.04	45.84	0.20
APPR I&C SPEC - N	32.81	33.86	33.82	34.87	34.87	35.92	35.95	37.00	0.25
ITINERANT									
I&C SPEC - N	41.15	41.95	42.41	43.21	43.71	44.51	45.04	45.84	0.20
MECHANI - N	39.86	40.66	41.08	41.88	42.33	43.13	43.63	44.43	0.20
ELECT PLANT - N	39.86	40.66	41.08	41.88	42.33	43.13	43.63	44.43	0.20
RAD PROT TECH *	39.86	40.66	41.08	41.88	42.33	43.13	43.63	44.43	0.20
APPR I&C SPEC - N	32.81	33.86	33.82	34.87	34.87	35.92	35.95	37.00	0.25
APPR MECHANIC - N	31.53	32.58	32.51	33.56	33.52	34.57	34.55	35.60	0.25
APPR ELECT - N	31.53	32.58	32.51	33.56	33.52	34.57	34.55	35.60	0.25
GENERAL									
CREW LEADER - N	41.29	42.09	42.55	43.35	43.85	44.65	45.19	45.99	0.20
RAD PROT TECH *	39.86	40.66	41.08	41.88	42.33	43.13	43.63	44.43	0.20
JR RAD PROT TECH *	31.53	32.58	32.51	33.56	33.52	34.57	34.55	35.60	0.15

OPER "A" CLERK STENO - N	28.01	32.21	28.98	33.18	29.97	34.17	31.00	35.20	0.50
OPER "A" CLERK - N	28.01	32.21	28.98	33.18	29.97	34.17	31.00	35.20	0.50
UTILITYWORKER - N	23.75	30.81	24.68	31.74	25.63	32.69	26.61	33.67	0.30
TRUCK DRIVER HELPER	21.40	22.00	22.06	22.66	22.74	23.34	23.44	24.04	0.15
HELPER	20.11	21.51	20.75	22.15	21.42	22.82	22.10	23.50	0.20

* May be required to work as a shift worker

EXHIBIT "A"

HOURLY WAGE SCHEDULES - POWER SYSTEMS DIVISION - DISTRIBUTION

Classification	Effective 10/29/2016		Effective 10/28/2017 3.00%		Effective 10/27/2018 3.00%		Effective 10/26/2019 3.00%		Increase Every 6 Months / (#) increase every 12 Months
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	
OVERHEAD LINES									
CHIEF LINE LEADER*	43.21	43.21	44.51	44.51	45.84	45.84	47.22	47.22	N/A
CHIEF LINE SPEC*	43.21	43.21	44.51	44.51	45.84	45.84	47.22	47.22	N/A
SR LINE SPEC (1)*	42.64	42.64	43.92	43.92	45.24	45.24	46.60	46.60	N/A
CREW LEADER*	40.40	40.40	41.62	41.62	42.87	42.87	44.15	44.15	N/A
LINE SPEC*	40.56	40.56	41.77	41.77	43.03	43.03	44.32	44.32	N/A
CONSTR SPEC * **	38.59	39.39	39.77	40.57	40.99	41.79	42.24	43.04	0.20
LINE SPEC - HOT STICK*	36.80	36.80	37.91	37.91	39.05	39.05	40.22	40.22	N/A
APPR LINE SPEC*	30.68	31.73	31.63	32.68	32.61	33.66	33.62	34.67	0.25
UNDERGROUND ELECTRICAL									
URD SPECIALIST*	41.70	41.70	42.95	42.95	44.24	44.24	45.57	45.57	N/A
CABLE SPLICER*	40.97	40.97	42.20	42.20	43.47	43.47	44.77	44.77	N/A
NETWORK MAINT ELECT*	40.64	40.64	41.86	41.86	43.12	43.12	44.41	44.41	N/A
UG PROD TECH*	36.15	36.15	37.23	37.23	38.35	38.35	39.50	39.50	N/A
APPR CABLE SPLICER*	31.97	33.02	32.96	34.01	33.98	35.03	35.03	36.08	0.25
EXCAVATOR **	20.15	22.15	20.81	22.81	21.50	23.50	22.20	24.20	0.25
INSTALLER **	15.20	15.70	15.67	16.17	16.16	16.66	16.66	17.16	0.15
MECHANICAL									
LEAD CONSTR SPEC*	43.21	43.21	44.51	44.51	45.84	45.84	47.22	47.22	N/A
CONSTR SPEC * **	38.59	39.39	39.77	40.57	40.99	41.79	42.24	43.04	0.20
REPAIR TECH A	39.39	39.39	40.57	40.57	41.79	41.79	43.04	43.04	N/A
REPAIR TECH B (2)	30.68	31.73	31.63	32.68	32.61	33.66	33.62	34.67	0.15
METER									
CHIEF METER ELECT	43.21	43.21	44.51	44.51	45.84	45.84	47.22	47.22	N/A
LABORATORY METER ELECT	43.21	43.21	44.51	44.51	45.84	45.84	47.22	47.22	N/A
ELECTRONIC TECH - FIELD	43.21	43.21	44.51	44.51	45.84	45.84	47.22	47.22	N/A
ELECTRONIC TECH - MTC	43.21	43.21	44.51	44.51	45.84	45.84	47.22	47.22	N/A
METER ELECT A	39.39	39.39	40.57	40.57	41.79	41.79	43.04	43.04	N/A
METER ELECT B	30.68	31.73	31.63	32.68	32.61	33.66	33.62	34.67	0.15
APPR METER ELECT	30.68	31.73	31.63	32.68	32.61	33.66	33.62	34.67	0.25
METER TESTER	30.73	32.99	31.71	33.97	32.73	34.99	33.78	36.04	0.33
METER INSTALLER	23.44	24.04	24.16	24.76	24.90	25.50	25.67	26.27	0.15
SERVICE & CLERICAL (NON-SHOW UP)									
DISPATCHER - BES (S)	47.92	47.92	49.36	49.36	50.84	50.84	52.37	52.37	N/A
DSBN DISPATCHER*	46.30	46.30	47.69	47.69	49.12	49.12	50.59	50.59	N/A
(6) DISPATCHER CLERK*	30.92	31.52	31.87	32.47	32.84	33.44	33.85	34.45	0.25
(6) OPERATION CLERK A STENO*	27.14	31.34	28.08	32.28	29.05	33.25	30.04	34.24	0.50
(6) OPERATION CLERK A*	27.14	31.34	28.08	32.28	29.05	33.25	30.04	34.24	0.50

SERVICE & CLERICAL

RESTORATION SPEC*	40.97	40.97	42.20	42.20	43.47	43.47	44.77	44.77	N/A
DISTRIBUTION INSPECTOR*	39.05	39.97	40.25	41.17	41.48	42.40	42.75	43.67	0.20
SERVICE SPEC A	40.22	40.22	41.43	41.43	42.67	42.67	43.95	43.95	N/A
SERVICE SPEC B	29.96	31.01	30.89	31.94	31.85	32.90	32.84	33.89	0.15
EQUIPMENT OPER*	30.91	31.71	31.86	32.66	32.84	33.64	33.85	34.65	0.20

GENERAL

EQUIPMENT OPER*	30.91	31.71	31.86	32.66	32.84	33.64	33.85	34.65	0.20
GROUND WORKER*	28.89	29.94	29.79	30.84	30.71	31.76	31.67	32.72	0.50
TRUCK ATTENDANT*	28.38	28.38	29.23	29.23	30.11	30.11	31.01	31.01	N/A
TRUCK DRIVER HELPER (4)*	21.40	22.00	22.06	22.66	22.74	23.34	23.44	24.04	0.15
TRAINEE A	21.90	21.90	22.56	22.56	23.23	23.23	23.93	23.93	N/A
TRAINEE B	19.82	19.82	20.41	20.41	21.02	21.02	21.65	21.65	N/A
HELPER*	20.11	21.51	20.75	22.15	21.42	22.82	22.10	23.50	0.20

TRANSFORMER SHOP & TOOL ROOM

EQUIPMENT REPAIR LEAD	43.21	43.21	44.51	44.51	45.84	45.84	47.22	47.22	N/A
ELECTRONIC TECH	43.21	43.21	44.51	44.51	45.84	45.84	47.22	47.22	N/A
CHIEF EQUIP REPAIR SPEC	43.21	43.21	44.51	44.51	45.84	45.84	47.22	47.22	N/A
REPAIR TECH A TOOLS	39.39	39.39	40.57	40.57	41.79	41.79	43.04	43.04	N/A
REPAIR TECH A	39.39	39.39	40.57	40.57	41.79	41.79	43.04	43.04	N/A
REPAIR TECH B	30.68	31.73	31.63	32.68	32.61	33.66	33.62	34.67	0.15
APPR REPAIR TECH A TOOLS	30.68	31.73	31.63	32.68	32.61	33.66	33.62	34.67	0.25
APPR REPAIR TECH (xfmr shop)	30.68	31.73	31.63	32.68	32.61	33.66	33.62	34.67	0.25

COMMUNICATION, CONTROLS AND PROTECTIVE EQUIPMENT

COMM & BATTERY SPEC	43.21	43.21	44.51	44.51	45.84	45.84	47.22	47.22	N/A
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* Subject to Callout Fill Rate

** Non-Climbing Classification

EXHIBIT "A"
HOURLY WAGE SCHEDULES - POWER SYSTEMS DIVISION - DELIVERY

Classification	Effective 11/1/2013		Effective 10/28/2017 3.00%		Effective 10/27/2018 3.00%		Effective 10/26/2019 3.00%		Increase Every 6 Months / (#) increase every 12 Months
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	
OVERHEAD LINES									
CHIEF LINE SPEC	43.21	43.21	44.51	44.51	45.84	45.84	47.22	47.22	N/A
CHIEF LINE LEADER	43.21	43.21	44.51	44.51	45.84	45.84	47.22	47.22	N/A
SR LINE SPEC	42.64	42.64	43.92	43.92	45.24	45.24	46.60	46.60	N/A
LINE SPEC - HIGH VOLTAGE	40.56	40.56	41.77	41.77	43.03	43.03	44.32	44.32	N/A
SUBSTATION									
CHIEF SUBSTATION ELECT(2)	43.21	43.21	44.51	44.51	45.84	45.84	47.22	47.22	N/A
SR SUBST ELECT (1)	42.64	42.64	43.92	43.92	45.24	45.24	46.60	46.60	N/A
LEAD ELECT (4)	41.52	41.52	42.76	42.76	44.05	44.05	45.37	45.37	N/A
ELECT SUBST (4)	40.56	40.56	41.77	41.77	43.03	43.03	44.32	44.32	N/A
APPR ELECT SUBST	30.68	31.73	31.63	32.68	32.61	33.66	33.62	34.67	0.25
SERVICE & CLERICAL (NON-SHOW UP)									
DISPATCHER - BES (S)	47.92	47.92	49.36	49.36	50.84	50.84	52.37	52.37	N/A
(6) DISPATCHER CLERK	30.92	31.52	31.87	32.47	32.84	33.44	33.85	34.45	0.25
(6) OPERATION CLERK A STENO	27.14	31.34	28.08	32.28	29.05	33.25	30.04	34.24	0.50
(6)OPERATION CLERK A	27.14	31.34	28.08	32.28	29.05	33.25	30.04	34.24	0.50
SERVICE & CLERICAL (SHOW UP)									
PATROL PERSON **	39.39	39.39	40.57	40.57	41.79	41.79	43.04	43.04	N/A
EQUIPT OPER	30.91	31.71	31.86	32.66	32.84	33.64	33.85	34.65	0.20
UTILITY WORKER	25.44	29.94	26.34	30.84	27.26	31.76	28.22	32.72	(NOTE 3)
TRUCK ATTENDANT	28.38	28.38	29.23	29.23	30.11	30.11	31.01	31.01	N/A
TRUCK DRIVER HELPER	21.40	22.00	22.06	22.66	22.74	23.34	23.44	24.04	0.15
HELPER	20.11	21.51	20.75	22.15	21.42	22.82	22.10	23.50	0.20

** NON CLIMBING CLASSIFICATION

EXHIBIT "A"
HOURLY WAGE SCHEDULES - POWER GENERATION DIVISION

Classification	Effective 10/29/2016		Effective 10/28/2017 3.00%		Effective 10/27/2018 3.00%		Effective 10/26/2019 3.00%		Increase Every 6 Months / (#) increase every 12 Months
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	
PLANT OPERATIONS									
DISPATCHER - BES (S)	47.92	47.92	49.36	49.36	50.84	50.84	52.37	52.37	N/A
PROD LDR (S)	45.61	45.61	46.98	46.98	48.39	48.39	49.84	49.84	N/A
SHIFT TECH (S)	43.21	43.21	44.51	44.51	45.84	45.84	47.22	47.22	N/A
PROD SPEC (S)	40.06	41.36	41.31	42.61	42.58	43.88	43.90	45.20	0.20
PROD TECH - E (S)	36.99	39.99	38.19	41.19	39.43	42.43	40.70	43.70	0.40
PROD TECH - I (S)	36.99	39.99	38.19	41.19	39.43	42.43	40.70	43.70	0.40
PROD TECH - M (S)	36.99	39.99	38.19	41.19	39.43	42.43	40.70	43.70	0.40
PROD TECH - O (S)	36.99	39.99	38.19	41.19	39.43	42.43	40.70	43.70	0.40
MECHANICAL MAINT & CONSTRUCTION									
MAINT LDR	43.44	43.44	44.74	44.74	46.08	46.08	47.47	47.47	N/A
MACHINIST	40.02	40.82	41.24	42.04	42.51	43.31	43.80	44.60	0.20
MECHANIC	38.48	39.39	39.66	40.57	40.88	41.79	42.13	43.04	0.20
MAINT TECH - MECH	36.51	39.39	37.69	40.57	38.91	41.79	40.16	43.04	0.40
APPR MECH	30.68	31.73	31.63	32.68	32.61	33.66	33.62	34.67	0.25
ELECTRICAL MAINT & CONSTRUCTION									
MAINT LDR	43.44	43.44	44.74	44.74	46.08	46.08	47.47	47.47	N/A
MAINT TECH - ELECT	36.51	39.39	37.69	40.57	38.91	41.79	40.16	43.04	0.40
ELECTRICIAN	38.48	39.39	39.66	40.57	40.88	41.79	42.13	43.04	0.20
APPR ELECT PLANT	30.67	31.64	31.62	32.59	32.60	33.57	33.61	34.58	0.25
INSTRUMENT AND CONTROL									
I&C SPEC -DGT (1)	43.21	43.21	44.51	44.51	45.84	45.84	47.22	47.22	N/A
I&C SPEC (1)	39.84	40.64	41.06	41.86	42.32	43.12	43.61	44.41	0.20
MAINT TECH - I (1)	36.51	39.39	37.69	40.57	38.91	41.79	40.16	43.04	0.40
APPR I&C SPEC (1)	31.95	33.00	32.94	33.99	33.96	35.01	35.01	36.06	0.25
ITINERANTS									
MAINT LDR - IT	43.70	43.70	45.01	45.01	46.36	46.36	47.75	47.75	N/A
MACHINIST	40.02	40.82	41.24	42.04	42.51	43.31	43.80	44.60	0.20
I&C SPEC (1)	39.84	40.64	41.06	41.86	42.32	43.12	43.61	44.41	0.20
MAINT TECH - MECH	36.51	39.39	37.69	40.57	38.91	41.79	40.16	43.04	0.40
MAINT TECH - ELECT	36.51	39.39	37.69	40.57	38.91	41.79	40.16	43.04	0.40
MAINT TECH - I (1)	36.51	39.39	37.69	40.57	38.91	41.79	40.16	43.04	0.40
ELECTRICIAN	38.48	39.39	39.66	40.57	40.88	41.79	42.13	43.04	0.20
MECHANIC	38.48	39.39	39.66	40.57	40.88	41.79	42.13	43.04	0.20
APPR I&C SPEC (1)	31.95	33.00	32.94	33.99	33.96	35.01	35.01	36.06	0.25
APPR MECH	30.68	31.73	31.63	32.68	32.61	33.66	33.62	34.67	0.25
APPR ELECT PLANT	30.68	31.73	31.63	32.68	32.61	33.66	33.62	34.67	0.25
UTILITYWORKER	19.93	22.84	20.61	23.52	21.32	24.23	22.05	24.96	0.25

CLASS "A" PLANTS

PROD LDR "A" (SHIFT)	44.64	44.64	45.98	45.98	47.36	47.36	48.78	48.78	N/A
GT OPET TECH - O (SHIFT)	40.03	40.63	41.25	41.85	42.51	43.11	43.80	44.40	0.15
GT OPET TECH - M (SHIFT)	40.03	40.63	41.25	41.85	42.51	43.11	43.80	44.40	0.15
GT OPET TECH - E (SHIFT)	40.03	40.63	41.25	41.85	42.51	43.11	43.80	44.40	0.15
GT OPET TECH - I (SHIFT)	40.03	40.63	41.25	41.85	42.51	43.11	43.80	44.40	0.15

GENERAL

CREW LEADER GEN	39.09	39.89	40.29	41.09	41.52	42.32	42.79	43.59	0.20
OPERATION CLERK A STENO	27.14	31.34	28.08	32.28	29.05	33.25	30.04	34.24	0.50
OPERATION CLERK A	27.14	31.34	28.08	32.28	29.05	33.25	30.04	34.24	0.50
MAINT WORKER	25.65	29.94	26.55	30.84	27.47	31.76	28.43	32.72	0.50
TRUCK DRIVER HELPER	21.40	22.00	22.06	22.66	22.74	23.34	23.44	24.04	0.15
UTILITYWORKER	19.93	22.84	20.61	23.52	21.32	24.23	22.05	24.96	0.25

RETIREMENT SAVINGS PLAN 401(k)

Employees are eligible to participate in the retirement savings plan on the first of the month following one full month of employment. Employees hired on or after 1/1/2018 will be automatically enrolled in the Retirement Savings Plan with a before-tax contribution rate of three percent (3%) of their base pay, within sixty (60) days from the date of hire, unless they have already enrolled.

RETIREMENT SAVINGS PLAN Roth

Employees can save up to 50% of base pay on a before-tax, after-tax basis or, effective 1/1/2018, Roth basis. Upon participation, employees are eligible to receive the Company match. Company match is provided on before-tax, after-tax or Roth contributions.

Removal of Benefits Coverage for Unmarried Same Gender Partner

Effective 1/1/2018 Same Gender Partner no longer meets the definition of eligibility under company sponsored benefit plans.

MASTER

SECTION

6. EMPLOYEE ILLNESS – DEATH IN FAMILY

- a) An employee who is absent due to a bona fide illness, except illness due to employee's use of alcohol, will be paid for such time off based on the employee's sick leave opening balance on January 1st of each year. In addition a Short Term Disability (STD) benefit will be established which will work with sick leave and may be used by qualifying employees in addition to the opening balance when the STD criteria are met.

Effective 01/01/2006, the opening balance for all active employees will be up to a maximum of three hundred twenty (320) hours. Sick leave not used in a calendar year will be carried over to the next year up to a maximum of three hundred twenty (320) hours. Every January 1, the Company will deposit eighty (80) hours into the employee's sick leave balance, however the balance may not exceed the maximum amount of three hundred twenty (320) hours. ~~Effective 01/01/2012, all sick leave hours used during an approved FMLA event shall be re-deposited into the employees sick leave bank not to exceed the maximum three hundred twenty (320) hours.~~ For new hired employees, the opening balance in an employee's sick leave bank will be eighty (80) hours. This is the maximum amount of paid sick leave available in the year of hire.

In hardship cases where employees are within eighty (80) hours of depleting their sick leave bank and have a chronic approved FMLA condition, they may request to have the Employee Benefits Plan Administrative Committee (EBPAC) review their request for sick leave replenishment. If the request is approved by EBPAC, the approved FMLA hours will be re-deposited into their sick leave bank, not to exceed the maximum of three hundred twenty (320) hours. Sick leave replenishment is for non-occupational illnesses or injuries and is not intended to replace short or long-term disability benefits.

The Union shall, at its request, have the ability to terminate the Short Term Disability benefit on 10/31/2014 and revert to the sick leave provision included in the 2000 – 2004 Memorandum of Agreement.

If an employee is found by a physician to be capable of performing some work in a modified capacity during the period of recuperation, the seniority provision of this Agreement shall be disregarded and the employee shall be brought back to work if work is available. Under this paragraph, an employee may be assigned to work in a lower classification to do work which the employee is able to perform. The employee may be assigned to work in an equal classification to do work which the employee is able to perform under the terms of the Memorandum of Understanding on Sideways Relieving, dated February 21, 1957. The employee may be assigned to an extra job, at the employee's regular rate of pay, which may involve some work of a higher classification if the employee is not able or required to perform all of the work of such higher classification due to the lack of knowledge or physical limitations.

- b) See Ten (10) Hour Supplemental.

- c) It shall be the mutual obligation of the Supervisors and Union Job Stewards to cooperate with each other in order to prevent abuse of sick leave. Upon specific abuse the Company may require the employee to furnish to the Company a certificate from a competent physician before payment will be made for such illness. If the employee claims pay for illness without just cause, or accepts employment elsewhere during such illness, the employee shall be subject to disciplinary action.
- d) In case of death of an employee's natural, foster or step-parents, grandparents, grandchildren, brother, sister, wife, husband, natural, foster or step child, mother-in-law, or father-in-law, brother-in-law, sister-in-law, daughter-in-law and son-in-law, the employee shall be allowed four (4) days of leave within thirty (30) days of death unless mutually agreed to by the Supervisor and the employee without loss of regular pay.
- e) In case of serious illness of an employee's natural, foster or stepparents, grandparents, grandchildren, brother, sister, wife, husband, natural, foster or step-child, father-in-law, mother-in-law, brother-in-law, sister-in-law, daughter-in-law and son-in-law, the employee shall be allowed reasonable and necessary time up to three (3) days leave without loss in the employee's regular pay. "Serious Illness in Family" should be construed to mean gravely ill or severely injured. The Company would also include time to determine the seriousness on any occasion where with prudent judgment an employee may be under the impression a member of the family is gravely ill or severely injured.
- f) The Company will allow up to four (4) days of sick leave to be used when an employee adopts a child or an employee's spouse or same gender partner gives birth to a child.

Note (1) See Twelve (12) Hour Shift schedule in supplemental, Paragraph 35.

Note (2) See Ten (10) Hour Shift schedule in supplemental, Paragraph 35.

6. EMPLOYEE ILLNESS – DEATH IN FAMILY

- a) An employee who is absent due to a bona fide illness, except illness due to employee's use of alcohol, will be paid for such time off based on the employee's sick leave opening balance on January 1st of each year. In addition a Short Term Disability (STD) benefit will be established which will work with sick leave and may be used by qualifying employees in addition to the opening balance when the STD criteria are met.

Effective 01/01/2006, the opening balance for all active employees will be up to a maximum of three hundred twenty (320) hours. Sick leave not used in a calendar year will be carried over to the next year up to a maximum of three hundred twenty (320) hours. Every January 1, the Company will deposit eighty (80) hours into the employee's sick leave balance, however the balance may not exceed the maximum amount of three hundred twenty (320) hours. Effective 01/01/2012, all sick leave hours used during an approved FMLA event shall be re-deposited into the employees sick leave bank not to exceed the maximum three hundred twenty (320) hours. For new hired employees, the opening balance in an employee's sick leave bank will be eighty (80) hours. This is the maximum amount of paid sick leave available in the year of hire.

Effective January 1, 2018 up to fifty-six (56) hours of an employee's Sick Leave Bank can be used for sickness and family as defined below:

1. A physical or mental illness, injury or medical condition
2. Obtaining diagnosis, care or preventive care from a health care provider
3. Caring for his/her child, parent, spouse, domestic partner, or any other individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship who has any of the conditions or needs for diagnosis, care, or preventive care described in (1) or (2) or is otherwise in need of care.
4. Leave related to domestic violence, sexual assault or stalking, so long as the leave is used to seek medical attention, obtain counseling, seek relocation assistance or take legal action including preparing for civil or criminal proceedings or assist an individual related to the employee as described in (3) engaged in any of these activities.

Up to a maximum of fifty-six (56) hours of sickness and family can be carried over to the following year. Three hundred twenty (320) hours is the maximum limit across employee sick time (sick, sickness and family) bank.

The Union shall, at its request, have the ability to terminate the Short Term Disability benefit on 10/31/20~~20~~¹⁷ and revert to the sick leave provision included in the 2000 – 2004 Memorandum of Agreement.

If an employee is found by a physician to be capable of performing some work in a modified capacity during the period of recuperation, the seniority provision of this Agreement shall be disregarded and the employee shall be brought back to work if work is available. Under this paragraph, an employee may be assigned to work in a lower classification to do work which the

employee is able to perform. The employee may be assigned to work in an equal classification to do work which the employee is able to perform under the terms of the Memorandum of Understanding on Sideways Relieving, dated February 21, 1957. The employee may be assigned to an extra job, at the employee's regular rate of pay, which may involve some work of a higher classification if the employee is not able or required to perform all of the work of such higher classification due to the lack of knowledge or physical limitations.

- b) See Ten (10) Hour Supplemental.
- c) It shall be the mutual obligation of the Supervisors and Union Job Stewards to cooperate with each other in order to prevent abuse of sick leave. Upon specific abuse the Company may require the employee to furnish to the Company a certificate from a competent physician before payment will be made for such illness. If the employee claims pay for illness without just cause, or accepts employment elsewhere during such illness, the employee shall be subject to disciplinary action.
- d) In case of death of an employee's natural, foster or step-parents, grandparents, grandchildren, brother, sister, wife, husband, natural, foster or step child, mother-in-law, or father-in-law, brother-in-law, sister-in-law, daughter-in-law and son-in-law, the employee shall be allowed four (4) days of leave within thirty (30) days of death unless mutually agreed to by the Supervisor and the employee without loss of regular pay.
- ~~e) In case of serious illness of an employee's natural, foster or stepparents, grandparents, grandchildren, brother, sister, wife, husband, natural, foster or step child, father in law, mother in law, brother in law, sister in law, daughter in law and son in law, the employee shall be allowed reasonable and necessary time up to three (3) days leave without loss in the employee's regular pay. "Serious Illness in Family" should be construed to mean gravely ill or severely injured. The Company would also include time to determine the seriousness on any occasion where with prudent judgment an employee may be under the impression a member of the family is gravely ill or severely injured.~~
- e) The Company will allow up to four (4) days of sick leave to be used when an employee adopts a child or an employee's spouse ~~or same gender partner~~ gives birth to a child. The sick leave hours utilized under this provision that are an approved FMLA event shall be re-deposited into the employees sick leave bank not to exceed the maximum three hundred twenty (320) hours.

Note (1) See Twelve (12) Hour Shift schedule in supplemental, Paragraph 35.

Note (2) See Ten (10) Hour Shift schedule in supplemental, Paragraph 35.

“Paid Sick Leave”

Questions & Answers

Q-1 Are the 56 hours in the expanded Sickness and Family (SAF) part of the employee’s 320-hour sick bank?

A-1 Yes

Q-2 What is the maximum number of hours in the expanded SAF that an employee can carryover from one year to the next?

A-2 56 hours

Q-3 What is the maximum amount of expanded SAF that an employee can have in any given year?

A-3 112 hours

Q-4 What is the number of hours in the expanded SAF that can be used annually?

A-4 You can use 56 hours that you receive annually and the balance of carryover SAF up to a maximum of 112 hours.

Q-5 If I use 56 hours of my expanded SAF does this mean that I only have 264 hours in my sick bank?

A-5 Yes. SAF hours used are subtracted from an employee’s sick bank.

Q-6 What can I use my expanded SAF for?

A-6 Sick Leave Bank to be used for sickness and family as family as defined below:

1. A physical or mental illness, injury or medical condition.
2. Obtaining diagnosis, care, or preventive care from health care provider.
3. Caring for his/her child, parent, spouse, domestic partner, or any other individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship who has any of the conditions or needs for diagnosis, care, or preventive care described in (1) or (2) or is otherwise in need of care.
4. Leave related to domestic violence, sexual assault or stalking, so long as the leave is used to seek medical attention, obtain counseling, seek relocation assistance or take legal action including preparing for civil or criminal proceedings, or assist an individual related to the employee as described in (3) in engaging in any of these activities.

- Q-7 What code will an employee use for the expanded SAF?
A-7 The SAP Code will be identified as part of the broader communication plan.
- Q-8 Does the use of expanded SAF have to be preapproved?
A-8 A leave request must be made at least seven calendar days in advance where the need for the leave is foreseeable, and in other cases as soon as is practicable.
- Q-9 Can the request for expanded SAF be denied?
A-9 The request must meet the definitions of expanded SAF.
- Q-10 Is there a minimum amount of time that I can take for one instance?
A-10 The minimum amount allowed is 15 minutes.
- Q-11 Will I be required to provide documentation or certification for my expanded SAF?
A-11 An employee may be required to verify the need for paid SAF only if the employee is off 3 or more consecutive days and only if the employee received notice of the requirement to provide certification or documentation before returning to work.
- Q-12 Can an employee donate vacation for another employee using the expanded SAF?
A-12 No
- Q-13 Will the expanded SAF hours be used to discipline employees if they use these hours?
A-13 No, if you use it in accordance with the definition as set out in paragraph six in the MOA.
- Q-14 What is the maximum amount of expanded SAF hours in 2018?
A-14 56 hours
- Q-15 If I use less than the 56 hours of expanded SAF, can I carry those hours not used to the next year?
A-15 Up to a maximum of 56 SAF hours can be carried over to the following year, potentially resulting in 112 hours to be used for SAF (56 hours yearly accrual and up to a maximum of 56 hours carried over).

If any unforeseen issues arise as a result of disseminating these Q&A's, the parties will meet to discuss and resolve.

Gary J Aleknavich
Business Manager
SCU-4, IBEW

Date

Brendan Callaghan
Director, Labor Relations
Florida Power Light Company

Date

8. VACATIONS

a) Each employee will earn and receive vacations with pay as follows:

- 1) Employees hired on or before the 15th day of each month will earn vacation at the rate of eight (8) hours per month up to a total of ten (10) days/eighty (80) hours, which can be taken in the current calendar year of employment by mutual agreement. ~~after six (6) months of continuous service~~. If an employee takes vacation ~~in the first six months~~ in the calendar year of being hired and terminates within that calendar year, ~~within the first six months~~, the employee will be required to pay back all used un-earned ~~used~~ vacation hours. An employee in their first year of employment may carryover up to ten (10) days/eighty (80) hours into the following year. No employee in their first year of employment will be assigned vacation.
- 2) Employees will earn eighty (80) hours after one (1) or more year's continuous service through four (4) years. Eighty (80) hours will be posted to the employee's vacation quota on January 1st, however, the employee will earn 8 hours of vacation per month on the 15th of each month.
- 3) Employees will earn one hundred twenty (120) hours in the calendar year of the employee's fifth (5th) anniversary of continuous service occurs, and for each year thereafter through fourteen (14) years. One hundred twenty (120) hours will be posted to the employees' vacation quota on January 1st, however the employee will earn twelve (12) hours of vacation on the 15th of each month.
- 4) Employees will earn one hundred sixty (160) hours in the calendar year of the employee's fifteenth (15th) anniversary of continuous service occurs, and for each year thereafter through twenty-two (22) years. One hundred sixty (160) hours will be posted to the employees' vacation quota on January 1st, however, the employee will earn sixteen (16) hours of vacation on the 15th of each month.
- 5) Employees will earn two hundred (200) hours in the calendar year of the employee's twenty-third (23rd) anniversary of continuous service occurs, and for each year thereafter. Two hundred (200) hours will be posted to the employees' vacation quota on January 1st, however, the employee will earn twenty (20) hours of vacation on the 15th of each month.
- 6) Employees will earn two hundred eight (208) hours in the calendar year of the employee's thirty-first (31st) anniversary of service and for each year thereafter. The aforementioned employee shall accrue an additional eight (8) hours of vacation for each additional year of service to provide a maximum of two hundred forty (240) hours in the calendar year of the employee's thirty-fifth (35th) anniversary of continuous service. Effective January 1, 2005, the above mentioned employees will earn unpaid personal business days in lieu of vacation days. These days may be scheduled on the employees' vacation request form or taken by mutual agreement at any time during the year.

In this connection, a week of vacation consists of seven (7) consecutive days, for which the employee will be paid forty (40) times the employee's regular straight-time hourly rate. The beginning date for vacation shall be January 1st of each year and each employee shall wait for this date to take a vacation to which the employee is entitled, if the employee is in continuous service. All vacations shall be taken on consecutive days unless the Company and the employee agree on a different division of the vacation time. Each employee may elect to "not" schedule up to forty (40) hours of earned vacation on January 15th. These unscheduled vacation days can only be used upon the approval of supervision, with at least forty-eight (48) hours of prior notice to the scheduled start of the day(s) being requested. On December 1st of that year, the remaining unscheduled vacation days will be scheduled prior to the December 15th date or carried to the following year in accordance with established vacation carryover policy.

It is understood and agreed that vacations shall be so arranged as to be mutually convenient to both the employee and the Company. The Company, in determining vacation schedules, will respect the seniority and wishes of the employees as to time of vacation so far as the needs of the Company will permit. A vacation schedule for each calendar year shall be established not later than February 15th. Employees who have not indicated desired vacation period by January 15th shall have such period assigned to them by their Supervisor. It is understood and agreed that such assigned vacation periods may be changed by the Company by notice given thirty (30) days prior to the assigned vacation period, however, the Company shall reimburse in full all non-recoverable expenses incurred by the employee as a result of the cancellation. It is further understood that vacations may be changed by mutual consent between the employee and the Company at any time.

- b) Should an employee be recalled for emergency duty while on vacation, the Company will defray any extra expense which the employee may incur as a result of such recall, including transportation and any other reasonable expense back to the place from whence the employee was recalled, or to any equivalent point. If the employee desires to resume the employee's vacation at the conclusion of the emergency, additional vacation time will be granted in lieu of time lost as a result of such recall, including time spent in traveling incidental to such recall.

It is further agreed that in the future, when the Company cancels an employee's scheduled vacation that has been approved in writing seven days prior to implementation of the storm plan, the employee will be granted extra paid vacation equal to the amount of actual time worked "hour-for-hour" for such canceled vacation. This extra vacation time may be observed during the same year by mutual agreement or scheduled in the following year. Employees shall also receive reimbursement for any non-refundable/non-transferable expenses incurred as a result of such cancellations.

For Power Systems and Customer Service, in the event the employee is recalled for emergency duty while on vacation or if the Company cancels an employee's scheduled vacation, the employee may elect to be paid the total value of this additional earned vacation. The employee must make their selection no later than seven (7) days after the individual storm event.

- c) If a holiday occurs during an employee's vacation, the employee will be allowed an additional day off with pay at the beginning or end of the employee's vacation.

- d) Should an employee become ill while the employee is on vacation to the extent that hospitalization is required, the employee shall promptly notify the employee's Supervisor. The time lost due to such hospitalization and any subsequent resulting period of confinement to bed shall be considered absence covered by Paragraph 6 to the extent that proof is presented of the duration and nature of the illness secured from a legally licensed hospital or hospitalization insurance carrier, and a duly licensed physician. Any remaining vacation, unused because of illness, will be rescheduled at some future time mutually agreeable to the employee and the employee's Supervisor. However, such unused vacation shall, if possible, be rescheduled in the year when it was originally scheduled and any remaining unused vacation which cannot be so rescheduled shall either be paid for or carried over to the following year at the option and discretion of the Company.
- e) Employees with more than eighty (80) hours vacation may carryover from eight (8) hours to ~~one hundred twenty (120)~~ eighty (80) hours of their unused vacation from one calendar year to the next. Employees must take at least eighty (80) hours of their vacation each calendar year. Election to carryover vacation must be made by January 15th. Carryover vacation will be scheduled with the same approvals as regular vacation. If mutually agreeable, the employee and Supervisor can arrange for carryover any time during the year.

Any employee with vacation in excess of the contractual allowable carryover ~~of one hundred twenty (120) hours~~ at the end of any calendar year will be paid for the amount in excess of allowable carryover vacation hours ~~in excess of the one hundred twenty (120) hours~~ no later than the second pay period ending in January of the following year. Pay code 42 (to be taken next year), holiday worked not paid, will not be considered excess vacation hours to be paid out.

In the event of unforeseen circumstances, such as a major weather event or other emergency event, the Director of Labor Relations and Business Manager will meet to consider development of a vacation carry over Memorandum of Understanding that will permit employees to carry over vacation hours in excess of the limit specified in the above paragraph.

- f) Upon termination employees will be paid any earned but unused vacation. Effective January 1, 2015 all employees will earn vacation at 1/10th per month on the 15th of each month according to their length of continuous service. If an employee has taken more hours than they have accrued at the time of termination, the employee will be required to pay back all used but unearned hours.

20. JOB POSTING PROCESS

- a) Except as provided in Paragraph 7(d), Paragraph 48(h), and except when new jobs are created by demotions or assignments due to disciplinary action or due to an employee becoming unable to fulfill the requirements of the employee's job, vacancies or new jobs in any classification above that of a Helper covered by this Agreement shall be posted within fifteen (15) days of the date of occurrence of the vacancy or establishment of the new job, at the defined posting location for a period of fourteen (14) calendar days. For the purpose of this provision once the job has been posted it must be filled.
- b) If a job is discontinued or posted as "posted in error", a proper and full explanation should be made on the job award posting at the defined posting locations.
- c) (1) Any employee working in one of the classifications in Exhibit "A" may apply for a job using an on-line application system, a 24-hour answering machine or by submitting the application to a Bargaining Unit Clerk for entry using the on-line system. The application must be received by midnight of the fourteenth (14) calendar day following the posting. A receipt will be sent to the applicant's FPL email address; additionally, the Bargaining Unit Clerk can print a receipt for the applicant, and to the Bargaining Unit Clerk's email address. It is the responsibility of the applicant to verify application information is accurate. ~~The receipt will have provisions for the employee to Accept or Decline the position in accordance with Subparagraph (d), and will list the job title and requisition number.~~
- c) (2) Applications may be made by active Bargaining Unit employees only (not while on leave of absence or relieving out of the Bargaining Unit), utilizing the "online" or Answering Machine (AM) application process. Employees may verify their respective "status" e.g. qualified in the Job Posting system with assistance of the Bargaining Unit Clerk.
- d) After the fourteen (14) day posting period, the list of applicants shall be frozen. Upon request each applicant will be provided a list of all applicants for the position, sorted by seniority. The position will be placed in the "Pending Award" status. Applicants shall have until seven (7) calendar days from the time the position enters the "Pending Award" status to Accept or Decline the position. The applicant can accept or reject the position utilizing the on-line application system, the 24-hour answering machine or by having the Bargaining Unit Clerk make entry using the on-line system. ~~This decision may be made anytime following initial application.~~ If no notice is received, the employee shall be deemed to have declined the position. The Company will allow the employee one scheduled workday (8, 10, 12) hours of paid time to travel to the new work location outside of the sixty-five (65) mile radius.

The following will apply:

- The employee will not be compensated for mileage.
- The employee will check in at the prospective work location.
- Allowances for travel will be given up to two (2) times per rolling twelve (12) month period.

21. LAYOFFS – DEMOTIONS – OFFER OF REEMPLOYMENT

- a) The use of contractors during the term of this Agreement shall not directly result in the layoff of Bargaining Unit Employees.

When a vacancy is created as a result of employee attrition or redistribution of the workforce through the Job Posting process and the Company determines it necessary to fill such vacancy, then the Company shall exhaust all reasonable possibility of filling the vacant position through the Job Posting system, and/or all other methods of filling a vacancy per the terms of this agreement, prior to using contractors. If the vacancy continues to exist the Company retains the authority to require that work be performed by outside contractors. Vacancies subsequently restored to permanent shall be Bargaining Unit positions within the authority of this agreement.

- b) Employees working outdoors will not be laid-off in the event of rain or inclement weather.
- c) Should it become necessary to lay off any employee on account of reduction of forces in any department covered by this Agreement and thereafter a vacancy occurs within twelve (12) months that the employee is qualified to fill, the laid-off employee shall be offered the opportunity of filling same, in accordance with the employee's seniority status (as defined in Paragraph 15), provided the employee is available for work and competent to fill the job that is open and passes the physical examination required by the Company's employment policy, and has submitted to the Director of Labor Relations, within ten (10) days of such layoff, a registered letter stating a desire for reemployment, the desired location(s)/classification(s), and a current telephone number where the employee can be contacted. The employee may submit no more than one (1) request and two (2) revisions to the employee's initial request per twelve (12) month period. The employee may be eligible for two (2) additional twelve (12) month periods up to a total of thirty-six (36) months, if the employee renews such registered letter with the Director of Labor Relations within a period not more than ten (10) days prior or ten (10) days after the expiration of each twelve (12) month period. It shall be the employee's responsibility to inform the Labor Relations Department, in writing, of any change in their telephone number. In the event a vacancy does occur, the Company will make an effort to contact the employee for a period of three (3) days; if the employee cannot be reached, the employee's name and number will be turned over to the Business Manager's office for a period of three (3) days. If the employee cannot be reached during this period or fails to comply with any of the above stated procedures, the employee will forfeit all recall rights contained in this paragraph.

**EXHIBIT "A" HOURLY WAGE SCHEDULES – POWER SYSTEMS
DIVISION – DISTRIBUTION, DELIVERY, NUCLEAR AND POWER
GENERATION DIVISION**

Classification	Effective 11/1/2013		Effective 11/1/2014 2.85%		Effective 10/31/2015 3.00%		Effective 10/29/2016 3.00%		Increase Every 6 Months / (#) increase every 12 Months
	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX	
TRANSMISSION LINES									
CHIEF LINE SPEC	39.60	39.60	40.73	40.73	41.95	41.95	43.21	43.21	N/A
SR LINE SPEC	39.08	39.08	40.19	40.19	41.40	41.40	42.64	42.64	N/A
LINE SPEC - HIGH VOLTAGE	37.17	37.17	38.23	38.23	39.38	39.38	40.56	40.56	N/A
SUBSTATION									
CHIEF SUBSTATION ELECT(2)	39.60	39.60	40.73	40.73	41.95	41.95	43.21	43.21	N/A
SR SUBST ELECT (1)	39.08	39.08	40.19	40.19	41.40	41.40	42.64	42.64	N/A
LEAD ELECT (4)	38.05	38.05	39.13	39.13	40.31	40.31	41.52	41.52	N/A
ELECT SUBST (4)	37.17	37.17	38.23	38.23	39.38	39.38	40.56	40.56	N/A
APPR ELECT SUBST	28.03	29.08	28.86	29.91	29.76	30.81	30.68	31.73	0.25
SERVICE & CLERICAL (NON-SHOW UP)									
DISPATCHER - BES (S)	43.92	43.92	45.17	45.17	46.53	46.53	47.92	47.92	N/A
(6) DISPATCHER CLERK	28.29	28.89	29.11	29.71	30.00	30.60	30.92	31.52	0.4 25
(6) OPERATION CLERK A STENO	24.52	28.72	25.34	29.54	26.22	30.42	27.14	31.34	0.3 50
(6) OPERATION CLERK A	24.52	28.72	25.34	29.54	26.22	30.42	27.14	31.34	0.3 50
SERVICE & CLERICAL (SHOW UP)									
PATROL PERSON **	36.10	36.10	37.13	37.13	38.24	38.24	39.39	39.39	N/A
EQUIPT OPER	28.26	29.06	29.09	29.89	29.98	30.78	30.91	31.71	0.20
UTILITY WORKER	22.94	27.44	23.72	28.22	24.57	29.07	25.44	29.94	(NOTE 3)
TRUCK ATTENDANT	26.01	26.01	26.75	26.75	27.55	27.55	28.38	28.38	N/A
TRUCK DRIVER HELPER	19.56	20.16	20.13	20.73	20.76	21.36	21.40	22.00	0.15
HELPER	18.31	19.71	18.87	20.27	19.48	20.88	20.11	21.51	0.20

** NON-CLIMBING CLASSIFICATION

NUCLEAR

SUPPLEMENTAL

35. SCHEDULES OF WORK

- a) (1) The regular schedule of non-shift employees in the Nuclear Division will be five (5) consecutive days of eight (8) consecutive hours (exclusive of mealtime) per week, between the hours of 7:00 AM and 6:00 PM Monday through Friday except as provided in Subparagraphs (a)(6), (c) and (d).
- a) (2) The Company and the Union agree to establish Special Maintenance classifications to include Mechanical, Electrical, Instrument, Helper and Utilityworker within the Nuclear Division.
- Special Maintenance Employees may be scheduled to work eight (8) consecutive hours during any five (5) days per week provided those hours of work will coincide with the following established shifts:
 - 7:30 AM to 3:30 PM
 - 3:30 PM to 11:30 PM
 - 11:30 PM to 7:30 AM
 - 10:00 PM to 6:00 AM

The Company agrees that rest days for Special Maintenance employees will be consecutive.

- It is agreed that schedules may be changed with twenty-four (24) hours' advance notice; however, such changed schedules shall remain in effect for more than four (4) workdays.
- It is agreed that Special Maintenance personnel, in Nuclear Division, will be supervised by an appropriate Maintenance Lead; e.g., Maintenance Mechanic under Maintenance Lead, Electrician under Chief Electrician, Instrument Mechanic will work for a Results Supervisor, the same as they do now e.g., the General Maintenance Leader will direct employees from the following disciplines; Mechanics, Machinist, Electricians, Utilityworkers. In accordance with the current practice, Instrument and Control Specialists will work for the Results Supervisor; provided, however, that Instrument and Control Specialists, Health Physics and Operation employees, etc. may report to the General Maintenance Leader on an as needed basis.
- Special Maintenance employees in the classifications of Craftworkers and below shall not exceed a one to two ratio to the corresponding regular and itinerant classifications of Craftworkers and below on the payroll for the department.
- In the event of a temporary absence within a Special Maintenance classification the Company agrees to temporarily relieve only from the personnel within the Special Maintenance classifications.
- Temporary vacancies in Operator shift schedules will not be filled by Special Maintenance employees.
- Special Maintenance personnel will not be scheduled to work any two (2) straight-time workdays back to back; e.g., sixteen (16) continuous hours of work at the straight-time rate.
- All Special Maintenance classifications in the Nuclear Division shall receive a premium of fifty cents (\$0.50) per hour in addition to their regular hourly rate of pay for the day shift schedule only; all other scheduled shifts shall receive a premium equal to the appropriate shift differential in addition to their regular hourly rate of pay.
- For the purpose of overtime meals only, employees regularly assigned to a Special Crew will be considered as shift workers.
- When Special Maintenance Crews are posted, the initial regularly scheduled hours and workday will be included on the job posting. When a vacancy occurs at a location where there are more than one of the above mentioned crews, Special Crew employees at that work

headquarters (except employees who possess special skills or qualifications as the Company deems necessary) will be offered the opportunity to fill the vacancy in order of seniority. The remaining open shift will be posted.

a) (6) **TEN HOUR, FOUR DAY WORKWEEK**

A schedule of ten (10) hour work periods scheduled four (4) days per week may be implemented for non-shift personnel in Nuclear Energy. The four (4) days schedule will be inclusive of the employee's regular five (5) day workweek. This schedule will be implemented as deemed necessary by the Company with at least three (3) days' notice and the Company reserves its right to change such schedule consistent with the terms and conditions of the Memorandum of Agreement. During the startup phase of new and repowered power plants, this schedule may apply to all employees at the site and may include either Saturday or a Sunday as part of their normal shift. Startup phase is defined as beginning with the initial staffing of plant personnel and continuing until the units are declared "Commercial."

Vacations:

Vacations shall be taken consistent with Paragraph 8 of the Memorandum of Agreement, except that vacation shall be considered by hours and charged accordingly (e.g., an employee scheduled for ten (10) hour work period would be charged ten (10) hours vacation).

Holidays:

In a week with a holiday, employees on a ten (10) hour, four (4) day schedule may be rescheduled to an eight (8) hour, five (5) day workweek or the holiday will be taken the same as vacation. The employee receives eight (8) hours holiday pay and can elect to use two (2) hours vacation or two (2) hours "employee request" (not paid). A floating holiday will be taken the same as vacation; the employee receives eight (8) hours holiday pay and can elect to use two (2) hours vacation or two (2) hours "employee request" (not paid).

Employee Illness – Death in Family – Serious Illness in Family:

To such extent the employee shall be paid the employee's salary for each regular scheduled workday lost up to eight (8) hours [four (4) day ten (10) hour schedule shall be paid ten (10) hours] because of such bona fide illness. Pay for bona fide illness shall not be cumulative and no employee shall receive sick leave pay for more than forty (40) hours in any one (1) week.

Jury Duty – Court Service – Voting:

The provisions of Paragraph 9 shall apply relative to time off to perform jury duty except that "eight (8)" shall be replaced by "ten (10)."

Meals:

If an employee has not previously earned a meal, a meal will be earned after eleven (11) consecutive hours following their starting time and additional meals at five (5) hour intervals thereafter, if they continue to work. All other meals paid will be in accordance with Paragraph 41 of the Memorandum of Agreement.

b) (1) The regular schedule of operating employees in power plants and all departments regularly scheduled to work in shifts (either overlapping shifts, two-shift or three-shift operation) will be five (5) days of eight (8) consecutive hours per week provided, however, that the regular schedules may be changed upon twenty-four (24) hours advance notice. The schedule of any shift individual

will not be changed more than one time during the scheduled workweek without mutual agreement between the employee and the employee's Supervisor. Sunday and holiday work may be regularly scheduled, however, whenever possible, rest days shall be consecutive.

- b) (2) During the initial startup of a unit(s), operators may be assigned to a schedule of eight (8) consecutive hours, (exclusive of mealtime), per day until such time that a two (2) or three (3) shift operation schedule is established on that unit.
- b) (3) Except as provided in Paragraph 35(c), Operators or Helper when scheduled on maintenance and reassigned without notice to operations during the day shift will retain the same quitting time as maintenance employees and will be paid at the overtime rate for any time worked outside the work schedule for maintenance employees. Operators, when scheduled to work on the day shift in operations and are reassigned without notice to work in maintenance will be paid at the overtime rate for hours worked outside the work schedule for operating employees on the day shift.
- b) (4) Additionally, an operating employee will be allowed the option to work a holiday tied to vacation when there are rest day(s) between the employee's holiday and vacation day(s). The decision to work the holiday must be mutually agreed to and noted on the annual vacation schedule (Dream Sheet).

TWELVE (12) HOUR SHIFTS

The twelve (12) hour shift schedule will be offered at those locations selected by the Company. Seventy-five percent (75%) of the Bargaining Unit employees affected by the schedule change must vote in favor of the twelve (12) hour shift in order for implementation at that location. The hours of work for shift coverage will be 6:30 AM to 6:30 PM and 6:30 PM to 6:30 AM. Voting will be administered by the Chief Job Steward and the Supervisor at the affected location. The Company and Union will review this process each year to improve its effectiveness.

Once a twelve (12) hour shift has been voted into a work location, it will remain in effect for a minimum of one (1) year. After that the Bargaining Unit employees can petition for a vote with the signatures of eighty percent (80%) of the Bargaining Unit employees affected. The vote would be administered the same as above.

Vacations:

Vacations shall be taken consistent with Paragraph 8 of the Memorandum of Agreement, except that vacation shall be considered by hours and charged accordingly (e.g., an employee scheduled for a twelve (12) hour work period would be charged twelve (12) hours vacation).

41. MEALS-LODGING-TRANSPORTATION

For: Nuclear Supplement
Power Generation Supplement
Power Systems Supplement
Special Training Outside State of Florida

LODGING – TRANSPORTATION

- h) The Company will pay reasonable expenses for satisfactory lodging to an employee who is temporarily assigned work away from the employee's regular headquarters and who is required to be away overnight.
- h) (1) When an employee works temporarily at some location (more than sixty-five (65) miles) other than the employee's regular headquarters, travel from regular headquarters to new headquarters and return shall be on Company time and expense.

The employee, while traveling on consecutive assignments will be traveled to their regular headquarters prior to the next assignment if the employee has or will be away from his/her regular headquarters six (6) weeks or more from the scheduled completion date of the next assignment. These employees will be traveled home to their regular headquarters for a minimum of twenty-four (24) hours prior to their next assignment. This will in no way affect the employee's eligibility for assignment.

- h) (2) The Company will furnish the employee a listing of preferred area hotels, with phone numbers, prior to the assignment. Travel expenses will be reimbursed using one of the following options. It is understood Option 1 is the usual level of benefit.

The employee during unusual circumstances may use Option 2, if the usual room rate availability is not accessible or changes during the assignment for any reason. The employee must notify the Company prior to exercising Option 2.

If less than twenty-four (24) hours' notice is given for the travel assignment, at the employee's request the Company will furnish lodging for the first night of the assignment:

OPTION 1: Provide a per diem rate of:

- North Region (CCEC, PPN, PSR)
 - One Hundred ~~Twenty-Fifteen~~ Dollars (\$~~120~~15.00)
- West Region (PMT, PFM)
 - One Hundred ~~Twenty-Fifteen~~ Dollars (\$~~120~~15.00)
- East Region (PSL, PMR, RBEC, WCEC)
 - One Hundred ~~Twenty-Fifteen~~ Dollars (\$~~120~~15.00) from June 1 through December 14
 - One Hundred ~~Thirty-Two-Five~~ Dollars (\$~~130~~25.00) from December 15 through May 31
- South Region (PEEC, PFL, PTF, PTN)

- One Hundred ~~Twenty-Fifteen~~ Dollars (\$~~120~~15.00) from June 1 through December 14
- One Hundred Thirty ~~Five~~ Dollars (\$~~135~~0.00) from December 15 through May 31

Effective November 1, 2019 an additional Five Dollars (\$5.00) will be added to the above noted rates.

When the assignment is in effect for every day the employee is on temporary assignment. This per diem will cover meals, lodging and incidentals including laundry, phone calls, etc.

OPTION 2: The Company will reimburse reasonable lodging expenses, as validated by receipt, plus ~~Forty-eight~~Fifty Five Dollars (\$~~48~~55.00) per day for meals and incidentals in lieu of the per diem rates as set forth in Option 1.

SPECIAL TRAINING SCHOOLS OUTSIDE STATE OF FLORIDA

Bargaining Unit personnel attending special training schools, outside the State of Florida.

1. Employee will be expected to make satisfactory progress in the course, utilizing regular working hours.
2. Employees will be expected to remain at the study location for the duration of the assignment. Weekend trips to home locations will be at employee's expense. For extended schooling (six (6) weeks or longer) the person will be allowed one (1) trip home, paid for by the Company, in midterm.
3. Rental cars will be provided as required. Four (4) employees will be assigned to each car, if schedules permit. A weekly mileage limit will be permitted, not to exceed two hundred fifty (250) miles per week. Mileage expense in excess of this limit will be the responsibility of the employee. Should this mileage limit prove to be inequitable due to location, the Director of Labor Relations and the Business Manager shall meet to review and resolve such inequity.
4. Airfare (tourist) will be provided to and from school. Up to one (1) eight (8) hour straight-time day of travel will be permitted to and from school. The Company will not authorize or reimburse an employee for the use of personal automobiles in attending schools away from home areas.
5. The Company will pay lodging expenses.
6. The Company will pay a fixed per diem allowance, which includes all subsistence (meals, phone, laundry, etc.). The allowance will be ~~Fifty Five~~Forty-eight Dollars (\$~~48~~55.00) a day.
7. The Company will have the right to change a person's schedule with less than twenty-four (24) hours' notice to obtain optimum benefit from training. This would be done only as necessary.

USE OF TOOLS BY NUCLEAR OPERATORS

The Company and the Union agree to the following conditions to enhance the work process of the Nuclear Division Plant Operators upon ratification of the contract. The following job functions can be performed by the Nuclear Division Plant Operators upon their successful completion of the required special training. ~~This special training will not include training to perform preventative maintenance or equipment repair.~~ The scope of the additional Nuclear Division Plant Operators job functions are as follows:

- a) Drains and Vents
 - Installation and removal of drains and vent caps
 - Installation and removal of drain and vent rigs
 - These tasks can be performed as their sole duties if not holding the shift and while under the direction of operations
- b) “Swagelock” type caps
 - Installation and removal of “Swagelock” type equipment to be performed in conjunction and with procedures and/or clearances
 - Installation and removal of test equipment to be connected to “Swagelock” type fittings
 - Performance of Local Leak Rate testing in conjunction with the installation and removal of test equipment
- c) Oils and lubrication, added for the purpose of maintaining the normal equipment operating levels of pumps and motors
- d) Lubrication of manual valve stems (~~without~~ including the use of a grease gun)
- e) Replacement of any light bulbs as long as replacement would not require a clearance or specialty training. ~~It is not the intent to allow re-lamping of areas of the plant, but to allow change out of bulbs in their work area only when it is beneficial in performing their duties and/or for safety purposes.~~
- ~~f) Strainers (Saint Lucie site specific)
 - Chemical equipment and laundry strainers~~
- ~~g) Equipment~~
 - Provide the necessary tools to complete assigned tasks
 - Storage area for tools and equipment needed
- g) Replacement of Motor Filters
- h) Use of a fixed hoist (electrical, air or chain driven) for the following purposes:
 - Inspecting / changing Turbine Lube Oil basket strainers
 - Lifting boric acid drums
 - Raking grizzly screens
 - Lifting nitrogen bottles inside containment (Turkey Point Plant outage specific)

- i) Transport compressed gas cylinder bottles using a gas cylinder hand cart
- j) Installation of test gear associated with pump and motor testing, i.e. Vibrometers, Pyrometers, Test Gauges, Thermometers
- k) Venting of flow and pressure instrumentation not requiring a clearance (not to perform calibrations)

Additional specific tasks, not listed above, may be agreed to by the Director of Labor Relations and the Business Manager ~~Plant Manager and the Local Union President~~ in writing. These additional tasks may be rescinded in thirty (30) days by either party, with written notice of their intent.

EXHIBIT "A" NOTES

1. Employees selected for Licensed Operator training will be paid at the ~~bottom of the Licensed Operator pay scale~~ SNPO rate of pay. Upon receiving an NRC license, the following conditions will apply:
 - a) The employee will receive the difference in pay between the SNPO Qualified pay rate and the bottom of the License Operator pay scale for all hours worked during Generic Fundamentals Examination (GFE) and Initial License Class training until successful completion of the NRC license exam, and will be paid out following six (6) months retention of the license.
 - b) The individual will be advanced to middle of the Licensed Operator pay scale.
 - c) After receiving the license, the hourly wage of License Operators (LO's) will increase by Fifty Cents (\$0.50) per hour every twelve (12) months, until the individual is paid at the top of the LO pay bracket.

Licensed Operator candidates who have not yet obtained an NRC license will be included on the ~~Non-Licensed~~ Non-Licensed Operator (NLO) overtime list provided they have the appropriate qualifications for the overtime assignment.

Operators who hold an active NRC license will be paid an additional Fifty Cents (\$0.50) per hour upon ratification of the contract. They will receive pay increases of Fifty Cents (\$0.50) per hour every twelve (12) months, until the individuals are paid at the top of the LO pay bracket.

Operators who hold an active NRC license for the Turkey Point Nuclear Power Plant will be paid an additional area premium for each hour worked. This Area premium will start at Fifty Cents (\$0.50) per hour, upon ratification of the contract and will increase by Fifty Cents (\$0.50) per hour every six (6) months up to a maximum of Two Dollars and Fifty Cents (\$2.50).

Licensed Operator Career Path (LO)

The Licensed Operator classification is the combining of the Operations Department Classifications of Reactor Control Operator and Senior Reactor Control Operator for pay purposes. License Operator (LO watch station) classes will begin based on the number of licensed operators required. Progression to License Operator (LO watch station) will be as follows:

1. Volunteers from NLO's who qualified at the SNPO watch station by seniority at the site and who have maintained a 90% or greater grade on NLO continuing training for the past 12 months. ~~met the Advanced Licensed Operator Objectives given during continuing training.~~
2. If there are not enough candidates in 1 above the remaining slots will be filled by volunteers in accordance with the License Class Selection Process (LCSP). ~~Job selection consistent with the 4.1 selection process.~~
3. If the License Operator (LO) training class cannot be filled by volunteers then:
 - a) The Job will be filled through the Job Posting system in accordance with the License Class Selection Process.

~~License Operator Candidates will receive bottom bracket License Operator pay scale while attending class.~~

A passing grade in each training module, including initial training, requalification training, simulator operation, on-the-job qualification and any other training that may be required, is mandatory to remain in a classification.

A License Operator (LO) candidate deficient in RCO watch station training will be provided remedial training and a second opportunity to qualify as RCO. Non-License Operators who become License Operator Candidates and are not successful in obtaining a license will be allowed to return to Non-License Operator.

A Licensed Operator who does not accomplish requalification objectives will revert back to the NLO classification at the SNPO watch station pay grade. A program outline will be provided to successfully complete the required training.

Advanced Objectives:

The Nuclear Operations Career Path Training Program is designed to maintain the qualifications of nuclear systems (Non-Licensed) operators. The objective of the Continuing Training Program is to: "maintain and upgrade" the knowledge and skills of nuclear system operator qualified individuals such that they continue to be capable of performing the job of Non-Licensed Operator (NLO).

Since the NLO is a volunteer career path progression leading to Licensed Operator, a secondary objective of the program is to provide fundamental theory and systems training in preparation for the License Operator Initial Training Program.

This training program is designed to meet the requirements of ACAD 90-016, Guidelines for Training and Qualification of Non-Licensed Operators.

Under certain circumstances, individuals receiving instruction in the Continuing Training Program may also be required to attend designated lessons of the Licensed Operator Requalification Training Program and/or Technical Training Program.

Advanced Licensed Operator Objectives:

~~Advanced Licensed Operator Objectives are objectives not directly associated with the NLO Continuing Training task list, but are objectives typically associated with the tasks, equipment, and procedures from the Licensed Operator Initial Training program. Advanced Licensed Operator Objectives may also include selected knowledge items where an NLO may interface with other departments and is required when performing NLO tasks. Criteria for Advanced Licensed Operator Objectives include, but are not limited to, knowledge related to the following:~~

- ~~● Design Basis, including set points where applicable~~
- ~~● Technical Specifications~~
- ~~● Reactor Protection/Emergency Safe-Guards Actuation signals, set points, and coincidences~~
- ~~● System operating interlocks and auto functions (logics)~~
- ~~● System inter-relationships~~

~~Prerequisites for individual lessons are listed in lesson plans and may contain Continuing Training objectives and advanced objectives. The Continuing Training objectives are considered required~~

~~training for all currently qualified NLOs (SNPO). Advanced objectives contained in a lesson will be taught to all NLOs attending class but are not considered required training for qualified NLOs.~~

~~Selected portions of the Continuing Training materials will have Advanced Licensed Operator Objectives. The Advanced Licensed Operator Objectives will be clearly identified in the Student Handout with the words "Advanced Licensed Operator Objective", or equivalent, in parenthesis trailing each objective. The Advanced Licensed Operator Objective test questions on the quiz or examination will also be clearly marked.~~

~~Advanced Objective material is not used for review questions on the NLO Continuing Training exams. The advanced material is subject to review questions in a stand-alone exam used to diagnose retention of advanced material. Advanced review questions scores are not part of the advance grade average. All advanced questions provided on NLO Continuing Training exams are optional. Operations and Training Management recommends that every NLO should take the advanced questions to evaluate the classroom instruction that was provided on the advanced material.~~

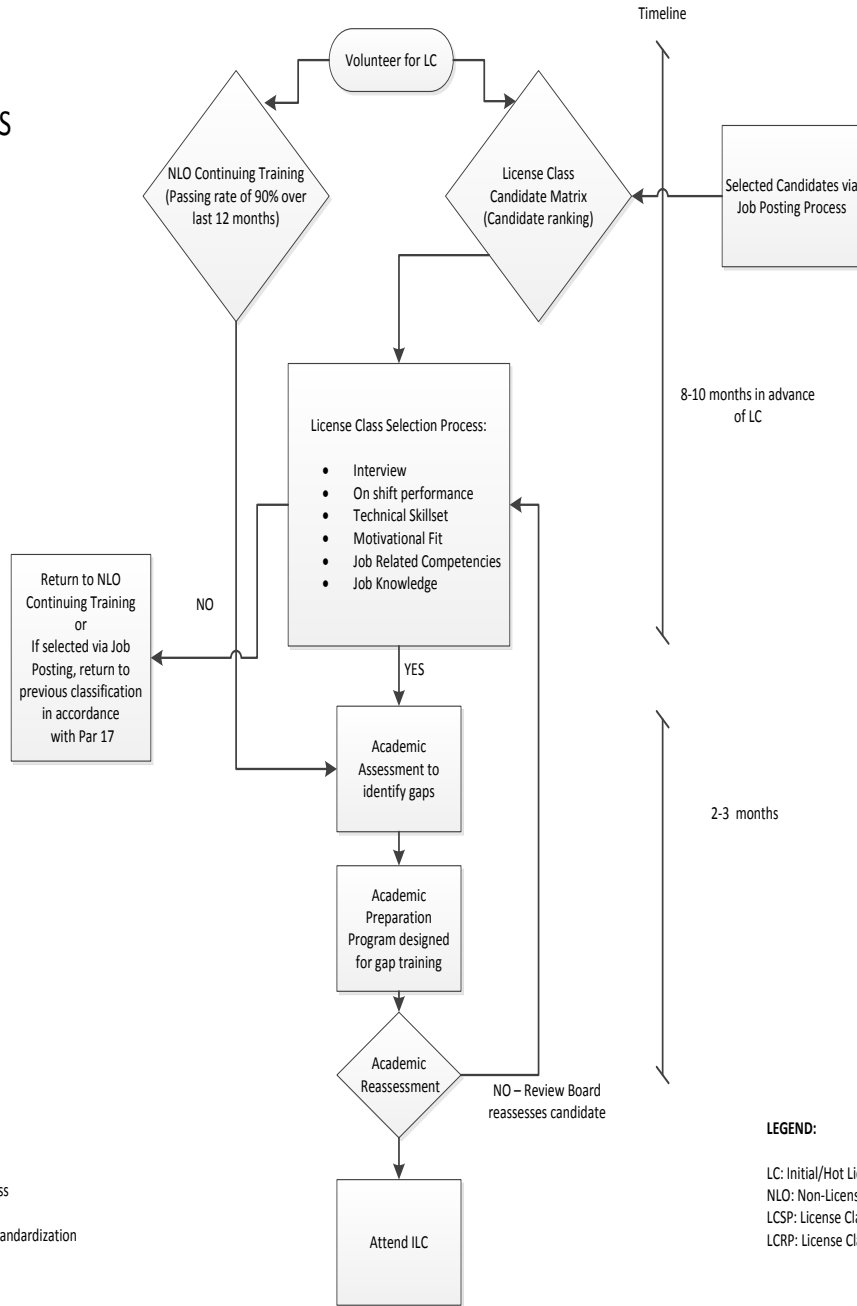
~~The Advanced Objectives are graded (scored) separately and are not averaged into the NLO Continuing Training examination grade assigned to the trainee. A separate advanced score is calculated for each written exam containing advanced questions, and a running advanced average is maintained along with the NLO Continuing Training average for each trainee.~~

~~Since the advanced material is not tied to the NLO current job function, any low Advanced Objective grade score does not result in any academic performance corrective actions. Operations Management uses an advanced grade average of eighty-five percent (85%) as an indication that an NLO could be more successful in a full Licensed Operator Initial Training program. This eighty-five percent (85%) criterion is specific to the Advanced Objectives.~~

~~The NLO Continuing Training Program provides instruction on preselected materials which includes, but is not limited to, the tasks selected for continuing training by the TRC. The program utilizes classroom, simulator, and on-the-job lesson plans. The fundamentals, systems, and procedures will be taught, to the extent possible, using Advanced Objectives, in addition to the normal NLO Continuing Training objectives.~~

~~The NLO may use the knowledge from these Advanced Objectives in the performance of their duties, in preparation for advancement, and especially when interfacing with the licensed control operators. The advanced material selected for NLO Continuing Training lessons is reviewed and approved by the Operations TRC. This training is considered part of the advanced material offered in the NLO Continuing Training program and is not part of a required curriculum.~~

LICENSE CLASS SELECTION PROCESS



- NOTES:**
- Develop Process Guidelines
 - Develop Detail of LCSP
 - Develop Content of Academic Prep Class
 - Ongoing Effectiveness Reviews
 - PSL/PTN /IBEW joint development & standardization

- LEGEND:**
- LC: Initial/Hot License Class
 - NLO: Non-License Operator
 - LCSP: License Class Selection Process
 - LCRP: License Class Review Board

Non-License Operator Career Path (NLO)

The Non-License Operator classification is the combining of the Operations Department Classifications of Associate Nuclear Plant Operator, Nuclear Turbine Operator, Nuclear Plant Operator, Senior Nuclear Plant Operator B and Senior Nuclear Plant Operator.

The classification progression will begin at the Associate Nuclear Plant Operator (ANPO) Watch Station level and will progress through Nuclear Plant Operator (NPO) Watch Station to Senior Nuclear Plant Operator (SNPO) Watch Station.

An individual who does not pass the POSS screening examination with an aptitude of 11 ~~and an overall score of 9~~, will be given the opportunity to retest, but no sooner than 30 days. If failed a second time, the employee will be given the opportunity to retest, but no sooner than 30 days. If failed a third time, the employee must wait at least 4 months between any subsequent testing. It is expected, following any test failure, that the employee will complete remedial training to eliminate academic deficiencies. Remedial training must be completed on the employee's own time.

Qualified personnel from other classifications who complete the screening requirements successfully will be permitted to enter the Operations career path at the NLO entry level. Qualified personnel from other classifications, within the Nuclear Division, who enter the career path, will retain their current rate of pay until the watch station rate of pay equals or exceeds their pay, at which time he/she will receive the normal pay increases or be paid at the NLO entry level rate of pay, whichever is higher.

Trainees for the Instructional Module classes will normally be drawn from the personnel within the next lower classification. Selection of trainees will be made on the basis of Paragraph 17 of the Memorandum of Agreement.

A passing grade in each training module, including initial training, requalification training, on-the-job qualification and any other training that may be required, is mandatory to remain in a classification.

Advancement to the next higher watch station will occur after successful completion of the appropriate Instructional Module for that watch station. When all training and qualification requirements are met, the individual will receive a step increase in pay commensurate with the watch station. While in trainee status, wages will be at a rate for the next lower watch station except for ANPO training for which the trainee receives the minimum NLO wages. Progression to the operations watch stations will be based on performance and completion of all required training. If the appropriate training is not made available within twenty (20) months of qualification on the ANPO watch station or within twenty (20) months of qualification on the NPO watch station respectively, the employee will be promoted to the next pay level.

Accelerated progress can occur if equivalent required experience, education and training have been previously achieved. Personnel in accelerated status enter a trial period until successful completion of Instructional Modules for the applicable lower classifications. Acceleration may continue into the LO (RCO watch station) classification. Examples:

- a) Personnel with applicable operating experience on commercial, test, training, or military power plants.

- b) Personnel with special training and qualifications such as degreed engineers with plant experience.

A Non-Licensed Operator who does not accomplish requalification objectives reverts back to the next lower pay step. Personnel in this status will be provided a trial period and a program outline to successfully complete the required training. If these objectives are then not accomplished, the employee will roll where qualified, with the inability to bid back into the Nuclear Operations Career Path.

Non-License Operators will not be required to progress to Licensed Operator.

An employee who enters the Nuclear Career Path must remain in the Nuclear Career Path for one (1) year or roll where qualified, with the inability to bid back into career path. An individual can bid out of the Nuclear Career Path at any time, but not re-enter.

WELDING CERTIFICATION NUCLEAR

The Company agrees to pay One Dollar and Fifty Cents (\$~~1.50~~) per hour skill premium to those Mechanic type positions and Machinists who are certified by the Company and physically able to perform all aspects of this type work. The current certified welders will receive One Thousand Two Hundred Fifty Dollars (\$~~1250.00~~) upon ratification and every twelve (12) months thereafter that the certification is retained. Employees who obtain their certification will receive payment of One Thousand Two Hundred Fifty Dollars (\$~~1250.00~~) when certified and every twelve (12) months thereafter that the certification is retained. Employees certifying must retain their weld certification for one year.

POWER GENERATION

SUPPLEMENTAL

35. SCHEDULES OF WORK

- a) (1) The regular schedule of non-shift employees in Power Generation Division will be five (5) consecutive days of eight (8) consecutive hours (exclusive of mealtime) per week, between the hours of 7:00 AM and 6:00 PM Monday through Friday except as provided in Subparagraphs (a)(6), (c) and (d).
- a) (2) The Company and the Union agree to establish Special Maintenance classifications to include Mechanical, Electrical, Instrument and Utilityworker within Power Generation Division.
- Special Maintenance Employees may be scheduled to work eight (8) consecutive hours during any five (5) days per week provided those hours of work will coincide with the following established shifts:
 - 7:30 AM to 3:30 PM
 - 3:30 PM to 11:30 PM
 - 11:30 PM to 7:30 AM
 - 10:00 PM to 6:00 AM
 - The Company agrees that rest days for Special Maintenance employees will be consecutive.
 - It is agreed that schedules may be changed with twenty-four (24) hours advance notice; however, such changed schedules shall remain in effect for more than four (4) workdays.
 - It is agreed that Special Maintenance personnel, in Power Generation Business Unit, will be supervised by a Special Crew Maintenance Leader.
 - Special Maintenance employees in the classifications of Craftworkers shall not exceed a one (1) to three (3) ratio to the corresponding regular classifications of Craftworkers on the payroll for the department.
 - In the event of a temporary absence within a Special Maintenance classification the Company agrees to temporarily relieve only from the personnel within the Special Maintenance classifications.
 - Temporary vacancies in Operator shift schedules will not be filled by Special Maintenance employees.
 - Special Maintenance personnel will not be scheduled to work any two (2) straight-time workdays back to back; e.g., sixteen (16) continuous hours of work at the straight-time rate.
 - All Special Maintenance classifications in the Production Department shall receive fifty cents (\$0.50) per hour in addition to their regular hourly rate.
 - For the purpose of overtime meals only, employees regularly assigned to a Special Crew will be considered as shift workers.
 - When Special Maintenance Crews are posted, the initial regularly scheduled hours and workday will be included on the job posting. When a vacancy occurs at a location where there are more than one of the above mentioned crews, Special Crew employees at that work headquarters (except employees who possess special skills or qualifications as the Company deems necessary) will be offered the opportunity to fill the vacancy in order of seniority. The remaining open shift will be posted.

(6) TEN HOUR, FOUR DAY WORKWEEK

Scope:

A schedule of ten (10) hour work periods scheduled four (4) days per week may be implemented for non-shift personnel in PGD. The (4) four days schedule will be inclusive of the employee's regular five (5) day workweek. This schedule will be implemented as deemed necessary by the Company with at least three (3) days' notice and the Company reserves its right to change such schedule consistent with the terms and conditions of the Memorandum of Agreement. During the startup phase of new and repowered power plants, this schedule may apply to all employees at the site and may include either Saturday or a Sunday as part of their normal shift. Startup phase is defined as beginning with the initial staffing of plant personnel and continuing until the units are declared "Commercial".

Vacations:

Vacations shall be taken consistent with Paragraph 8 of the Memorandum of Agreement, except that vacation shall be considered by hours and charged accordingly (e.g., an employee scheduled for ten (10) hour work period would be charged ten (10) hours vacation).

Holidays:

In a week with a holiday, employees on a ten (10) hour, four (4) day schedule may be rescheduled to an eight (8) hour, five (5) day workweek or the holiday will be taken the same as vacation. The employee receives eight (8) hours holiday pay and can elect to use two (2) hours vacation or two (2) hours "employee request" (not paid). A floating holiday will be taken the same as vacation; the employee receives eight (8) hours holiday pay and can elect to use two (2) hours vacation or two (2) hours "employee request" (not paid).

Employee Illness – Death in Family – Sickness in Family:

To such extent the employee shall be paid the employee's salary for each regular scheduled workday lost up to eight (8) hours, (four (4) day ten (10) hour schedule shall be paid ten (10) hours) because of such bona fide illness. Pay for bona fide illness shall not be cumulative and no employee shall receive sick leave pay for more than forty (40) hours in any one (1) week.

Jury Duty – Court Service – Voting:

The provisions of Paragraph 9 shall apply relative to time off to perform jury duty except that "eight (8)" shall be replaced by "ten (10)."

Meals:

If an employee has not previously earned a meal, a meal will be earned after eleven (11) consecutive hours following their starting time and additional meals at five (5) hours interval thereafter, if they continue to work. All other meals paid will be in accordance with Paragraph 41 of the Memorandum of Agreement.

TWELVE (12) HOUR SHIFTS

Scope:

The following changes are required to maintain a motivated engaged workforce. This schedule will be offered at those locations selected by the Company. Seventy-five percent (75%) of the Bargaining Unit employees affected by the schedule change must vote in favor of the twelve (12) hour shift in order for implementation at that location. At such time, the employees will select the hours of work (e.g., 6-6, 7-7, 8-8). Voting will be administered by the Chief Job Steward and the Supervisor at the affected location. The Company and Union will review this process each year to improve its effectiveness and either party may terminate the agreement at the end of the term of the contract period.

Once a twelve (12) hour shift has been voted into a work location, it will remain in effect for a minimum of one (1) year. After that the Bargaining Unit employees can petition for a vote with the signatures of eighty percent (80%) of the Bargaining Unit employees affected. The vote would be administered the same as above.

Vacations:

Vacations shall be taken consistent with Paragraph 8 of the Memorandum of Agreement, except that vacation shall be considered by hours and charged accordingly (e.g., an employee scheduled for a twelve (12) hour work period would be charged twelve (12) hours vacation). Shift employees in the Power Generation Business Unit working twelve (12) hour shifts may carry a portion of this vacation into December to offset any time lost due to holidays and unused vacation set aside and not used will be carried over to the next year.

Holidays:

Holiday Worked:

- Employee receives eight (8) hours of holiday pay plus twelve (12) hours at one and one-half (1 1/2) times the employee's normal hourly rate.

Holiday Not Worked:

- Employee receives eight (8) hours of holiday pay and four (4) hours of straight-time pay difference between the employee's normal schedule hours and the eight (8) hours holiday pay.

As per Paragraph 36, all off-scheduled hours worked on days the employee observes as a holiday shall be paid for at double time. When an employee has more than four (4) consecutive days off, and the holiday falls on one of these days off, the closest scheduled workday will be observed as the holiday. The holiday will be observed on the last scheduled workday if the holiday falls in the middle day of an odd number of days off. Holiday pay may be taken as additional hours of vacation in the current (if mutually agreeable) or the following year at the employee's request.

Employee Illness – Death in Family – Serious Illness in Family:

Employee illness-death in family shall be taken consistent with Paragraph 6 of the Memorandum of Agreement except that sick leave shall be considered by hours and charged accordingly (e.g., an eligible employee who is absent due to a bona fide illness who is regularly scheduled to work twelve (12) hours, will be charged twelve (12) hours sick leave).

Jury Duty:

The provisions of Paragraph 9 shall apply relative to time off to perform jury duty except that “eight (8)” shall be replaced by “twelve (12)”.

Schedule of Work (Paragraph 35)

- b) The regular schedule hours of work for operating employees will consist of seven (7) workdays in a normal two-week pay period. Three (3) workdays will be scheduled in one week with four (4) workdays in the other. The maximum normal schedule length will be twelve (12) hours. A minimum of eighty (80) total equivalent straight-time hours will be scheduled in any pay period. Regular schedules may be changed upon twenty-four (24) hours advanced notice. Sunday and holiday work may be regularly scheduled.

- e) In connection with the overtime hour's provisions of Subparagraphs (a), (b) and (c) of this paragraph, all overtime hours worked will be paid for and no employees shall be required to take time off to offset overtime hours worked. The following hours of labor shall be deemed to be overtime hours:
 - 1. All hours worked over thirty-six (36) hours in a three day workweek.
 - 2. All hours worked over forty (40) hours in a four-day workweek. Sick leave, vacation, and holiday hours will not be considered as hours worked for overtime purposes.
 - 3. All hours worked outside regular schedule in any one (1) workday.
 - 4. All hours worked on the employee's rest days.

For the purpose of training and other special needs, employees may occasionally be rescheduled to work five (5) consecutive days of eight (8) consecutive hours (exclusive of mealtime) per week between the hours of 7:00 AM and 6:00 PM, Monday through Friday.

It is understood that twelve (12) hour shift schedules were negotiated to provide the employees that elected to work them with a minimum of eighty and one half (80 1/2) equivalent straight-time hours in any two week pay period. The anticipated schedule was thirty-six (36) hours in the first week and Forty-three (43) hours in the second week. This schedule would provide eighty and one half (80 1/2) equivalent straight-time hours.

This schedule, however, will cause unanticipated administrative problems when an employee is required to miss some time on the second week due to such things as holidays, jury duty, employee illness, etc. In order to avoid these administrative problems the Company will agree to schedule at least forty-four (44) hours the second week. Employees that scheduled to work their eight (8) hour day on the last day of the second week, and are on overtime, may be released after seven (7) hours if not needed. It is expected that the Production Leader will adjust the schedule each pay period to balance the overtime on his/her shift.

Meals:

If an employee has not previously earned a meal, a meal will be earned after twelve and one-half (12 1/2) consecutive hours following their starting time (holdover of 1/2 hour) and additional meals at five (5) hour intervals thereafter if the employee continues to work. All other meals will be in accordance with Paragraph 41 of the Memorandum of agreement.

Retirement Savings Plan:

Regarding the impact of twelve (12) hour shifts on the Retirement Savings Plan contribution, the Company's intent is to consider eighty (80) hours worked per pay period as eligible for Thrift Company contributions. For the first week of the pay period, the thirty-six (36) hours worked are eligible for Thrift Company contributions. For the second week of the same period, forty-four (44) hours of the forty-eight (48) hours worked are eligible for Thrift Company contributions.

In order to accommodate employees, who work a 12 hour shift, it is incumbent upon those employees to record the hours worked correctly on the time report to capture the full eighty (80) hours as "thriftable" income.

- b) (1) The regular schedule of operating employees in Power Plants and all departments regularly scheduled to work in shifts (either overlapping shifts, two-shift or three-shift operation) will be five (5) days of eight (8) consecutive hours per week provided, however, that the regular schedules may be changed upon twenty-four (24) hours advance notice. The schedule of any shift individual will not be changed more than one time during the scheduled workweek without mutual agreement between the employee and the employee's Supervisor. Sunday and holiday work may be regularly scheduled, however, whenever possible, rest days shall be consecutive. It is further agreed that during periods when units are "off-line" and not needed to meet system load requirements that operators on shift may perform maintenance as directed by the Production Leader.

The established PGD shift to non-shift ratios will ~~not~~ include all non-shift employees (Itinerant Work Force and Base Maintenance) Craftworker and above. ~~the Variable Workforce employees or employees below the classification of a Craftworker.~~ The ratios will be changed to a ~~four (4)~~ Three (3) (shift) to ~~one (1)~~ two (2) (non-shift). The minimum Base complement will be 35 Craftworkers and above.

Employees who apply for and are awarded a Production position will be required to qualify in that position at that location. This requirement will be enforced for a six (6) month period and affects employees who have never qualified in a Production position. The employees will not be permitted to apply for Production positions outside of their current location until such time as they qualify or if the training is not provided within a six (6) month period. There is no application restriction for applying for positions outside of the Production department.

- b) (2) During the initial start-up of a unit(s), operators may be assigned to a schedule of eight (8) consecutive hours,(exclusive of mealtime),per day until such time that a two (2) or three (3) shift operation schedule is established on that unit.
- b) (3) Except as provided in Paragraph 35 (c), Operators or Utilityworker(s) when scheduled on maintenance and reassigned without notice to operations during the day shift will retain the same quitting time as maintenance employees and will be paid at the overtime rate for any time worked outside the work schedule for maintenance employees. Operators, when scheduled to work on the day shift in operations and are reassigned without notice to work in maintenance will be paid at the overtime rate for hours worked outside the work schedule for operating employees on the day shift.

- c) For prearranged repair or maintenance jobs, or emergency repairs or maintenance jobs, employees may be rescheduled per the following provisions:

When one or more units are scheduled under either Paragraph 35 (c) (1) or 35 (c) (2), they may be defined on one posting. This posting will define the work to be performed, the employee's hours and days of work, and under which Subparagraph of Paragraph 35 (c) the work is being scheduled. Employees under this condition will be allowed to work on any of the posted units on their posted schedule.

Where only one unit is posted under either Paragraph 35 (c) (1) or 35 (c) (2) and subsequently a new unit(s) requires work to be performed under either Paragraph 35 (c) (1) or 35 (c) (2), a new schedule will be posted. This posting will define the scope of work, the hours and days of work, and under which Subparagraph of Paragraph 35 (c) the work is being performed.

The overtime list will be used to make assignments unless the entire classification is being assigned equivalent hours, or no overtime work is planned. Such rescheduled employees may be assigned to any shift needed, and will be paid the equivalent of the operator's shift differential. All hours worked for the next twenty-four (24) hours following a change in schedules, where the twenty-four (24) hours' notice was not given, shall be paid for at one and one-half (1 1/2) times the regular straight-time hourly rate until the expiration of the twenty-four (24) hours' notice. Such rescheduled employees will be paid at their respective overtime rates plus appropriate shift differential for any work done on their respective normal days off.

- c) (1) Employees may be rescheduled to work on two (2) or three (3) shifts per day basis (by giving at least twenty-four (24) hours' prior notice) to handle jobs which will require more than four (4) days for completion on a rush basis. For the purpose of this paragraph, "rush basis" means the work will be scheduled at least six (6) days per week.
- c) (2) Employees may be rescheduled to work on two (2) or three (3) shifts per day basis (by giving at least twenty-four (24) hours prior notice) for a minimum period of two (2) days and a maximum of four (4) days. An individual will not be required to work an assignment of this type more than one time during a pay period.
- d) A Watch Person may be assigned such schedules as work and duties may require and will be paid overtime for hours worked in excess of forty (40) hours per week.
- e) In connection with the overtime hour's provisions of Subparagraphs (a), (b) and (c) of this paragraph, all overtime hours worked will be paid for and no employees shall be required to take time off to offset overtime hours worked. The following hours of labor shall be deemed to be overtime hours:
 1. All hours over forty (40) per workweek.
 2. All off schedule work.

Overtime hours will be paid, except as otherwise provided for herein, at one and one-half (1 1/2) times the regular straight-time hourly rate. There shall be no compounding of overtime or premium pay; namely, duplication of premium or overtime payment.

- f) For planned work involving overtime in PGD, schedules for non-shift employees shall be considered changed when both the starting and stopping times are changed for two (2) consecutive days or more regardless of the number of hours worked per day. In these cases, the first eight (8) hours within the period 7:00 AM to 6:00 PM shall be the regular schedule.
- g) It is further agreed that from time to time employees regularly assigned to a schedule outside the hours of 7:00 AM to 6:00 PM may be rescheduled for the Company Orientation Program, Apprentice Instructor Meetings, Switching Schools, or other occasions that must be mutually agreed upon between the Company and Union prior to any rescheduling. Such employee will be rescheduled to a workweek as follows:
- Saturday and Sunday off, and Monday through Friday on the regular day schedule for the period of the meeting.
 - Such rescheduled employee will assume the same hours as is determined by the day schedule (this may include time out for meals) and remain on the day schedule for a minimum of five (5) days or multiples thereof unless by mutual agreement between the employee and the employee's Supervisor, the employee is reassigned to the employee's previous schedule.

**MEMORANDUM OF UNDERSTANDING
POWER GENERATION – SHIFT TO NON-SHIFT RATIOS**

In recognition of the changing technologies and repowering of the generation fleet in Florida the Company and Union agree to amend the established shift to non-shift ratio from 4 (shift) to 1 (non-shift) to 3 (shift) to 2 (non-shift).

The parties agree to reach the minimum Base maintenance complement of 35 through attrition.

In the event there is an unforeseen issue with Apprentices the issue will be resolved by the Joint Apprentice Committee.

In the event the Maintenance Leader vacates his position the company may elect to repost the vacant position or relieve into the vacant position.

In the event of a realignment the Base complement staffing number will be frozen upon notification to the union of realignment and will expire upon the effective move date for the realignment.

In the event any unforeseen issues arise related to this MOU the Director of Labor Relations and the Business Manager of System Council U-4 will meet to resolve.

To the extent, the terms of this MOU conflicts with the Memorandum of Agreement, this MOU shall apply.

G. J. Aleknavich, Business Manager Date
System Council U-4, IBEW

Brendan Callaghan, Director Date
Safety & Labor Relations
Florida Power & Light

35 SCHEDULES OF WORK

TEN HOUR, FOUR DAY WORKWEEK

Holidays:

In a week with a holiday, employees on a ten (10) hour, four (4) day schedule may be rescheduled to an eight (8) hour, five (5) day workweek or the holiday will be taken the same as vacation. The employee receives eight (8) hours holiday pay and can elect to use two (2) hours vacation or two (2) hours “employee request” (not paid). A floating holiday will be taken the same as vacation; the employee receives eight (8) hours holiday pay and can elect to use two (2) hours vacation or two (2) hours “employee request” (not paid).

TWELVE (12) HOUR SHIFTS

Holidays:

Holiday Worked:

- Employee receives eight (8) hours of holiday pay plus twelve (12) hours at one and one-half ($1\frac{1}{2}$) times the employee’s normal hourly rate.

Holiday Not Worked:

- Employee receives eight (8) hours of holiday pay and four (4) hours of straight-time pay difference between the employee’s normal schedule hours and the eight (8) hours holiday pay.
- Employees will not be forced to use their short day on a holiday.

41. MEALS-LODGING-TRANSPORTATION

For: Power Generation Supplemental
Nuclear Supplemental
Power Systems Supplemental
Special Training Outside State of Florida

LODGING – TRANSPORTATION

- i) The Company will pay reasonable expenses for satisfactory lodging to an employee who is temporarily assigned work away from the employee's regular headquarters and who is required to be away overnight.
- i) (1) When an employee works temporarily at some location (more than sixty-five (65) miles) other than the employee's regular headquarters, travel from regular headquarters to new headquarters and return shall be on Company time and expense.

The employee, while traveling on consecutive assignments will be traveled to their regular headquarters prior to the next assignment if the employee has or will be away from his/her regular headquarters six (6) weeks or more from the scheduled completion date of the next assignment. These employees will be traveled home to their regular headquarters for a minimum of twenty-four (24) hours prior to their next assignment. This will in no way affect the employee's eligibility for assignment.

- i) (2) The Company will furnish the employee a listing of preferred area hotels, with phone numbers, prior to the assignment. Travel expenses will be reimbursed using one of the following options. It is understood Option 1 is the usual level of benefit.

The employee during unusual circumstances may use Option 2, if the usual room rate availability is not accessible or changes during the assignment for any reason. The employee must notify the Company prior to exercising Option 2.

If less than twenty-four (24) hours' notice is given for the travel assignment, at the employee's request the Company will furnish lodging for the first night of the assignment:

OPTION 1: Provide a per diem rate of:

- North Region (CCEC, PPN, PSR)
 - One Hundred ~~Twenty-Fifteen~~ Dollars (\$~~120~~15.00)
- West Region (PMT, PFM)
 - One Hundred ~~Twenty-Fifteen~~ Dollars (\$~~120~~15.00)
- East Region (PSL, PMR, RBEC, WCEC)
 - One Hundred ~~Twenty-Fifteen~~ Dollars (\$~~120~~15.00) from June 1 through December 14
 - One Hundred ~~Thirty-Two-Five~~ Dollars (\$~~130~~25.00) from December 15 through May 31
- South Region (PEEC, PFL, PTF, PTN)

- One Hundred ~~Twenty-Fifteen~~ Dollars (\$~~120~~15.00) from June 1 through December 14
- One Hundred Thirty ~~Five~~ Dollars (\$~~135~~0.00) from December 15 through May 31

Effective November 1, 2019 an additional Five Dollars (\$5.00) will be added to the above noted rates.

When the assignment is in effect for every day the employee is on temporary assignment. This per diem will cover meals, lodging and incidentals including laundry, phone calls, etc.

OPTION 2: The Company will reimburse reasonable lodging expenses, as validated by receipt, plus ~~Forty-eight~~Fifty Five Dollars (\$~~48~~55.00) per day for meals and incidentals in lieu of the per diem rates as set forth in Option 1.

SPECIAL TRAINING SCHOOLS OUTSIDE STATE OF FLORIDA

Bargaining Unit personnel attending special training schools, outside the State of Florida.

8. Employee will be expected to make satisfactory progress in the course, utilizing regular working hours.
9. Employees will be expected to remain at the study location for the duration of the assignment. Weekend trips to home locations will be at employee's expense. For extended schooling (six (6) weeks or longer) the person will be allowed one (1) trip home, paid for by the Company, in midterm.
10. Rental cars will be provided as required. Four (4) employees will be assigned to each car, if schedules permit. A weekly mileage limit will be permitted, not to exceed two hundred fifty (250) miles per week. Mileage expense in excess of this limit will be the responsibility of the employee. Should this mileage limit prove to be inequitable due to location, the Director of Labor Relations and the Business Manager shall meet to review and resolve such inequity.
11. Airfare (tourist) will be provided to and from school. Up to one (1) eight (8) hour straight-time day of travel will be permitted to and from school. The Company will not authorize or reimburse an employee for the use of personal automobiles in attending schools away from home areas.
12. The Company will pay lodging expenses.
13. The Company will pay a fixed per diem allowance, which includes all subsistence (meals, phone, laundry, etc.). The allowance will be ~~Fifty Five~~Forty-eight Dollars (\$~~48~~55.00) a day.
14. The Company will have the right to change a person's schedule with less than twenty-four (24) hours' notice to obtain optimum benefit from training. This would be done only as necessary.

I&C DIGITAL – PGD

It is recognized that the Instrument and Control Specialist Digital (ICSD) is not a foreman and may be assigned any instrument and control duties at the plant. [The ICSD craftworker may report to either a Maintenance Leader or a Supervisor.](#)

~~It is further agreed that in the absence of the ICSD craftworker's Maintenance Leader or Supervisor they may request and hold their own clearance.~~

An [ICSD may request and hold their own clearances in the absence of a Maintenance Leader.](#)

For the purpose of overtime distribution, the ~~newly created~~ classification of Instrument Control Specialist Digital will be included on the same overtime list as the regular Instrument Control Specialist employee.

Any Instrument and Control Specialist may assist an Instrument and Control Specialist Digital and no temporary relieving will be required.

POWER SYSTEMS

SUPPLEMENTAL

**MEMORANDUM OF UNDERSTANDING
POWER SYSTEMS - DISTRIBUTION OFF SHIFT RATIOS**

The Company and Union spent considerable time at these negotiations discussing staffing levels and the operations resource challenges created by the high volume of outage tickets occurring outside of the normal schedule Monday through Friday and shift hours of 6:00 AM to 6:00 PM - approximately fifty five percent (55%) of all outage tickets occur outside the normal dayshift hours.

The company remains fully committed to increasing Craftworker staffing levels through its current hiring initiatives and joint apprentice programs. In recognition of the efforts to increase Distribution Operations staffing numbers, reduce overtime levels and improve customer responsiveness the parties agree to the following:

- The total number of employees (exclusive of rotating shift employees) working outside the hours of 6:00 AM and 6:00 PM and working Saturday and Sunday shall not be more than twenty eight percent (28%) of the total number of employees. Employees will not be scheduled to work both Saturday and Sunday.
- The twenty eight percent (28%) ratio as defined in paragraph 35. Schedules of Work a) (4) 11 will apply to the Power Systems authorized staffing number as of June 2, 2017 excluding Helpers and Apprentices posted for the Craftworker pipeline.
- Once the Company has reached the authorized staffing of one thousand three hundred eighty two (1382) in Distribution as presented to the Union on June 2, 2017 the ratio will increase incrementally up to thirty-two percent (32%) for future staffing. All staffing positions in excess of the authorized staffing can be posted to the off hour shifts (outside the hours of 6:00 AM and 6:00 PM) and weekend shifts.
- If at any time the staffing level falls below the authorized staffing model of June 2, 2017 the ratio will revert to the agreed to twenty eight percent (28%).

The Company and Union agree to continuous monitoring of this agreement and progress on the staffing initiatives. If any unforeseen issues arise during the implementation of this agreement the parties will meet to discuss and resolve.

To the extent, the terms of this MOU conflicts with the Memorandum of Agreement, this MOU shall apply.

G. J. Aleknavich, Business Manager Date
System Council U-4, IBEW

Brendan Callaghan, Director Date
Safety & Labor Relations
Florida Power & Light

38. CALL OUTS – PREARRANGED OVERTIME

- a) When an employee is required to report for work at a time other than the employee's regular work schedule, it shall be considered:
1. A call out if the employee has less than twelve (12) hours' notice, or
 2. Prearranged overtime if the employee has twelve (12) hours' or more notice.

All ~~applicable~~ Bargaining Unit employees in a geographic boundary, as defined by the Company, will be called out or prearranged for overtime before any contractors are called into work. If FPL employees within a geographic boundary are being released from duty on FPL facilities, the contractors will also be released. Contractors will be allowed to complete the specific job that they are assigned to do at that time; no other work will be assigned.

- b) On a call out, the employee shall be allowed actual time required for traveling from the employee's home to the job and return, plus a minimum of three (3) hours as time actually worked. Except that if the employee is called out before the employee's regular starting time and works through the employee's regular work period, then only time actually required for traveling from the employee's home to the job and the actual hours worked shall be allowed. Where it is necessary for an employee to begin work after a break between shifts, the employee will be allowed to work continuously if the break is for one (1) hour or less, or is the equivalent to travel time to the employee's home and return, whichever is greater.
- c) In the case of prearranged overtime, the employee shall receive a minimum of four (4) hours as hours worked (except in the case of meetings, two (2) hours) except if the employee is required to report before the employee's regular starting time and works through the employee's regular work period or is required to continue after the employee's regular quitting time, then only time actually worked or spent in meetings shall be allowed. If an employee who has been prearranged to work overtime other than holdover overtime is given less than seven (7) hours' notice prior to the starting time of the overtime that the employee is not to report, the employee will receive two (2) hours pay at one and one-half (1 1/2) times the employee's straight-time hourly rate.
- d) On call outs and prearranged overtime an employee designated to temporarily relieve or substitute in a higher classification shall be paid at the rate of such higher classification for the time that the employee is actually relieving or substituting in such higher classification.
- e) Any employee called out before the employee has had eight (8) consecutive hours off-duty since the end of the employee's last scheduled work period will be paid at the overtime rate for all hours worked thereafter until the employee has had eight (8) consecutive hours off-duty. Any employee called out nine and one-half (9 1/2) hours or more before the employee's next regular scheduled starting time after the employee has been scheduled off a day or more will continue to be paid at the overtime rate until the employee has had eight (8) consecutive hours off-duty. However, in either instance the Company will give eight (8) hours off-duty at its discretion at the completion of the work and if the eight (8) hours off-duty falls within or overlaps into the employee's next regular scheduled work period, the employee will be paid for all such hours off-duty within the employee's regular scheduled work period at the straight-time rate. Any employee continuing to work beyond the employee's regular scheduled work period will be paid at the overtime rate for all hours worked thereafter until the employee has had eight (8) consecutive hours off-duty. Upon completion of the work, the employee shall have eight (8) consecutive hours off-duty and if such

eight (8) hours off-duty falls within or overlaps into the employee's next regular scheduled work period, the employee will be paid for all such hours off-duty within the employee's regular scheduled work period at the straight-time rate.

- f) On-call is established in order to meet customer requirements in the Power Systems Business unit. The Company's representative and the Business Manager will review the provision annually to assess the effectiveness of the program. Either party may terminate this provision by giving thirty (30) days' notice.

What is an On-Call Assignment?

On-call assignments are trouble calls and unscheduled overtime.

Length of on-call time:

Seven (7) Days

Eligibility:

Employees eligible for on-call are all employees who are not at work. An on-call employee is not eligible for overtime until his regular shift is complete.

Response time:

The employee will provide a contact phone number and/or the Company will provide a pager and employees on-call will be required to be accessible at all times. The employee must respond to a page within fifteen (15) minutes of the notification. Employees will report within sixty (60) minutes after responding to the call. An employee may be deemed ineligible for on-call if his response time significantly exceeds the stated time frames and may forfeit his "on call" compensation for that event.

How on-call is scheduled:

Management determines the need to establish on-call status and the number of employees needed on-call on a weekly basis. On Wednesday, the Supervisor will post the need for on-call, including the classifications and number in each classification needed. Employees who volunteer will sign up for on-call by Thursday at 4:00 PM. Employees will be on-call for seven (7) consecutive days, from midnight Friday through midnight Friday. If more employees volunteer for on-call than are needed, the low employees on the Thursday, overtime log will be considered on-call.

Procedure for calling out employees to work:

Go through the call out list and call out on-call employees first by overtime standing and then proceed with the non on-call employees by overtime standing.

Sickness and family sickness:

Employees who are sick or have a family sickness will be removed from on-call for the remainder of the week. As a result, the employee will forfeit that day's on-call compensation until able to return to on-call status. An employee's sickness includes injuries (e.g., sprained ankle). An employee who gives notification of sickness or family sickness before receiving an on-call assignment will not be charged refused hours for the balance of the week.

Other inaccessibility:

An employee not responding to a page or phone call (including a low battery or dead spot), will be notified that he is off on-call status and will forfeit the on-call compensation for the seven (7) day period.

On-call payment:

Seven (7) hours per week at one and one half (1 ½) times the hourly rate, which shall be charged on the overtime list as hours worked. Those who do not volunteer for the assignments will not be charged for the overtime.

**Letter of Intent
Distribution
Overtime Boundaries**

This is the minimum guideline and does not preclude the calling of employees from additional service center locations as necessary before the utilization of contractors.

The following Call-Out Overtime Boundaries Matrices are to be used by the Power Systems, Distribution Business Unit. The intent of these documents is to provide each local Service Center, Dispatch Center, etc. with the agreed upon methodology for the use of Bargaining Unit personnel prior to the utilization of contractors in the following situations:

- Call Out
- Afternoon Storm
- All Hands-on Deck

Prior to calling contractors to work overtime in a Service Center's boundary, the eligible employees from the corresponding Service Center(s) on the matrix must be offered the overtime assignment.

Gary J. Aleknavich Date
Business Manager
System Council U-4, IBEW

Brendan Callaghan Date
Director, Labor Relations
Florida Power & Light

2017 Power System Boundary Matrix

Call Out Boundaries by Management Area		
East Coast		
		Region
Lake City (LCO)	SKO	North Florida
	NSO	
	PLO	
Starke (SKO)	LCO	
	PLO	
	NSO	
	SAO	
Nassau (NSO)	SKO	
	LCO	
	SAO	
Palatka (PLO)	SAO	
	FGO	
	SKO	
St. Augustine (SAO)	PLO	
	FGO	
	SKO	
Flagler (FGO)	SAO	Central Florida
	POO	
	DYW	
Port Orange (POO)	FGO	
	SNO	
	TIO	
	DYW	
Sanford (SNO)	TIO	
	POO	
	DYW	

2017 Power Systems Boundary Matrix

Call Out Boundaries by Management Area		
East Coast		
		Region
Titusville (TIO)	MIO	Brevard
	POO	
	MLO	
	SNO	
	PBW	
Merritt Island (MIO)	TIO	
	MLO	
	PBW	
Melbourne (MLO)	MIO	
	TIO	
	SLO	
	PBW	
St. Lucie (SLO)	WNO	
	SRO	
	OKO	
	SRW	
	MLO	
	PBW	
Walton (WNO)	SRO	
	SLO	
	OKO	
	SRW	
Okeechobee (OKO)	SRO	
	SLO	
	WNO	
	SRW	
Stuart (SRO)	WNO	
	JPO	
	SLO	
	OKO	
	SRW	

2017 Power Systems Boundary Matrix

Call Out Boundaries by Management Area			
East Coast			
		Region	
Jupiter (JPO)	WBO	Palm Beach	
	SRO		
	BYO		
	RPO		
	RGW		
	SRW		
West Palm (WBO)	RPO		
	BYO		
	JPO		
	RGW		
Royal Palm (RPO)	WBO		
	BYO		
	JPO		
	GLO		
	RGW		
Belle Glade (GLO)	RPO		Boca Raton
	BYO		
	BRO		
	RGW		
Boynton (BYO)	WBO		
	BRO		
	RPO		
	GLO		
	RGW		
Boca (BRO)	PMO		
	WBO		
	BYO		
	CBW		
	RGW		

2017 Power System Boundary Matrix

Call Out Boundaries by Management Area		
East Coast		
		Region
Pompano (PMO)	WGO	Broward
	BRO	
	GSO	
	CBW	
Wingate (WGO)	PMO	
	GSO	
	CBW	
Gulf Stream (GSO)	WGO	
	NEO	
	PMO	
	WEO	
	CBW	
North Dade (NEO)	GSO	
	CEO	
	RIO	
	WEO	
	SDW	
West Dade (WEO)	CEO	
	NEO	
	RIO	
	GSO	
	SDW	

2017 Power System Boundary Matrix

Call Out Boundaries by Management Area		
East Coast		
		Region
Central (CEO)	NEO	Dade
	WEO	
	RIO	
	SDW	
Richmond (RIO)	WEO	
	CEO	
	NEO	
	SDW	

2017 Power Systems Boundary Matrix

Call Out Boundaries by Management Area		
West Coast		
		Region
Whitfield (WFO)	CKO	Manasota / Toledo Blade
	TBO	
	MSW	
Clark (CKO)	WFO	
	EWO	
	TBO	
	MSW	
Englewood (EWO)	TBO	
	CKO	
	ARO	
	MSW	
Toledo Blade (TBO)	EWO	
	ARO	
	FMO	
	CKO	
	MSW	
Arcadia (ARO)	FMO	
	EWO	
	MSW	
	TBO	
Gladiolus (GDO)	GGO	Gulf Coast
	FMO	
	BSW	
Ft. Myers (FMO)	TBO	
	ARO	
	GDO	
	GGO	
	BSW	
Golden Gate (GGO)	FMO	
	GDO	
	BSW	

2017 Power System Boundary Matrix

Call Out Boundaries by Service Center			
Arcadia (ARO)	FMO	Ft. Myers (FMO)	TBO
	EWO		ARO
	MSW		BSW
	TBO		GDO
Belle Glade (GLO)	RPO	Gladiolus (GDO)	GGO
	BYO		GGO
	BRO		FMO
	RGW		BSW
Boca (BRO)	PMO	Golden Gate (GGO)	FMO
	WBO		GDO
	BYO		BSW
	CBW	Gulf Stream (GSO)	WGO
	RGW		NEO
Boynton (BYO)	WBO	Jupiter (JPO)	PMO
	BRO		WEO
	RPO		CBW
	GLO		WBO
	RGW		SRO
Central (CEO)	NEO		BYO
	WEO		RPO
	RIO		RGW
	SDW		SRW
Clark (CKO)	WFO	Lake City (LCO)	SKO
	EWO		NSO
	TBO		PLO
	MSW		MIO
Englewood (EWO)	TBO	Melbourne (MLO)	SLO
	CKO		TIO
	ARO		PBW
	MSW		TIO
Flagler (FGO)	SAO	Merritt Island (MIO)	MLO
	POO		PBW
	DYW		

2017 Power System Boundary Matrix

Call Out Boundaries by Service Center			
Nassau (NSO)	SKO	Sanford (SNO)	TIO
	LCO		POO
	SAO		DYW
North Dade (NEO)	GSO	Starke (SKO)	LCO
	CEO		PLO
	RIO		NSO
	WEO		SAO
	SDW	St. Augustine (SAO)	PLO
Okeechobee (OKO)	SRO		FGO
	SLO	SKO	
	WNO	St. Lucie (SLO)	WNO
	SRW		MLO
Palatka (PLO)	SAO		SRO
	FGO		OKO
	SKO	SRW	
Pompano (PMO)	WGO	Stuart (SRO)	PBW
	BRO		WNO
	GSO		JPO
	CBW		SLO
Port Orange (POO)	FGO	Titusville (TIO)	OKO
	SNO		SRW
	TIO		MIO
	DYW		POO
Richmond (RIO)	WEO	Toledo Blade (TBO)	MLO
	CEO		SNO
	NEO		PBW
	SDW		EWO
Royal Palm (RPO)	WBO		ARO
	BYO		FMO
	JPO		CKO
	GLO		MSW
	RGW		

2017 Power System Boundary Matrix

Call Out Boundaries by Service Center			
Walton (WNO)	SRO	West Palm (WBO)	RPO
	SLO		BYO
	OKO		JPO
	SRW		RGW
West Dade (WEO)	CEO	Whitfield (WFO)	CKO
	NEO		TBO
	RIO		MSW
	GSO	Wingate (WGO)	PMO
	SDW		GSO
			CBW

41. MEALS-LODGING-TRANSPORTATION

For: Power Systems Supplemental
Power Generation Supplemental
Nuclear Supplemental
Special Training Outside State of Florida

LODGING – TRANSPORTATION

- j) The Company will pay reasonable expenses for satisfactory lodging to an employee who is temporarily assigned work away from the employee's regular headquarters and who is required to be away overnight.
- j) (1) When an employee works temporarily at some location (more than sixty-five (65) miles) other than the employee's regular headquarters, travel from regular headquarters to new headquarters and return shall be on Company time and expense.

The employee, while traveling on consecutive assignments will be traveled to their regular headquarters prior to the next assignment if the employee has or will be away from his/her regular headquarters six (6) weeks or more from the scheduled completion date of the next assignment. These employees will be traveled home to their regular headquarters for a minimum of twenty-four (24) hours prior to their next assignment. This will in no way affect the employee's eligibility for assignment.

- j) (2) The Company will furnish the employee a listing of preferred area hotels, with phone numbers, prior to the assignment. Travel expenses will be reimbursed using one of the following options. It is understood Option 1 is the usual level of benefit.

The employee during unusual circumstances may use Option 2, if the usual room rate availability is not accessible or changes during the assignment for any reason. The employee must notify the Company prior to exercising Option 2.

If less than twenty-four (24) hours' notice is given for the travel assignment, at the employee's request the Company will furnish lodging for the first night of the assignment:

OPTION 1: Provide a per diem rate of:

- North Region (CCEC, PPN, PSR)
 - One Hundred ~~Twenty-Fifteen~~ Dollars (\$~~120~~15.00)
- West Region (PMT, PFM)
 - One Hundred ~~Twenty-Fifteen~~ Dollars (\$~~120~~15.00)
- East Region (PSL, PMR, RBEC, WCEC)
 - One Hundred ~~Twenty-Fifteen~~ Dollars (\$~~120~~15.00) from June 1 through December 14
 - One Hundred ~~Thirty-Two-Five~~ Dollars (\$~~130~~25.00) from December 15 through May 31
- South Region (PEEC, PFL, PTF, PTN)

- One Hundred ~~Twenty-Fifteen~~ Dollars (\$~~120~~15.00) from June 1 through December 14
- One Hundred Thirty ~~Five~~ Dollars (\$~~135~~0.00) from December 15 through May 31

Effective November 1, 2019 an additional Five Dollars (\$5.00) will be added to the above noted rates.

When the assignment is in effect for every day the employee is on temporary assignment. This per diem will cover meals, lodging and incidentals including laundry, phone calls, etc.

OPTION 2: The Company will reimburse reasonable lodging expenses, as validated by receipt, plus ~~Forty-eight~~Fifty Five Dollars (\$~~48~~55.00) per day for meals and incidentals in lieu of the per diem rates as set forth in Option 1.

SPECIAL TRAINING SCHOOLS OUTSIDE STATE OF FLORIDA

Bargaining Unit personnel attending special training schools, outside the State of Florida.

15. Employee will be expected to make satisfactory progress in the course, utilizing regular working hours.
16. Employees will be expected to remain at the study location for the duration of the assignment. Weekend trips to home locations will be at employee's expense. For extended schooling (six (6) weeks or longer) the person will be allowed one (1) trip home, paid for by the Company, in midterm.
17. Rental cars will be provided as required. Four (4) employees will be assigned to each car, if schedules permit. A weekly mileage limit will be permitted, not to exceed two hundred fifty (250) miles per week. Mileage expense in excess of this limit will be the responsibility of the employee. Should this mileage limit prove to be inequitable due to location, the Director of Labor Relations and the Business Manager shall meet to review and resolve such inequity.
18. Airfare (tourist) will be provided to and from school. Up to one (1) eight (8) hour straight-time day of travel will be permitted to and from school. The Company will not authorize or reimburse an employee for the use of personal automobiles in attending schools away from home areas.
19. The Company will pay lodging expenses.
20. The Company will pay a fixed per diem allowance, which includes all subsistence (meals, phone, laundry, etc.). The allowance will be ~~Fifty Five~~Forty-eight Dollars (\$~~48~~55.00) a day.
21. The Company will have the right to change a person's schedule with less than twenty-four (24) hours' notice to obtain optimum benefit from training. This would be done only as necessary.

44. DISTRIBUTION OF OVERTIME

- a) Overtime will be distributed equally by classification in each regular working headquarters to the best ability of the Supervisor in charge, using the biweekly posted overtime list as a guide for such distribution.

Overtime records including the callout fill rates at each regular headquarters shall be reviewed every four (4) weeks by the Supervisor and the Job Steward to determine whether all overtime assignments and/or callout fill rates during the period were made and recorded in accordance with the terms of the Agreement. If the Supervisor and the Steward agree that all overtime assignments and/or callout fill rate in the period were made in accordance with the terms of the Agreement, they shall sign the overtime record as being correct. A matter concerning an overtime assignment and/or the callout fill rate record may become a grievance only after the review and providing it is reduced to writing and taken up with the Supervisor within four (4) weeks after such review.

If at any time it is determined that an overtime assignment was not made in accordance with the terms of this Agreement, the remedy shall be make-up overtime work which would not ordinarily be performed on overtime, to take place within thirty (30) days of such determination. Failure to provide such work after such determination shall subject the Company to payment.

The callout rate will be classified as the "Fill Rate," which will be calculated by dividing the number of callout overtime assignments accepted by the number of callout overtime assignments offered. There will be two (2) callout evaluation periods established for each calendar year.

The first evaluation period will commence at the end of the payroll period ending nearest to January one (1) of each year and conclude on the last day of the thirteenth (13th) pay period. The second evaluation period will commence at the beginning of the fourteenth (14th) pay period and end on the last day of the last pay period for the year.

The Company will have no obligation to provide make-up overtime work to any employee as a result of the call out, with less than one (1) hours' notice, or holdover of another employee. The Company shall have no obligation to provide make-up overtime work as a result of an assignment to an employee who was not the low overtime available employee in the employee's classification, if at the end of the review period the employee claiming the overtime is the high employee in the classification or is within ten (10) hours or ten (10) percent (whichever is higher) of the high overtime employee in the classification. An employee who is incorrectly passed over for a callout will be credited with a callout response provided they work the make-up overtime.

All Power Systems and Customer Service employees may be called out if the call out occurs within two (2) hours of their regular starting time. This agreement will not affect the current manner in which employees are REQUIRED to work overtime.

Distribution employees in Exhibit "A" Hourly Wage Schedules identified by the single asterisk should respond for callout overtime at a level of fifty percent (50%) or higher in each evaluation period. Distribution employees who respond to and work callout overtime at a rate of sixty-five percent (65%) or higher will qualify to obtain a financial incentive.

Employees must receive a minimum of six (6) callout overtime assignment opportunities to be evaluated. Employees who accept thirteen (13) callouts will be considered as achieving the callout fill rate. Regardless of the number of assignments offered employees will be charged a maximum of one (1) decline in a twenty-four (24) hour period, being defined as twelve (12) midnight to twelve (12) midnight. Fill rate credit will be given for all callout acceptances that are worked.

All employees who are at or above sixty-five percent (65%) callout fill rate in an evaluation period will receive a five hundred dollar (\$500) financial incentive. Employees who are at or above an eighty percent (80%) callout fill rate in an evaluation period will receive a two thousand dollar (\$2,000) financial incentive.

- The incentive will be paid within two (2) pay periods following the evaluation period.

Overtime will be distributed according to functional work type. Geographical boundaries, as defined by the Company, will be established for the Distribution Business Unit and Power Delivery Business Unit work headquarters. When customers are out of service, employees working overtime outside of a designated shift may cross a geographic boundary and be assigned one (1) trouble ticket without requiring a callout.

Operations, Central Maintenance and Construction employees may be located at the same Service Center. These "Split" Service Centers shall be designated as separate "Work Headquarters" as the term is used in the MOA. In these locations, separate overtime lists shall be maintained for Operations and Central Maintenance and Construction. The Company agrees to move under the following provisions:

1. Manasota, Palm Bay and Bonita Springs work locations will be transferred to "Split" Operations Service Centers in 2015.
2. Paragraph 19 (e) will apply for all impacted employees who elect not to transfer.
3. Future transfers of Central Maintenance and Construction Service Centers into a "Split" Operations Service Center will be done by mutual agreement.

b) In compiling the biweekly posted overtime list, the following conditions will be adhered to:

1. Overtime list will be made up of only employees who wish to be on it. Employees who are not on the list will be considered to have one (1) hour more overtime than the high overtime employee does in each classification. All overtime hours worked by the employee in the employee's own classification, or while relieving or working in another classification, or while working at another location, will be included in totals shown on the above posted list. Employees who submit a memo to supervision expressing a desire to relieve on overtime in classifications they are qualified to work, will be considered by seniority for relieving on overtime in these classifications, whether they are on the overtime list or not. Employees may elect off the overtime list at the end of a pay period. An employee who makes such election will be dropped from the overtime list for the next six (6) pay periods.

All employees identified by the single asterisk in Exhibit "A" will be required to be on the overtime list and required to provide correct phone number(s) for callout response.

2. When an employee changes the employee's regular headquarters or enters a new classification, and wishes to be on the overtime list, the employee will be placed on the overtime list at the

average overtime of the classification. Employees who have elected not to be on the overtime list and wish to be may notify supervision by memo. These employees will be placed at one (1) hour above the employee with the greatest number of overtime hours on the overtime list in their classification according to the time limits specified in the foregoing Subsection (b) (1). When an employee relieves outside of the Bargaining Unit, and returns, the employee will be placed at one hour above the employee with the greatest number of overtime hours on the overtime list in their classification.

When an employee changes the employee's regular headquarters or enters a new classification the employee's callout fill rate will carry to a new headquarters. An employee must be in a classification defined as being subject to the fill rate and must remain in the required department for an entire evaluation period in order to be evaluated.

3. If an employee refuses overtime which the Company gets someone else to perform, the overtime will be charged against the employee who refused. For call out overtime, the employee shall be charged if they do not have a telephone. Employees will be allowed two (2) phone numbers on the overtime list. If the employee is called and such employee fails to work the overtime assignment, they shall be charged the overtime hours. If however, the employee responds within one (1) hour expressing a desire to work, they will not be charged if the assignment has been filled. The Company agrees that in the event all the personnel in a classification at the headquarters are requested to work overtime, those employees in that classification refusing will be charged for the overtime worked unless they are sick or on excused absence. Overtime will not be charged against Apprentices who turn down overtime to attend Apprentice training classes. Overtime will not be charged against Apprentice Instructors or Training Instructors who turn down overtime to instruct scheduled training classes; however, all hours worked by such Apprentice Instructor or Training Instructor will be applied to the overtime list as overtime worked.
4. If an employee is sick he/she will not be offered overtime during his/her regular shift. An employee who accepts an overtime assignment and then fails to report by calling in sick will be charged as refusing the assignment.
5. For distribution of overtime purposes an employee shall be considered on vacation from the time the employee finishes work on the employee's last scheduled regular workday shift before going on vacation until the employee's scheduled starting time on the employee's first scheduled workday after the employee's vacation. This is not to be interpreted as meaning the employee is not subject to call back while on vacation, as provided in Subparagraph 8(b) of this Agreement.
6. At the end of the payroll period ending nearest January 1 of each year, the overtime list for each classification at each location will be returned to zero, listed in seniority order and shall become effective upon posting the list at each work location at the regular agreed upon time.
7. Junior employees will not be forced to work an overtime assignment for more than two (2) consecutive days. The only exception would be if there were no other employees available in that classification and location or everyone is assigned to work overtime.
8. The provisions of this Paragraph should not be interpreted to restrict the Company's right to require employees to work overtime.

9. If this method results in an obviously inequitable distribution of overtime, then the Director of Labor Relations and the Business Manager will work out a method of correcting such inequity.

- c) (1) For assignments of an emergency nature such as; storm or rush work where employees are temporarily assigned away from their regular headquarters and required to be away overnight for the Company or other utilities, in or out of State. The Company will select the work headquarters, classifications and numbers of employees to be traveled. The employee, by the selected classifications within the work headquarters, with the most actual hours of overtime worked will be offered the assignment first. If there is a known need for a specific classification, the employees of that classification should be offered that storm assignment by need. Prior to forcing any employee for the assignment the Company will consider requesting volunteers, by classification, from nearby locations provided that this does not create a situation whereby travel crew departure is impacted. Employees who are given less than twelve (12) hours' notice of a travel assignment will be given one (1) hour of paid preparation (packing) time prior to the travel assignment.

Transmission, substation and non-overhead crew's talents where possible can be used to facilitate our total Company effort in accordance with the MOU. If the efforts of all are not used to their full potential it should be brought to the attention of the Area Storm Coordinator and the President of the Local Union. They shall discuss and find resolution at the earliest possible time for the benefit of our customers and employees.

- c) (2) These employees shall be paid a minimum of fourteen and one half (14 1/2) hours a day exclusive of meals, each day away from the regular work headquarters, except when the requesting utility has work rule constraints of a less number of hours; for restoration efforts lasting thirteen (13) consecutive days of work, employees will receive one (1) day of paid rest time (eight (8) hours straight-time) to be observed as follows: one third (1/3) of the employees covered under this paragraph will observe their paid rest day on the 14th day, one third (1/3) on the 15th day, and one third (1/3) on the 16th day, this provision will continue for subsequent thirteen (13) consecutive day periods until restoration is complete. If any one of the above rest days occurs on the last day of the assignment, the employee will observe the paid rest day on the day following their return to their home work location. The daily starting time will be the scheduled departing time from the lodging location and the ending time will be the actual arrival time back at the lodging location. Employees may request to be replaced on a travel assignment after twenty-one (21) days. The request shall be granted based on the availability of personnel and the seniority provisions of this agreement. On the last day of the storm assignment, employees should be paid actual hours worked, including travel time back to their regular work headquarters. The last day of the storm assignment refers to the day the employee returns to their home work location, which does not include overnight lodging.
- c) (3) For restoration efforts within the Company's service territory, non-traveling employees directly engaged in the restoration effort, whose management area was directly impacted, will be eligible for the rest day provision described in (c)(2) above. Restoration days will be calculated beginning with the first day of any crew movement within the Company's service territory.
- c) (4) Employees not traveling on storm or emergency assignments who remain at their regular work headquarters supporting normal operations that are working extended hours, may request one day of unpaid rest after thirteen (13) consecutive days to be observed as follows: one third of the

employees covered under this paragraph will observe their unpaid rest day on the 14th day, one third on the 15th day, and one third on the 16th day; this provision will continue for subsequent 13 consecutive day periods until restoration is complete. Consecutive days will be calculated beginning with the first day that crews from that management area depart.

REVENUE PROTECTION

All Field Meter Operation (FMO) locations will be established as Revenue Protection areas.

Non-Bargaining Unit personnel will disconnect meters (all self-Contained residential accounts and single-phase commercial accounts) only in the course of collecting on accounts for nonpayment and will install lock rings in the same course of collecting activities.

Bargaining Unit personnel will perform:

1. All disconnects of meters for any reason other than for nonpayment.
2. All connect and reconnects of meters, including reconnect on non-pay.
3. All initial installations of lock pins.
4. Installation of lock rings in cases where it is required to pull the meter before installing and any time lock rings are to be installed on a broad basis.
5. All pulling of meters in the course of current diversion investigations.

Any qualified Meter Electrician “B” working on code 99/K base self-contained meters, [\(bolt in meter K-7 Meter Enclosure\)](#) or tap/retap Florida Power & Light service, or correcting a current diversion condition that is energized, will receive a minimum of one (1) hour premium pay (equal to that of Meter Electrician “A” hourly rate of pay) [and will not be entitled to the premium pay for removal of foreign meters or jumpers from the blade \(jaws\) of the meter blocks similar to the removal of cut across bars.](#) Only Meter Electrician “B” who has successfully completed the Apprentice Meter Electrician program will be allowed to relieve in the Meter Electrician “A” classification.

DISCONNECT AND RECONNECT

This proposal to allow licensed certified Electricians to cut service at the customer’s weather head is not intended to reduce staffing levels, but rather improve overall utilization of our service crews across the system. Over time it is anticipated this process improvement will provide higher levels of customer satisfaction and a more efficient workforce. The Distribution Business Unit is committed to operate efficiently and safely while preserving the employees of the Company and Bargaining Unit positions and work.

How non-FPL disconnects will be done:

- Only single phase services of 200 amps or less.
- Voluntarily by licensed and certified Electricians.
- Work is to be permitted by the proper authority.
- Cutting of service will only be on customer’s wire or cable.
- Where the service is not being relocated and service attachment is undisturbed.

FPL will perform all work associated with reconnection of the service. This new policy is entirely voluntary for the Electrician involved. The decision to perform the disconnect function, when approved by FPL, shall be the sole decision of the Electrician involved on each D&R. FPL shall determine in each individual case if the Electrician will be authorized to perform the disconnect function of the D&R.

This policy will be reviewed by the Company and Union at the request of either party.

EXHIBIT “A” SHIFT DIFFERENTIALS

A shift differential will be applicable to employees in classifications designated by (S) in any “Exhibit A”, and any Distribution, Power Delivery Business Unit employees and employees who temporarily relieve in such classifications.

If fifty percent (50%) or more of an employee’s regular straight-time scheduled shift falls between the hours of 4:00 PM and 12:00 midnight, the employee shall receive Eighty Cents (\$0.80) per hour effective November 1, 2013 for all hours actually worked in such shift.

If fifty percent (50%) or more of an employee’s regular straight-time scheduled shift falls between the hours of 12:00 midnight and 8:00a.m the employee shall receive a shift differential of Ninety-five Cents (\$0.95) per hour effective November 1, 2013 for all hours actually worked on such shift.

For all Distribution and Power Delivery Business Unit employees, all regular scheduled straight-time hours worked on Saturday and Sunday will receive a weekend differential of ~~One Dollar (\$1.00)~~ One Dollar and Fifty cents (\$1.50) per hour; no other differential will be paid. All call out overtime hours worked on Saturday and Sunday will be at the overtime rate exclusive of the weekend differential. The weekend differential will apply to holdover overtime or to a regular scheduled employee called out ahead of their normal scheduled starting time.

Except as amended above, an employee who works overtime in a classification in any Exhibit “A” designated by “(S)”, and any Distribution, or the Power Delivery Business Unit during hours to which a differential would be applicable on straight-time, then such employee shall have the applicable differential included in the employees regular rate for overtime computation.

POWER SYSTEMS DIVISION – DISTRIBUTION EXHIBIT “A” NOTES

6. Work locations where clerical staffing levels are for one Clerk, the Dispatcher Clerk, ‘A’ Clerk or ‘A’ Clerk Steno will be paid a premium of ~~Fifty Cents (\$0.50)~~ One Dollar (\$1.00) per hour.

