

**MEMORANDUM OF UNDERSTANDING  
DISTRIBUTION CONTROL CENTER COVID-19 RESPONSE**

At Florida Power and Light (FPL) our customers depend on us to provide safe and reliable service. A critical position in the Company to this is the Distribution Dispatcher position. This position is essential in our efforts to restore power and maintain the integrity of FPL's Distribution network.

In the interest of maintaining continuity of operations, The Company and Union agree to the following steps to divide the workforce temporarily to create two work headquarters at the DCC and WPCC. During the time frame this separation is in place, workers assigned to each site will not co-mingle with workers assigned to the alternate site.

During the timeframe of this agreement Distribution Dispatchers who work out of the DCC may be traveled to WPCC – West Palm Beach Control Center

Staffing Levels:

DCC – 29 Dispatchers will staff the DCC

WPCC – 24 Dispatchers will staff the WPCC

Selection: The 24 Positions established at WPCC will be offered by seniority and any shortages will be filled by inverse seniority

Travel: Designated employees assigned to WPCC will receive mileage daily from WPCC to DCC

Schedules: Each site will establish a schedule and overtime list (with existing worked and charged hours) to include all functional work types at the DCC – (Area Desks, URD, Board and Field, and Switch Writing)

The operational conditions will be governed by the number of qualified Dispatchers. Schedule and Areas of Responsibility (AOR) will be established at each site schedules and AOR's will be determined based on the number of Dispatchers.

Upon termination of this agreement all employees will return to their schedule and rotation position in the established schedule currently posted at the DCC.

Dispatchers currently in training will remain at DCC to continue with their program

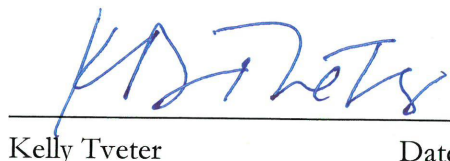
In the event unforeseen circumstances arise during the implementation of this MOU the parties agree to meet and resolve.

To the extent the terms of this MOU conflict with the MOA, this MOU shall apply.

 3-18-20

Jack Wilson Date

Business Manager  
System Council U-4, IBEW

 3/18/2020

Kelly Tveter Date

Director Safety & Labor Relations  
Florida Power & Light