

Letter of Agreement
Resource Sharing (Travel) Agreement
September 17, 2019

When management determines the need to travel employees from one NextEra Energy facility to another, (including but not limited to NextEra Energy Resources and FPL) Site Management will, at its discretion, support the use of that plant's bargaining unit employees for work assignments (i.e., refueling outages, special projects, etc.) at a NextEra Energy location, or at any location at which a NextEra Energy company has been contracted to perform work, or other facilities requesting personnel support. The request to travel will be granted after a mutual agreement of the Business Manager of the Local Union supplying the bargaining unit resources, the host site Business Manager and the Company. Provisions of this agreement include:

Eligible Employees

- Eligible employees are bargaining unit employees who are covered by Collective Bargaining Agreement between NextEra Energy or FPL and a Local Union that is signatory to this agreement. Selection of bargaining unit employees for assignment to any particular project will be made on the basis of the skills required of the classifications requested and according to the respective overtime list. The numbers of employees selected and/or requested, and which classifications assigned, will be at the discretion of management.
- An employee's decision to accept an assignment will be voluntary on the employee's part. Once accepted, if the employee elects to rescind or discontinue the assignment, he/she may be ineligible for future assignments (based on a joint Management and Union decision).
- Employees will be provided details of the assignment such as duration, working hours, and days off, duties and pay in writing prior to accepting the assignment. Once the employee accepts the assignment, the Company is committed to the schedule.

Traveling to/from Facilities

- Employee will be paid for travel time based on the travel itinerary agreed to prior to the travel day. If weather delays or flight cancellations take place payment will be determined on a case by case basis.
- The travel days will be determined by the Company based upon the needs of the host site.
- Airfare will be purchased by the employee and reimbursed in a timely manner through the Company expense reimbursement program.
- If an employee elects to drive in lieu of flying they will be reimbursed for mileage not to exceed the cost of airfare. Travel time pay would be limited to eight (8) hours.

Expenses

- A rental car will be provided while the employee is at the host site. The employee will pay for the rental car and gas, and be reimbursed through the Company expense reimbursement program. An intermediate sized vehicle would be authorized through the Company approved vendor. If multiple employees are traveling and working the same shifts they will be reasonable in sharing rental cars where appropriate. Any additional fees will be the responsibility of the individual.
- An employee will receive a daily per diem payment equal to the applicable Standard CONUS per diem rate in effect on each day to cover lodging, meals and incidentals, plus a daily travel incentive of \$30.00.
- An additional payment of \$15.00 (fifteen dollars) per day will be paid to each employee who works the full assignment. This payment will be made at the end of the assignment and is contingent upon the performance of the employee.
- In the event that an employee is not able to find reasonably priced accommodations within a 45-minute one-way commute to the host site, the parties will mutually agree on reimbursement to the employee for the difference in out-of-pocket costs to the employee. The employee will make frequent efforts to seek out reasonably priced accommodations.

- In the event that an employee is not able to find reasonably priced accommodations within a 45-minute one-way commute to the host site, the parties will mutually agree on reimbursement to the employee for the difference in out-of-pocket costs to the employee. The employee will make frequent efforts to seek out reasonably priced accommodations.
- If the duration away from an employee's home facility is in excess of twenty-eight (28) calendar days, the Company will reimburse the employee for airfare to fly a significant other to the host facility's airport and back home, and every two (2) weeks thereafter until the work is completed and the employees are returned home. Airfare will be at the coach or equivalent fare in accordance with corporate travel policy.


Work Schedules/Work Rules


- Employees will be governed by the work schedules and work rules (i.e. times of breaks and meal periods) and safety practices of the host site.
- All other provisions such as wages and premiums, seniority rights, and grievance process shall follow the visiting employee's home Labor Agreement. For example, if an employee receives a \$1.00/hr. shift premium for working the evening shift at his/her home site, he/she would receive a \$1.00/hr. shift premium if he/she works the evening shift at a different site.
- In cases requiring discipline, the employee's home management and Union will handle the situation.

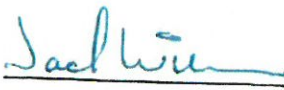
Any Union or the Company may withdraw its support of this agreement by providing sixty (60) days written notification to the other party.


This Agreement is subject to the grievance and arbitration procedures of the Collective Bargaining Agreement applicable to the aggrieved employee or Union. Mutually agreed-upon amendments may be made in writing at any time.


This Agreement becomes effective upon signature of all interested parties. Anything not specifically modified herein shall remain as per the applicable Collective Bargaining Agreement of the traveling employee.


 _____ 9/23/19
 Eliecer Viamontes
 Director Labor Relations & Safety
 NextEra Energy


 _____ 9-23-19
 Dustin Stumma
 Business Manager
 IBEW Local 204


 _____ 9-17-2019
 Jack L. Wilson
 Business Manager
 IBEW System Council U-4


 _____ 10/3/19
 Mike Follett
 Business Manager
 IBEW Local 2150


 _____ 9/24/19
 Kevin Schoff
 President
 UWUA Local 555