

MEMORANDUM OF UNDERSTANDING


FLORIDA POWER & LIGHT NUCLEAR DIVISION
CENTER FOR WORK EXCELLENCE SPECIALIST (CWES)

Recognizing that the company is leveraging the Center for Work Excellence (CWE) to help streamline processes and manage workload, the Company and the Union agree to, on occasion, assign bargaining unit employees to perform, or participate in assignments outside the scope of normal bargaining work as it pertains to CWE related projects. The individuals(s) selected will be chosen by the company with the employee's concurrence in accepting the assignment.

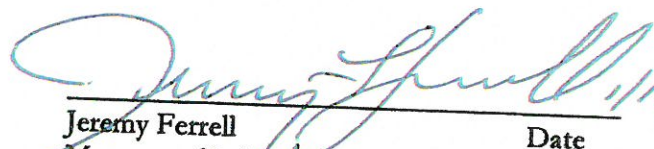
Any individual accepting this work assignment at their home plant will remain in their classification and rate of pay. Any individual temporarily assigned to the CWES position away from their home plant will be detached from his/her plant classification and duties and shall be paid at the General Maintenance Leader rate for the duration of the assignment. He/she shall continue to receive all benefits covered under the Memorandum of Agreement (MOA).

This agreement will be in effect at Plant Turkey Point and Plant St. Lucie and may be terminated by either party by giving the other party forty-five (45) days written notice. If at any point in time, the workload diminishes, this agreement is terminated, or at the company's request, the employee filling this assignment will resume his/her normal classification and duties.

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

 1-16-2020

Date
Jack Wilson
Business Manager
System Council U-4, IBEW

 1/14/2020

Date
Jeremy Ferrell
Manager of Labor Relations
Florida Power & Light