MEMORANDUM of UNDERSTANDING

Turkey Point Nuclear Plant (PTN) Unit 3 Cycle 31 Refueling Outage
Maintenance Craft Worker Schedule

The Company and Union agree to modify paragraph 35 a) and c), Schedules of Work, of the Memorandum of Agreement (MOA) to set work hours for the Maintenance Craft Workers during the Unit 3 Cycle 31 Refueling Outage as follows:

- Maintenance Craft Workers may be assigned to work either Saturday or Sunday in an effort to equalize resources by classification and qualification. This will include General Maintenance Leaders, Crew Leaders, Itinerant Craft Workers, Temporary Craft Workers, Special Crew Craft Workers, Apprentices and anyone relieving into a Craft Worker position.

- It is further agreed that non-Special Crew Maintenance employees will be assigned to work five (5) consecutive days of eight (8) consecutive hours Monday through Friday, hours scheduled will be inclusive of mealtime. The intent is to work four (4) hours of overtime each day for the required duration of the Unit 3 Cycle 25 Refueling Outage, with the ability to adjust departmental overtime hours as needed.

Maintenance Craft Workers will receive compensation at the double time rate for all hours worked on Saturday or Sunday.

This agreement will be in effect beginning February 1, 2020 and will expire at 11:59 pm Sunday after the initial breaker closure.

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 the Memorandum of Understanding (MOU) conflict with the MOA, this MOU shall apply.

Jack Wilson 11-14-19
Jack Wilson Date
Business Manager
System Council U-4, IBEW

Jeremy Ferrell 11/14/19
Jeremy Ferrell Date
Manager Labor Relations
Florida Power & Light Company