

MEMORANDUM OF UNDERSTANDING (MOU)
COVID-19 Timekeeping Codes

Due to the unique challenges created by the COVID-19 Pandemic and the requirements of Social Distancing, the Company and Union agree to the following new codes to account for employee absences;

- SP – Sick Pandemic, will be used
 - for COVID related symptoms, per the CDC guidelines
 - for Family/household member tested positive for COVID (and/or test results pending) and employee is required to quarantine by health care provider or government entity as a result.
 - from the date of a PCR positive result until the employee receives PCR negative results
 - at least 10 days with no symptoms following the most recent PCR positive result
 - If you have a weakened immune system (immunocompromised) due to a health condition or medication, you might need to stay home and isolate for up to 20 days with your doctor's recommendation.
- SQ – Sick Quarantine, will be used for
 - COVID-19 related time off as directed by the Company
 - Contact Tracing
 - Antibody positive results absent of symptoms

The Sick Pandemic (SP) and Sick Quarantine (SQ) time codes should only be used when an employee has nonproductive time as a result of the COVID-19 pandemic. Time recorded to the SP code will draw from the employee's available sick leave bank. Time recorded to the SQ code will not draw from the employee's available sick leave bank.

These codes are effective March 23, 2020 unless otherwise agreed to by the parties.

Employees should continue to use Code 58 for Sick/Family/Preventative Care or Code 04 for Employee Illness-Paid for time not related to COVID-19.

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

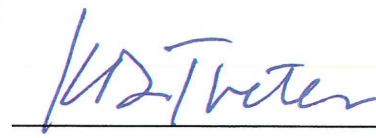
Nine (9) months following the execution of this MOU, the parties will review and consider terminating or extending.

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

 12-3-20

Jack Wilson
Business Manager
System Council U-4, IBEW

Date

 12/3/2020

Kelly Tveter
Director, Safety & Labor Relations
Florida Power & Light Company

Date