

MEMORANDUM OF UNDERSTANDING

PILOT HELPER PROGRAM- CUSTOMER SERVICE FIELD METERS

The Company and the Union agree to post a minimum of 10 (ten) Helpers. The intent is to reduce the hiring and training lead time currently required while allocating the right resource for the current workload. These Helpers will relieve as Meter Installers for eight (8) months from their Field Meters start date and must be hired prior to December 31, 2023. This program will not reduce the current Meter Electrician "B" staffing levels, or the way overtime is assigned to current classifications (meter Electrician "B" or current Meter Installers).

This MOU is intended to maintain a strong Customer Service organization of well trained and experienced employees. Employees hired under this pilot, will be allowed to attend climbing school, but will not be awarded a job through the Job Posting Process outside the Customer Service Business Unit prior to eight (8) months after their Field Meters start date. Employees hired under this pilot will be made aware of this bidding restriction before hiring.

The Helpers successfully awarded or hired into these positions following the signing of this agreement will remain permanent employees provided they successfully complete their probationary period. Employees will be expected to start bidding positions posted in Job-posting within 30 days of expiration of this MOU. The Business Manager and Director of Meter Technology and Operations will meet to address the issue if any helpers are not successful bidders at that time.

Helpers relieving as Meter Installers and current Meter Installers will receive the single phase, self-contained meter portion of the Meter Electrician "B" training and will be able to change existing and set new single-phase meters as defined in Pilot Job Criteria, numbers 2 and 5 below. They will not perform any work on Revenue Protection or Bolt-in meters.

This MOU extends the current Helper MOUs dated 06-21-22.

The responsibilities and job criteria of the Pilot Meter Installer are as follows:

PILOT METER INSTALLER JOB CRITERIA

The responsibilities of the Meter Installer include both shop and field tasks as follows:

- 1) Operates in a safe manner at all times in accordance with all safety rules.
- 2) Remove and install new and existing self-contained single-phase non-demand meters in customer field facilities as a one-person crew only after receiving the single phase, self-contained meter portion of the Meterman B Training Program.
Note: NOT FOR REVENUE PROTECTION or Bolt-in Meters.
- 3) Works under supervision of the Chief Meter Electrician or responsible person performing various shop maintenance/ operations tasks.

- 4) Must be able to read watt-hour meter registers and distinguish the different types of meters and type code.
- 5) Assist Meter Electrician "A" or "B" as part of the crew make-up for ladder runs and CT cable pulls and multiple meter sets of more than four (4) meters.

Minimum requirements for job:

- 1) Must have a valid driver's license.
- 2) Must be able to work in direct sunlight, climb ladders and be able to do all assigned tasks.

Class Code: 05528

The Company and Union agree to continuous monitoring of this agreement and the process. If any unforeseen issues arise during the implementation of this agreement, the parties will meet to discuss and resolve. Either party may terminate this agreement with thirty (30) days written notice. This MOU will sunset on December 31, 2023, however, sunseting of this MOU will not negate the eight (8) month commitment to remain in Customer Service.

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

Jack Wilson 2-8-2023
Jack Wilson Date
Business Manager
System Council U-4, IBEW

Pablo J. Irujo 2-8-2023
for Kelly Iveter Date
Sr. Director Safety & Labor Relations
Florida Power & Light Company