

**MEMORANDUM OF UNDERSTANDING**  
**Power Systems COVID-19 Show Up**

Due to the unique situations created by COVID-19 and the requirements of Social Distancing of employees, the Company and Union agree to the following steps to temporarily divide the workforce:

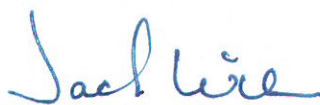
Distribution Operations Service Centers personnel can be utilized on show up assignments. Show up assignments of this nature will be offered on a three (3) month basis. Employees that are scheduled between 6:00 am and 6:00 pm will be offered the available show up assignments.

The Restoration Specialist classification can be included for the term of this agreement.

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

This agreement will sunset six (6) months from the date of signing and may be mutually agreed to amend.

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



Jack Wilson  
Business Manager  
System Council U-4, IBEW

3-4-2021

Date



For Kelly Tveter  
Director Safety & Labor Relations  
Florida Power & Light

3-5-21

Date