

MEMORANDUM OF UNDERSTANDING
Power Systems COVID-19 Response

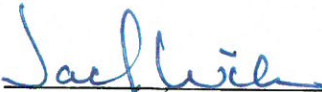

Due to the unique situations created by COVID-19 and the requirements of Social Distancing of employees, the Company and Union agree to the following steps to temporarily divide the workforce.

Schedules for each classification, by shift, shall be posted in each work headquarters. These schedules will be offered by shift, by classification and by seniority to fill the crew make-up as determined by the Company. Inverse seniority will be used if there are not enough volunteers.

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.

	<u>3-4-2021</u>		<u>3-5-21</u>
Jack Wilson	Date	For Kelly Tveter	Date
Business Manager		Director Safety & Labor Relations	
System Council U-4, IBEW		Florida Power & Light	