

MEMORANDUM OF UNDERSTANDING
Power Systems COVID-19
Show Up and/or Vehicle Parked at home

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.

All employees identified in the Power Systems (Customer Service, Power Delivery and Distribution) supplemental in the MOA can be utilized on show up assignments. Show up assignments of this nature will be offered on a three (3) month basis.

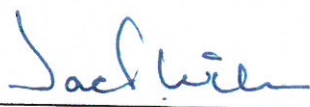
Employees who volunteer to take home their company vehicle, do not have home/neighborhood restrictions, (e.g. HOA/parking limitations), and have leadership approval will be offered the company vehicle. Employees will start their shift, from their home, at their assigned start time and shift ends at home after completion of employees' last work assignment. Additionally, these employees will receive a \$10 per day stipend.

The Take Home Company Vehicle Guidelines COVID-19 Response dated April 3, 2020 will apply.

In the event unforeseen circumstances arise during the implementation of this MOU the parties agree to meet and resolve any issues arising (to include labor or disciplinary issues) as a result of this MOU will be handled between the Business Manager of the Union, the Senior Vice President of Power Delivery and the Director, Labor Relations & Safety

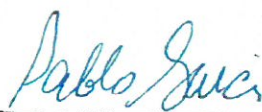
This agreement will sunset six (6) months from the date of signing and may be mutually agreed to amend.

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

 3-4-2021

Jack Wilson
Business Manager
System Council U-4, IBEW

Date

 3-5-21

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

Date