

MEMORANDUM of UNDERSTANDING

Utilizing Senior Nuclear Plant Operators (SNPO's) at St. Lucie Nuclear Plant (PSL)/Turkey Point (PTN) as Subject Matter Experts in Training

The Company and Union agree to the use of up to two (2) SNPO qualified Non-Licensed Operators (NLOs) from PSL & PTN to be jointly selected from volunteers to perform the following as (SMEs), at the Non-Licensed Operator Nuclear Watch Engineer rate of pay, for the Non-Licensed Operator Initial (NLOI) and/or Continuing Training (NLOCT) Program(s):

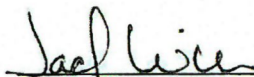
- Provide classroom lectures on NLO systems, responsibilities, expectations, and any other approved content
- Review, update, and prepare classroom material used to present NLO lectures
- Conduct in-plant walkdowns, as-needed, to support NLO learning
- Observe NLO lectures to provide SME input
- Perform technical reviews of all NLO Job Performance Measures (JPMs), written exams and lesson plans
- Mentor and support NLOI candidates
- Assist with performance of OJT / TPE for initial qualifications
- Aid with NLO written or JPM exam remediation(s)
- Participate in NLO oral boards, Performance Review Meetings (PRMs) and Academic Review Boards (ARBs)

These positions would be dayshift positions reporting to a Unit Supervisor in the Operations Department.

This agreement will be in effect upon both parties signing.

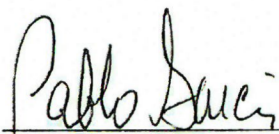
This agreement can be rescinded by either party by giving thirty (30) days written notice.

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



Jack Wilson
Business Manager
System Council U-4, IBEW

6-14-22
Date



for Kelly Tveter
Director, Labor & Safety
Florida Power & Light

6-14-22
Date