

**MEMORANDUM OF UNDERSTANDING
DISTRIBUTION SWITCHING TRAINING**

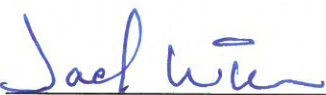
In an effort to protect Distribution Dispatcher's health and safety due to coronavirus (COVID-19) while continuing to operate FPL essential business operations, the Company and Union agree to the selection of additional bargaining unit instructors on a temporary basis to conduct Distribution Switching training.

This approach is directly related to the pandemic and is non-precedent setting.

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

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

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

 8-18-2020

Jack Wilson
Business Manager
System Council U-4, IBEW

 8-18-2020

Kelly Tveter
Director Safety & Labor Relations
Florida Power & Light