


MEMORANDUM of UNDERSTANDING
Twelve (12) Hour Shifts at PTN and PSL

The Company and the Union agree to the following conditions regarding Twelve (12) Hour Shifts in Operations at PTN & PSL:

- There will be no checkerboarding. Overtime will be ran by the overtime list regardless of pay rate. If there are no volunteers for an overtime assignment forcing will be done by inverse seniority in the classification.
- The twelve (12) hour work schedule will be chosen by Operations Department Bargaining Personnel through a vote between approved schedules. These schedules will be vetted by both the Company and the Union.
- Upon a successful vote to implement Twelve (12) Hour Shifts, the schedule will only go into effect from January 1, 2023 through December 31, 2023. Unless a second successful vote of 75% is achieved in the third quarter of 2023, the schedule will revert back to the eight (8) hour shift schedule effective January 1, 2024. This will only be required for the first year that the twelve (12) hour schedule is implemented at that site.

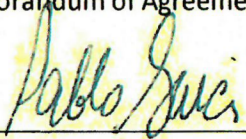
This agreement will be in effect upon both parties signing and updated into the appropriate section of the Nuclear Supplement of the Memorandum of Agreement.

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

11-1-22
Date



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

11/1/22
Date