MEMORANDUM OF UNDERSTANDING (MOU)

COVID-19 Timekeeping Codes

Does not apply to Unvaccinated Antigen Testing requirements

Due to the unique challenges created by the COVID-19 Pandemic and the requirements of Social Distancing, the Company and Union agree to the following to account for employee absences:

- SQ Sick Quarantine will be used for:
 - O Contact Tracing/Unvaccinated and Asymptomatic Company policy directed time off
 - After five (5) calendar days from the last known close contact through the fourteenth (14th) calendar day
 - All required test results must be reported by the fourteenth (14th) day of the last known close contact
 - o COVID-19 (post positive/Asymptomatic) related time off per Company policy directed time off
 - Time between first (1st) reported negative PCR/Antigen test result and the employee's approved return to work date
 - All required test results must be reported by the fourteenth (14th) day or SQ eligibility ends

The Sick Quarantine (SQ) time codes should only be used when an employee has nonproductive time as a result of the COVID-19 pandemic. Time recorded to the SQ code will not draw from the employee's available sick leave bank.

These codes are effective September 4, 2021 unless otherwise agreed to by the parties.

Employees should continue to use Code 58 for Sick/Family/Preventative Care or Code 04 for Employee Illness-Paid and for time related to COVID-19 symptoms/illnesses.

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

Within the next six (6) months following the execution of this MOU, the parties may review and consider terminating or extending.

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

Kelly Tveter

Date

Director, Safety & Labor Relations Florida Power & Light Company