

Date: March 23rd, 2022

Subject: **2022 Power Systems (CS, Trans/Sub & Dist.) Realignment Process Q&A's**

The attached list of Roll Process Q&A's has been prepared as a result of a joint management / union team in response to questions raised by our employees. The Q&A's will assist you in making decisions and to clarify issues related to the roll process.

Should you have any additional questions, please forward them via email to Ask-JPost.SharedMailbox@nexteraenergy.com-

1. Can an employee roll into a position which he/she left due to Paragraph 17- "Qualifications for Filling Vacancies"?

A - No. He/she would not be considered qualified to roll into the job.

2. Should an employee retain a copy of his/her roll choices?

A - Yes.

3. If an employee's ten selections are not available, can more selections be made?

A - Yes. Another application form must be submitted for the additional choices within one day of being notified.

4. What happens to an employee who does not submit a Roll Notice Application and their position is affected by the roll?

A - If affected by the roll, it will be assumed that he/she does not wish to participate in the Roll Process and will be categorized as a voluntary layoff per "Recall Rights" as defined in Paragraph 21(c) "Layoffs-Demotions-Offer of Reemployment" of MOA.

5. What happens to an employee on vacation, employee illness or workers comp?

A - The supervisors and union representative will make every effort to contact the Employees to attain the employees 10 roll choices. Roll Central MUST be notified if the employee is not available and if contact is not made.

6. What safeguards will be in place for 'lost' application forms?

A - If it is discovered there is no application for an employee involved in the roll, the employee will have the opportunity to email one that day to Roll Central JRR/JB. Subsequent corrections (if any) will be made at that time.

7. Can I roll into a vacant position?
A. Yes, although every effort will be made to minimize the number of vacant jobs that have not been available for bid.
8. Are the ten choices binding?
A - Yes.
9. How will choices be prioritized?
A - 1 through 10 with 1 being the first choice.
10. Can an employee be rolled out of his/her job by someone with the same seniority date?
A - No.
11. What if an employee does not want to relocate?
A - Will be classified 'Voluntary Layoff' and will have "Recall Rights" as defined in Paragraph 21(c) "Layoffs-Demotions-Offer of Reemployment" of MOA.
12. If an employee puts down ten job selections on his/her roll sheet and is awarded #8 but elects not to accept the job, what is his/her status?
A - Voluntary layoff with "Recall Rights" as defined in Paragraph 21(c) "Layoffs-Demotions-Offer of Reemployment" of MOA.
13. Does an employee have to designate the specific shift (early, afternoon, or late) and schedule (Mon – Fri, Tues – Sat, etc) that he/she wants to roll by location?
A - Yes.
14. If an employee makes less than ten jobs selections on his/her roll sheet and is not awarded any of his/her selections, what is his/her status?
A - Voluntary layoff with "Recall Rights" as defined in Paragraph 21(c) "Layoffs-Demotions-Offer of Reemployment" of MOA.
15. Will employees be hidden and not be accessible to be rolled?
A – No, the Union has appointed a representative to oversee the roll process on behalf of the Bargaining Unit. Every effort will be made by the Company and the Union to ensure that no one will be in this situation.
16. If I am in my present position because of exercising paragraph 7D, can I be rolled?
A- Yes, you can be rolled by anyone who has the qualifications and seniority to hold the position.
17. Will employees in 4.1 jobs also fill out the roll forms?
A - Yes.

18. Will the company pay moving expenses for employees who roll into a higher classification that they have not held in the past twelve (12) months?
A - Yes. Paragraph 19(c) "Transfers-Moving Expenses-Subdivided Headquarters" of the MOA will apply.
19. Are employees or positions being rolled?
A - Positions by seniority.
20. When will the seniority roster be available?
A - Seniority rosters will be made available by roll central after transfers are offered and processed.
21. Do employees who are temporarily relieving out of the Bargaining Unit need to submit a "Roll Election Form"?
A - Yes
22. Can a Line Specialist roll a Barehand Line Specialist?
A - Yes. The employee would be required to be trained and certified as a Barehand Line Specialist.
23. How do you know when the special requirement of typing 20 WPM is required for the Dispatcher Clerk position?
A -. The roster will designate the position as typing.
24. Can an employee without a Commercial Drivers License (CDL) roll into a position that requires a CDL?
A - Yes. An employee can roll into the position if he/she is otherwise qualified for the job and has not been disqualified from holding a CDL. CDL training will be provided.
25. If an Apprentices position no longer exists under the new staffing model or they are rolled out of their apprentice classification will they have to wait 12 months to reenter the apprentice?
A – If an apprentice is unable to retain their current position due to the realignment it will not be considered a voluntary removal, the requirement to wait 12 months to reenter the program will not apply.
26. Does the two-year bid restriction agreement for new line specialists with less than 2 years since they completed their apprentice program apply during the realignment process?
A-Yes

27. Should an employee indicate his/her own job as a roll choice?

A - It would only be necessary in the following example: (Apprentice Classifications) If an Apprentice is rolled (example question 20) and their old position is still available when it is their time to be placed based on their roll election form.

28. Can I roll an apprentice?

A - Yes, However if you select an Apprentice classification of which you currently have the same qualifications i.e.;(Lineman rolls an Apprentice Lineman) you will automatically convert to a M-F Line Specialist at that location, if you are junior and that additional position is not in the staffing model at that location roll central will move on to your next choice on your roll election form. The apprentice that was rolled will be placed in xxx until the roll reaches them in by their seniority date at this point their selected roll choices will used to place them.

29. How will priority bidding rights be determined post roll?

A – The last awarded position prior to the roll will be used.

GENERAL QUESTIONS

1. Are maps available for service center locations?

A - Yes, location maps are available on the INFPL Distribution business Unit website.

2. When roll choices are returned to the Supervisor, will they be submitted electronically?

A - Yes. Please keep a copy for your records. Your supervisor will scan and send them to Roll Central via email.

3. When I give my Supervisor my roll choices, will he sign them?

A - Yes, Your Supervisor and a Union Steward will verify that your choices are valid and routed properly.

4. If there are extenuating circumstances, such as the husband receiving his second choice and his wife receiving her third choice, will there be a second opportunity to resubmit for one of the employees?

A - No, once the choices are prioritized the employee's seniority will determine the outcome.

5. Will I be notified when I am rolled or at the end of the roll process?

A - The roll process is completed online at Roll Central. Official notification of your roll status will be provided to you by Roll Central once the process is complete.

6. Can a statewide Apprentice Instructor or safety coordinator be rolled?

A - No, the Instructors /coordinators are appointed positions and cannot be rolled.

7. If I am rolled, will I retain my approved vacation choice?
A - Grievance Settlement 80-74 Third Step Disposition will apply, *“While the Company cannot guarantee that vacations scheduled by employees prior to a classification or location change will remain unchanged; the Company will try to accommodate the schedule previously established for that employee.”*
8. Will I get a chance to visit my roll choice locations before I submit my roll choices?
A - No, there is no contractual provision that addresses this question.
9. Since we have started the process per Paragraph 21 (d) “Layoffs-Demotions-Offer of Reemployment”, can the times stated in the MOA change?
A - Every effort will be made to follow the process as defined in the MOA, Paragraph 21(d).
10. What does it mean to be in XXX?
A - If your job is not part of the new staffing model and or you are offered a transfer of work and decline or are rolled during the process you are temporarily placed in XXX until you can be placed into a position based on your roll selection form.