

MEMORANDUM of UNDERSTANDING

Power Systems Show-Up

The Company and the Union have agreed to utilize Underground crews to perform Vault and associated manhole work over a three (3) month or ninety (90) day period, which will include multi-job packages. The specific job packages will be identified when making the assignment.

While these show ups exist the Underground crews in the geographical area will be scheduled Vault and associated manhole work and work the equivalent amount of hours on the days worked on the show up assignment.

These show-up assignments will be Monday through Friday, sixteen (16) hours per workday. The assignment will follow all other provisions in the Memorandum of Agreement (MOA), Exhibit A notes Direct Burial Systems and paragraph 48.1 SHOW-UP.

This MOU will expire upon completion of the assigned work or no later than February 15, 2025, unless otherwise mutually extended by the parties.

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

for Wendell Minor 11/14/24
Jack Wilson Date
Business Manager
System Council U-4, IBEW

Pablo Garcia 11/14/2024
Pablo Garcia Date
Sr. Manager, Labor Relations
Florida Power & Light Company