

**MEMORANDUM OF UNDERSTANDING
PILOT HELPER PROGRAM - CUSTOMER SERVICE FIELD METERS**

The Company and the Union agree to post a minimum of ten (10) Helpers. The intent is to reduce the hiring and training lead time currently required while allocating the right resources for the current workload. These Helpers will be relieved as Meter Installers for six (6) months from their Field Meters start date but no later than December 31, 2025. Helpers will start receiving Meter Installer pay upon successful completion of training or within thirty (30) working days whichever is earlier. This program will not reduce the current Meter Electrician "B" staffing levels, or the way overtime is assigned to current classifications (meter Electrician "B" or current Meter Installers).

This MOU is intended to maintain a strong Customer Service organization of well trained and experienced employees. Employees hired under this pilot, will be allowed to attend climbing school, but will not be awarded a job through the Job Posting Process outside the Customer Service Business Unit prior to six (6) months from their Field Meters start date. Employees hired under this pilot will be made aware of this bidding restriction before hiring.

The Helpers successfully awarded or hired into these positions following the signing of this agreement will remain permanent employees provided they successfully complete their probationary period. Employees will be expected to start bidding positions posted in Job Posting process within thirty (30) days of expiration of this MOU. The Business Manager and Director of Meter Technology and Operations will meet to address the issue if any helpers are not successful bidders at that time.

Helpers relieving as Meter Installers and current Meter Installers will receive the single phase, self-contained meter portion of the Meter Electrician "B" training and will be able to change existing and set new single-phase meters as defined in Pilot Job Criteria, numbers 2 and 5 below. They will not perform any work on Revenue Protection or Bolt-in meters.

The responsibilities and job criteria of the Pilot Meter Installer are as follows:

PILOT METER INSTALLER JOB CRITERIA

The responsibilities of the Meter Installer include both shop and field tasks as follows:

- 1) Operates in a safe manner at all times in accordance with all safety rules.
- 2) Remove and install new and existing self-contained single-phase non-demand meters in customer field facilities as a one-person crew only after receiving the single phase, self-contained meter portion of the Meterman B Training Program.
Note: NOT FOR REVENUE PROTECTION or Bolt-in Meters.
- 3) Works under supervision of the Chief Meter Electrician or responsible person performing various shop maintenance/ operations tasks.
- 4) Must be able to read watt-hour meter registers and distinguish the different types of meters and type code.
- 5) Assist Meter Electrician "A" or "B" as part of the crew make-up for ladder runs and CT cable pulls and multiple meter sets of more than four (4) meters.

Minimum requirements for job:

- 1) Must have a valid driver's license.
- 2) Must be able to work in direct sunlight, climb ladders and be able to do all assigned tasks.

Class Code: 05528

The Company and Union agree to continuous monitoring of this agreement and the process. If any unforeseen issues arise during the implementation of this agreement, the parties will meet to discuss and resolve. Either party may terminate this agreement with thirty (30) days' written notice. This MOU will be sunset on December 31, 2025, however, sunseting of this MOU will not negate the six (6) month commitment to remain in Customer Service.

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



4/15/2025

Jack Wilson
Business Manager
System Council U-4, IBEW

Date



4/15/2025

Pablo Garcia
Sr. Labor Relations Manager
Florida Power & Light Company

Date