

MEMORANDUM OF UNDERSTANDING
Distribution Control Center Consolidation
Distribution Dispatcher
Q & A's

1. Q. If I decide to sign the letter of intent to go and a job comes open such as an apprenticeship that I have enough time to get. What are the ramifications of breaking that letter of intent? Obviously I would have to pay back the bonus, but what of the taxes that would already be taken out?

A. If you sign a Retention Bonus Agreement you would pay the full amount of the Retention Bonus.

2. Q. If I decided to roll would it be possible to make one of the vacant Dispatcher positions at the new DCC a roll choice, as I have pretty low seniority?

A. Yes.

3. Q. Would former dispatchers not currently working as a dispatcher be entitled to the same incentives as dispatchers taking the transfer?

A. If you vacated the Dispatcher position within the last 12 months you can elect to return to the position by notifying your supervisor or if you apply and are awarded the Dispatcher position prior to the transfer to the DCC being offered, you would be entitled to the retention if you accept the transfer when offered.

4. Q: When will transfers at the existing control centers be offered?

A: The Company and Union are working to agree on a date when transfers will be offered.

5. Q: Will training for new dispatchers occur at West Palm Dispatch transitional site or current control centers?

A: Intent is to conduct training at the site in which the employee bids however training activities may require travel and are part of the training program.

6. Q: I am a dispatcher who has held the position within 12 months of this agreement how do I return to the control center?

A: Employee will notify their current supervisor requesting to return to the control center and the supervisor will then notify the Job Posting administrator.

7. Q: I was previously a Distribution Dispatcher but do not meet the 12 months to return to the dispatch center. Can I return?

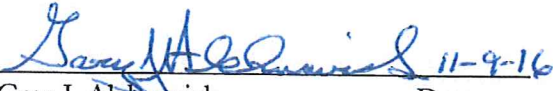
A: Employees not meeting the 12-month guideline will need to apply for open positions in accordance with Paragraph 20 of the MOA.

8. Q: Concerning absorbing rolled positions: The MOU reads two (2) Craftworkers per classification per location. What about non-Craftworker and apprentice positions, will they be absorbed as well?

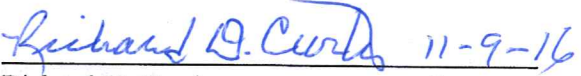
A: Apprentice positions will be considered as Craftworker positions. Non-Craftworker positions will follow the normal roll process.

9. Q: If I choose not to fill out the transfer request form, and do not respond within the 30 days?

A: If the employee allows the thirty (30) days to lapse without a response it will be considered a reject of transfer.



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