

Memorandum of Understanding Power Generation and Nuclear Resource Sharing

The Company and Union have agreed to reestablish the sharing of resources between Nuclear and Power Generation (PGD), this MOU is to standardize PGD and Nuclear differences when sharing resources between business units. Central Maintenance personnel from PGD will apply for nuclear access for the purpose of being made available for travel assignments to Turkey Point and St. Lucie Nuclear sites. A special designation will be applied to these employee's plant overtime list.

Assignment:

Power Generation-Nuclear:

- Itinerant personnel (regular and special) from traveling crew overtime list.
- During refueling outages, Nuclear Exhibit A Notes: "Maintenance Craft Worker Schedule" would apply.
- Individuals who cannot gain access or maintain access will not be eligible for travel.
- PGD employees, while traveling on consecutive assignments will be traveled to their regular headquarters prior to the next assignment if the employee has or will be away from his/her regular headquarters six (6) weeks or more from the scheduled completion date of the next assignment.
These employees will be traveled home to their regular headquarters for a minimum of twenty-four (24) hours prior to their next assignment. This will in no way affect the employee's eligibility for assignment.

Nuclear to Power Generation:

- Nuclear personnel will be available to support PGD utilizing the appropriate overtime list per the MOA.

Overtime:

Power Generation-Nuclear:

If all Maintenance classifications are not scheduled extended hours, overtime will be offered as follows;

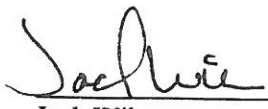
- Site Nuclear Craft workers will be offered overtime first by site overtime list.
- Combined Itinerant (traveling) Craft workers overtime list will be established and offered overtime next.
- Temporary employees by temporary overtime list.

Wages:

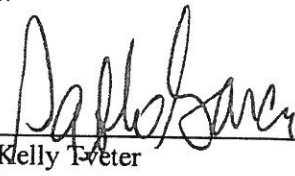
- PGD craft workers will receive the same rate of pay as Nuclear Craft workers when working in Nuclear division. Additionally, PGD welders will receive Nuclear welding hourly premium when working in Nuclear.
- PGD dual craft employees will maintain their dual craft premium.

To the extent this MOU conflicts with the Memorandum of Agreement (MOA) this MOU shall apply.

Either party may rescind this agreement by giving thirty (30) days written notice to the other party. If any unforeseen issues arise during the term of this pilot the parties will meet and resolve.

 12-19-2023
Date

Jack Wilson
Business Manager
System Council U-4, IBEW

for  12/19/2023
Date

Kelly Tweter
Senior Director Safety & Labor Relations
Florida Power & Light Company