

Memorandum of Understanding PGD
Martin and Sanford Plant Realignment

The Power Generation Business Unit has evolved over time and the need for Special Crew personnel within the Business Unit currently does not exist. For this reason, the remaining Special Crew positions are being eliminated. In an effort to reduce the impact to the Bargaining Unit employees, the following has been agreed to between the Company and Union.

It has been mutually agreed to offer the following options to the current Special Crew personnel at the Martin and Sanford Plants.

Option 1

- Convert to a Maintenance position in their current classification and/or craft position or a craft they are qualified to hold at their current location.

Option 2

- Convert to a Production position in their current craft or a craft they are qualified to hold at their current location. (see note 1)

Option 3

- Convert to a Central Maintenance Technician in their current craft or a craft they are qualified to hold at their current location.

Option 4

- Convert to a Central Maintenance Technician Special in their current craft or a craft they are qualified to hold at their current location.

Option 5

- Exercise their rolling rights per paragraph 21

It has been further agreed that this document will serve as notification to meet the requirements as defined in the MOA under Section 21(d), meets the intent of the (60) day notice to the Business Manager and modifies the roll process timeline.

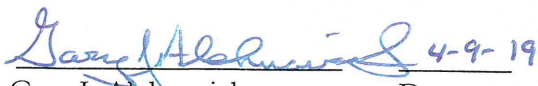
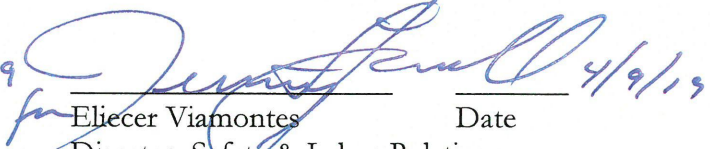
Once these Special Crew positions are vacant, they will be posted discontinued.

Note 1

Employees who convert to a Production position will be required to qualify in that position. This requirement will be enforced for a six (6) month period and affects employees who have never qualified in a Production position. The employee will not be permitted to apply for Production positions outside of their current location until such time as they qualify or if the training is not provided within a six (6) month period. There is no application restriction for applying for positions outside of the Production Department.

Examples of classification and craft:

- A Special Crew Maintenance Leader will convert to a Maintenance Leader
- A Special Crew ICS Digital will convert to an ICS Digital

	4-9-19		4/9/19
Gary J. Aleknavich	Date	Elicer Viamontes	Date
Business Manager		Director, Safety & Labor Relations	
IBEW System Council U-4		Florida Power & Light Company	