

MEMORANDUM OF UNDERSTANDING

FLORIDA POWER & LIGHT NUCLEAR DIVISION
CENTER FOR WORK EXCELLENCE LEAD (CWEL)

Recognizing that the company is leveraging the Center for Work Excellence (CWE) to help streamline processes and manage workload, the Company and the Union agree to the establishment of the position CWEL, which will assign bargaining unit employee(s) to perform work outside of their normal bargaining unit work as it pertains to CWE related projects. The individual(s) selected will be chosen by the company with the employee's concurrence in accepting the assignment and must be agreed upon by the Business Manager of the IBEW System Council U-4 and the Director of Labor Relations or their designee. Any individual accepting this work assignment will be temporarily assigned to this position and paid at the Nuclear Watch Engineer Non-Licensed rate of pay for the term of the assignment and shall receive all benefits covered under the Memorandum of Agreement (MOA), and be detached from his/her former plant classification and duties.


This agreement will be in effect at Plant Turkey Point and Plant St. Lucie and may be terminated by either party by giving the other party forty-five (45) days written notice. If at any point in time, the workload diminishes, this agreement is terminated, or at the company's request, the employee filling this assignment will resume his/her normal classification and duties.

As a Subject Matter Expert, the CWE Lead may be used to train on EWP and assist with CWE projects across the Fleet.

The CWE Lead job responsibilities include, but are not limited to the following:

- EWP phase III and upgrade to 8.3 to 8.4.1 design
- Smart forms – design, development, testing, training and implementation
- Remote monitoring, design development, testing implementation
- EWP E media design, development, testing, and implementation
- Cognitive Trending – AI/ML Work Management

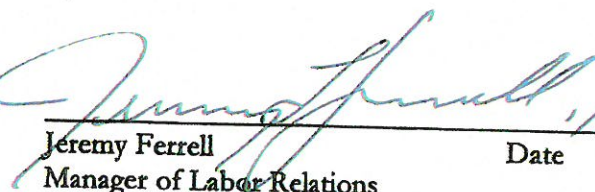
To the extent the terms of this MOU conflict with the MOA, this MOU shall apply.



Jack Wilson
Business Manager
System Council U-4, IBEW

Date

1-16-2020



Jeremy Ferrell
Manager of Labor Relations
Florida Power & Light

Date

1/16/2020