

Memorandum of Understanding (MOU)

Power Delivery Hiring and Training Specialist 4.1 (DSC) Pilot

The Company and Union recognize that it is necessary to have highly skilled employees within the labor workforce. Both parties understand to supplement our internally trained work force we have a process to hire highly trained external craft workers. The parties have further recognized the need to establish a position to help support the new hire process and assessments. FPL Management and the System Council U-4 propose the establishment of a Power Delivery Hiring and Training Specialist 4.1 (PDHTS 4.1) located at Distribution South Campus (DSC).

The Power Delivery Hiring and Training Specialist 4.1 will be jointly selected by the Director of Labor Relations and the Business Manager, System Council U-4.

The PDHTS 4.1 shall be paid at the Distribution Dispatcher rate of pay and receive all benefits covered under the Memorandum of Agreement (MOA) for this classification and will be detached from their former field classification and duties.

The role of this employee providing support to the Hiring and Training Programs at DSC are characterized into three areas of responsibility are Hiring, Training and Service Center Support. The PDHTS 4.1 job responsibilities are as follows but not all inclusive;

Hiring: Provides support for the hiring of bargaining unit journey crafts; Line Specialist (LS) and Cable Splicers (CS). The process for hiring LS and CS involves the review and validation of the application and documents provided by candidates to ensure all requirements are met. The document review is followed by a technical phone interview. Candidates who are successful at the technical interview are invited to an assessment. The PDHTS 4.1 will work with the DSC training team supporting the assessment process which includes scheduling Assessors both bargaining and management members, soliciting ground worker support from adjacent work locations, prepare assessment packages and setup of the stations for each candidate's skill demonstration. During the two-day assessment, the PDHTS 4.1 working with the DSC training team will host the event, assist in the evaluation of the candidates, proctor written tests being administered to the candidates, participate in the face to face interview of the candidates and mediate the end of assessment discussion of each candidate. The employee also ensures rooms are reserved for the testing and interviews. The PDHTS 4.1 will assist the DSC training team with performing administrative functions of filing and record keeping associated with the hiring process. The employee participates in a bi-weekly update call with HR to discuss candidates in each phase of the hiring process and the planning of future assessments.

Training: The PDHTS 4.1 supports the New Hire Line Worker five-week training at DSC. The employee working with the DSC training team builds the agenda from the established training curriculum, leads instruction on several Computer Based Training (CBT) Courses and invites subject matter experts/instructors for specific subject matter presentations/discussions. The PDHTS 4.1

coordinates tours off campus such as ERC, DCC etc. The PDHTS 4.1 also ensures all new hire employee training is documented in LMS. Coordination of the new hire onboarding process within Power Delivery and with Human Resources is also required. The PDHTS 4.1 also supports the 4-day Helper Orientation, building the agenda from the training curriculum, leads instruction on several CBT courses and invites SME/Instructors for specific subject matter presentations/discussions. The PDHTS 4.1 also supports the activities of the Safety Symposiums and other training and hiring activities conducted at DSC. The PDHTS 4.1 will manage the inventory, training documents and class room materials and will order to replenish the stock as needed.

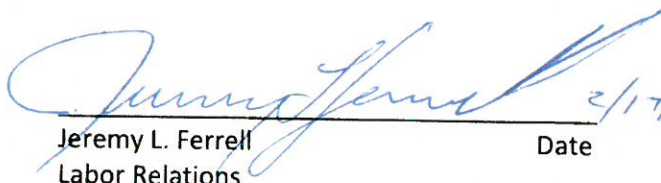
Service Center Support: the PDHTS 4.1 working with the DSC training team will ensure vehicle maintenance is completed, manage rubber goods, tools, material and hydration needs. Included is the re-stocking of tools and materials and all ISC ordering. The PDHTS 4.1 provides support to the NHE programs, is active on the DSC Safety Team and performs computer maintenance. The PDHTS 4.1 manages all activities in the Barn at the DSC, including replacing poles and facilities as needed in preparation for assessments and other training activities.

This position will exist until either the Company or the Union decides to terminate the classification and can do so by giving the other party sixty (60) days written notice. Upon exiting the position, the PDHTS 4.1 shall return to his/her former classification and location.

 2-17-20

Jack Wilson
Business Manager
System Council U-4 IBEW

Date

 2/17/2020

Jeremy L. Ferrell
Labor Relations
Florida Power & Light

Date