

MEMORANDUM OF UNDERSTANDING (MOU)

Exhibit "A" Hourly Wage Schedules – Power Generation Division

The Company and the Union have met and agreed to the following changes to Exhibit "A" in the Power Generation Division.

EXHIBIT "A"
HOURLY WAGE SCHEDULES - POWER GENERATION DIVISION

Classification	Effective 1/28/2023 3.00%		Effective 1/27/2024 2.25%		Increase Every 6 Months / (#) increase every 12 Months
	MIN	MAX	MIN	MAX	
MECHANICAL MAINT & CONSTRUCTION MAINT LDR	52.55	52.55	53.73	53.73	N/A
ELECTRICAL MAINT & CONSTRUCTION MAINT LDR	52.55	52.55	53.73	53.73	N/A

These changes will be incorporated into the next Memorandum of Agreement (MOA).

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

Jack Wilson 2-8-2023
 Jack Wilson Date
 Business Manager
 System Council U-4, IBEW

Kelly Tveter 2-8-2023
 Kelly Tveter Date
 Director Labor and Safety
 Florida Power & Light Company