

MEMORANDUM OF UNDERSTANDING
Power Generating Capabilities COVID-19 Response

At Florida Power and Light (FPL) our customers depend on us to provide safe and reliable service. Critical positions in the Company are the Power Generation Power Plant Production personnel. These positions are essential in our efforts to maintain the integrity of FPL's Generating capabilities.

In the interest of maintaining continuity of production, the Company and the Union agree to the following, if needed as identified by the Company:

Sequester the workforce to create two (2) working shift teams paid around the clock at each location affected by COVID-19 until the Company determines the Production Personnel are no longer needed to be sequestered and are released from the site to go home. All employees at affected locations not sequestered will continue to receive pay and benefits per their normal schedule and must be available.

Selection for sequestration: During the timeframe of this agreement, Power Generation personnel will be offered the assignment by overtime standing of Production personnel who work at the location affected and requiring sequestering for the COVID-19 response. The list will be run to cover two shift teams, twenty-four (24) hours a day, seven (7) days a week until the Company determines it is safe to return to normal shift team operations at the site(s) affected. Any shortages of personnel volunteering will be filled by inverse seniority.

In the event there is a shortage of employees at the affected plant due to COVID-19, the Company may consider requesting volunteers by classification from nearby locations provided they are proficient and previously qualified to fill or relieve in their current or previously held position temporarily at a different plant location by seniority for the term of the agreement. Travel from other locations will be the last option for personnel coverage in any pandemic coverage scenario. Employees accepting assignment at a different location will receive travel allowances per Paragraph 41 Meals – Lodging – Transportation of the MOA. These employees may be sequestered or may not be, depending on the need as determined by the Company.

The Company will determine necessary staffing levels for safe operations at the COVID-19 affected plant(s).

The Company will make arrangements for logistics required while sequestering these employees at the site (e.g. laundry cleaning, food, etc.).

Upon termination of this agreement, all employees will return to their assigned schedule and rotation.

In the event unforeseen circumstances arise during the implementation of this MOU, the parties agree to meet and resolve.

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

 4-14-2020

Jack Wilson
Business Manager
System Council U-4, IBEW

 4-13-20

Kelly Tveter
Date
Director Safety & Labor Relations
Florida Power & Light