

MEMORANDUM of UNDERSTANDING (MOU)
Pilot Electronic Technician FIU & OJT
Pilot Electronic Technician Apprentices Program

To facilitate a successful career path for the classification of Electronic Technician (ET), the Company and Union will implement a Pilot Electronic Technician Apprentice (ETA) Program. The Company and Union have agreed to online training courses, which will be provided by Florida International University, after hours, to meet the standards for the Electronic Tech job description of:

- College Algebra or Equivalent
- Trigonometry
- Alternating Current Circuits
- Direct Current Circuits
- Semi-conductor Fundamentals or Electronic Device Fundamentals
- Fundamentals of Digital and Data Communications

Additional Courses for this pilot are:

- Business Communications
- Microsoft Office Suite

The cost of the courses, books, and instructors will be paid by the company. All classes must be completed within eighteen (18) months of registration, unless otherwise extended by mutual agreement.

These courses will be made available to a minimum of twenty (20) Bargaining Unit employees in Customer Service and Power Systems by seniority. If the minimum number of Bargaining Unit employees is not met, the courses will be made available in the following order; to Bargaining Unit employees in Power Generation and Nuclear by seniority, then may be open to internal non-bargaining employees. Florida International University will provide certification as an accredited school for completion of each course.

Written proof (transcripts) by any other accredited university must be provided by the applicant or university indicating that the training requirements have been fully completed with a passing grade of 85% (B) or higher. These classes are prerequisites for an employee to bid an Electronic Technician.

Upon signing of this agreement, the Company will post a minimum of three (3) ET positions. If any bidders meet the requirement of this MOU and hold the MEA qualifications currently, they will enter in the selection process of paragraph 17. of the Memorandum of Agreement (MOA).

The list of candidates from these ET postings holding the Meter Electrician A (MEA) ticket and not having the required classes will be frozen for a maximum of twelve (12) months from the next available enrollment class in order to take the on-line courses. Once candidates provide proof eighty-five percent (85%) a B grade (or higher) for all classes, they will be entered into the 4.1 selection process.

In Job-Posting the remaining ET vacancies will be placed in "Offer Pending" status with the mutual agreement to extend the sixty (60) days after the job must be reposted (vacant or discontinued) per

paragraph 20 of the MOA to twenty-one (21) days after the completion of the on-line courses. Allowing the company to matrix the list of MEA who have now completed the on-line classes with a B or higher and award these ET positions.

Candidates awarded the remaining ET positions in Job-posting will have an additional eighteen (18) months to complete all the OJT to qualify as an Electronic Technician. The OJT training will be jointly developed for the ET.

All MEA qualified employees having completed these required classes with a passing grade of B or higher will receive an additional one dollar (\$1.00) per hour premium above their pay scale.

The ET jobs posted upon signing this MOU that go "No Qualified Applicants" (NQA), and no memos are received from qualified applicants will be posted as "discontinued" after seven (7) days and will be reposted as ETA on the next Job information report at the same location. The intent of this paragraph is to reduce the sixty (60) days to seven (7) days wait time for the posting of the ETA position. This paragraph does not limit the company from posting and filling the ET position.

Upon signing of this agreement, it is agreed as part of this pilot to post on a 1:1 ratio of Electronic Technician Apprentice (ETA) to Apprentice Meter Electrician (AME). Candidates who have successfully completed the required prerequisites for the ETA, but are not qualified as a Meter Electrician-A (MEA) will be afforded the opportunity to bid an ETA. The ETA position will be filled using the 4.1 selection process.

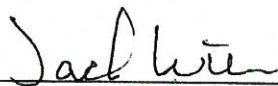
Employees awarded the ETA will also have to complete the Apprentice Meter Electrician Program. Once the ETA meets and qualifies as a MEA, they will automatically promote to ET and will have an additional 18 months to complete all the OJT to qualify as an Electronic Technician.

The parties agree to develop the ETA job criteria for the purposes of this pilot only.

If any unforeseen issues arise during the implementation of this agreement, the parties will meet to discuss and resolve.

Either party may rescind this agreement by giving thirty (30) days written notice to the other party. If rescinded candidates enrolled in classes shall be allowed to complete the class(s) they are currently taking.

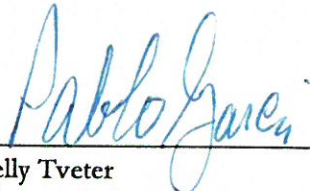
To the extent the terms of this Memorandum of Understanding (MOU) conflict with the Memorandum of Agreement (MOA), this MOU shall apply.



Jack Wilson
Business Manager
System Council U-4, IBEW

7-19-21
Date

For



Kelly Tveter
Director, Labor & Safety
Florida Power & Light

7-19-21
Date