

# MEMORANDUM OF UNDERSTANDING

## COVID- 19 Work from Home (WFH)

In an effort to protect employees' health and safety due to COVID-19 while continuing to operate FPL essential business operations, the Company and Union agree to establish a temporary telecommuting arrangement.

Bargaining unit positions listed below will be given the option to work remotely at the company's discretion. By mutual agreement the Company and the Union may add to or delete to this list. The operational conditions will be governed by the attached Work from Home Guidelines COVID-19.

### Nuclear

- Operations A Clerks
- Operations A Clerk Steno

### Customer Service

- Chief Meter Elect
- Chief Meter Elect Early
- Dispatcher Clerk Typing
- Dispatcher Clerk Typing Early
- Operations Clerk A Steno

### IT

- Comm & Battery Spec
- Operations Clerk A Steno

### T/S

- Operations Clerk A Early
- Operations Clerk A Steno

### Distribution

- Operations Clerk A Early
- Operations Clerk A Steno
- Dispatcher Clerk

### PGD

- Operations Clerk A
- Operations Clerk A Steno

During this temporary agreement, if needed, applicable employees will be provided a company laptop and applicable software to perform their daily tasks.

In the event an applicable employee does not have WiFi access at home, the company will provide MiFi access for remote working capabilities.

When management decides to discontinue telecommuting, whether in response to the COVID-19 status or otherwise, it will notify applicable employees via email. Upon notice, telecommuting employees will cease working remotely and comply with all instructions from their supervision to remove and/or return any capabilities they had received in order to do so (e.g., MiFi). Employees will be given 24 hours' notice of their expected return to their normal work location and schedule.

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

This agreement terminates upon notification from the Company that normal business operations have resumed.

To the extent the terms of this MOU conflicts with the Memorandum of Agreement, this MOU shall apply.

Jack Wilson 9-10-2020

Jack Wilson  
Business Manager  
System Council U-4, IBEW

Date

Kelly Tveter 9-10-2020

Kelly Tveter  
Director Safety & Labor Relations  
Florida Power & Light

Date