

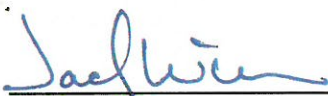
MEMORANDUM OF UNDERSTANDING

Associate Electronic Technician Position Pilot for Meter Electrician Career Path

The Company and Union have agreed to a temporary assignment of Pete Bungo at Division Meters North (DMN) as an Associate Electronic Technician to shadow Electronic Technician, Steve Overby. Pete Bungo will be required to complete and successfully pass all required classes, for the Electronic Technician classification, within eighteen (18) months of the start of this assignment. After successfully passing all required classes and providing documented proof thereof, he will automatic into an Electronic Technician position at Division Meters North (DMN). If unable to successfully complete the training (courses and training), Mr. Bungo will be returned to his prior Meter Electrician-A (MEA) classification within the Division Meters North (DMN) area.

Either the Company or the Union can terminate this agreement at any time by giving the other party thirty (30) days written notice.

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



Jack Wilson
Business Manager
System Council U-4, IBEW

9/25/20

Date



9/25/20

Date

Kelly Tveter
Director of Labor Relations & Safety
Florida Power and Light