MEMORANDUM of UNDERSTANDING

Traveling St. Lucie Nuclear Plant (PSL) Senior Nuclear Plant Operators (SNPOs) to Turkey Point Nuclear Plant (PTN)

The Company and Union agree to the use of up to six (6) qualified SNPOs from PSL to support the PT3 -31 Outage at PTN on a volunteer basis.

No SNPO will be forced to travel to PTN under any condition. The SNPOs will perform general Non-License Operator (NLO) duties that are not site specific. This agreement allows for a one-time travel offer, not multiple assignments. Additionally, operators may be returned during this outage when activities are lessened or for scheduled Non-License Operator Continuing Training (NLOCT). Replacement of operators will be at the Company's discretion.

SNPOs currently in or scheduled to start a License Operator Training Program during this travel assignment will be considered unavailable for this travel assignment.

Operators with vacation scheduled during the first twenty-one (21) days of the assignment will be handled in the same method as maintenance classifications; an employee who has scheduled vacation during the first three (3) weeks, twenty-one (21) calendar days of a travel assignment will be considered unavailable for the assignment.

SNPOs will be offered the travel assignment in accordance with their current overtime standing. The SNPOs will receive expenses in accordance with Paragraph 41 (Meals-Lodging-Transportation) of the Nuclear Supplemental, Memorandum of Agreement.

For the purposes of this agreement PSL SNPOs working at PTN shall work the same scheduled overtime as PTN operators and will be considered covered workers, as it relates to the Work Hour Controls. PSL SNPOs will be placed on eight (8) hour plus four (4) shifts as needed to perform functions as noted in this Memorandum of Understanding (MOU). PSL SNPOs will work for a Nuclear Watch Engineer. Any scheduled overtime hours worked while on temporary assignment will be added to their home plant overtime list.

If during the temporary assignment a hardship arises that requires the employee to return home, the return will occur as soon as possible or within a forty-eight (48) hour period. Replacement of this operator will be at the Company's discretion.

This agreement will be in effect beginning March 23, 2020 and will expire on April 29, 2020.

This agreement can be rescinded by either party by giving seven (7) day written notice.

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

Jack Wilson 11-14-19
Jack Wilson — Date
Business Manager
System Council U-4, IBEW

for Eliecer Viamontes 11/14/19
Eliecer Viamontes — Date
Director Labor Relations
Florida Power & Light Company

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