

## Memorandum of Understanding Power Delivery Centralized Basic Training Pilot

The Florida Power & Light (Company) and System Council U-4 (Union) recognize the need for a highly trained Craftworker in the Line Specialist Classification. Realizing there is a need in the Dade, Broward, and Palm Beach (Tri-County) Areas the following has been agreed to:

The Company and Union have developed a Centralized Basic Training Pilot. The intent is to offer applicants who possess the minimum skills and knowledge the opportunity to attend a centralized training program to complete the Basic Level of the ALS Program. Once completed they can advance through the Step Apprentices Program at their own pace starting at the Intermediate level.

This training will take place at the Distribution South Campus (DSC) Training Facility.

Either party, with thirty (30) days written notice, may terminate this program after it has been in effect for six (6) months. The squad in training at the time of notice will complete their training under this pilot and will be offered a position within the bargaining unit.

If any unforeseen issues arise during the term of this pilot the parties will meet and resolve.

### **Program Administration:**

General Program administration will be the responsibility of the Power Systems Joint Apprentices Committee (PSJAC). The PSJAC will develop and administer the curriculum of the training. The PSJAC will monitor the progress of this program and make recommendations to the Company and Union of needed changes as this Pilot progresses.

### **Program Eligibility & Pre-qualifications:**

Prior to being selected for a position, candidates must meet the pre-qualification requirements of the program. Applicants must complete a one week climbing assessment administered by the PSJAC and Distribution Instructors. They will be evaluated by the PSJAC and the applicable BU representatives during the climbing assessment for the purpose of selection in the program. The following requirements must be met to be selected into this pilot's training prequalification climbing assessment.

- Construction and Skills Trade (CAST) Test
- Valid Driver's License
- Occupational Vision Test
- Interview

Once the candidate has completed and passed the climbing assessment, to be selected as one of the fifteen (15) candidates into the program, they must complete the following requirements:

- Background Screening
- CDL Permit
- Pay a five-thousand-dollar (\$5,000.00) Tuition (reimbursable at successful completion of the program as a sign-on bonus (grossed up for taxes))

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**Training Scope:**

The Program will consist of a formal six (6) month program training which may include a combination of the following: classroom instruction, outside field training, required field demonstrations (demos), Jointly Approved Computer Based Training (JACBT), scheduled co-op training and scheduled assessments. All training will be performed on the trainee's unpaid time except for a two-week co-op training period that will be at a work location(s), selected by the company. This two-week period will be paid at the Trainee A classification rate. This will be monitored by the PSJAC, as necessary, to ensure the intent of the program is being followed. Bargaining Unit Instructors or SME instructor (as applicable) will conduct all formal training. There will be two Bargaining Unit Instructors present for each squad up to the number of fifteen (15) in the squad. The PSJAC will monitor the training and suggest changes to ensure the success of the training pilot. Assessment required testing and certification will be conducted by the Full Time Bargaining Unit Instructors at the end of the 6-month training.

**Testing, Certification & Placement:**

Following the completion of all formal training, a Basic skills test will be conducted. Upon successful completion of the basic test and with prior approval of the PSJAC, the Trainee will be placed into an Intermediate Apprentice position at a location(s), selected by the company. All skills required testing will be conducted by the Full Time Bargaining Unit Instructors at the end of the six (6) month training. At the end of the training if the trainee does not pass the Basic Skills Test, they will not be employed and may not be reimbursed (one hundred) 100% of the tuition. During the six (6) month training, the candidates will be offered a CDL Training and a CDL School. If a candidate is unable to obtain a CDL during the class, they will not be employed and may not be reimbursed (one hundred) 100% of the tuition. Once the candidates have completed the training, met all the requirements for placement and been placed in an ALS Position, they will receive (one hundred) 100% of the tuition paid for the training class.

**Program Instructors:**

Qualified full-time instructors will be appointed by the System Council U-4 Business Manager for the duration of the Pilot. These instructors will be paid at the Distribution Instructor rate in the MOA. After Pilot completion, the selected employee's will return to their prior classification, location, and schedule.

For the Union

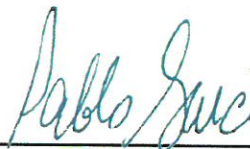


Jack Wilson  
Business Manager  
System Council U-4 IBEW

8-15-2023

Date

For the Company



Kelly Tveter  
Sr. Director of Safety & Labor Relations  
Florida Power & Light Company

8-15-2023

Date