

MEMORANDUM OF UNDERSTANDING
Direct Hire into PSL Licensed Operator Training Class

The Company shall have the right to hire employees directly into the Licensed Operator (LO) training program. Direct Hire Licensed Operator candidates who are unsuccessful in obtaining an NRC Reactor Operator (RO) or Senior Reactor Operator (SRCO) license within the first two years of employment shall be subject to termination from employment.

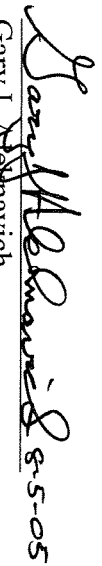
In order to continue to provide an opportunity for current Non-Licensed Operators (NLO) to obtain an NRC License, the Company will fill the next three (3) license classes in the following manner:


- At least 30% of the seats offered shall be reserved for volunteers from Senior Nuclear Plant Operator (SNPO) qualified employees at PSL.

If an adequate number of volunteers is not obtained from the Bargaining Unit SNPO qualified employees at PSL to fill the required percentage of seats in each class, the remaining seats will be posted in accordance with Paragraph 20 of the Memorandum of Agreement (MOA).

Each SNPO qualified employee who volunteers for the LO class and is not accepted due to direct hires filling seats, and who subsequently obtains an NRC license in the next class attended, will receive the difference between the mid-bracket LO hourly wage and those wages actually received for all regular hours worked between the convening dates of class denied and the class attended. If the license class consists wholly of SNPO qualified PSL employees, then employees unable to attend are not entitled to any retroactive pay.

LO Candidates will receive bottom bracket LO pay while attending class.


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