

Resource Sharing Agreement Nuclear Division

This agreement is entered into in support of the February 2009 Duane Arnold refueling outage. The agreement ends upon return of traveled employees to their home location

Selection of Employees

Employees in the nuclear job classification of Electrician will be eligible to participate in this Resource Sharing assignment. Selection of employees for assignment will be made on the basis of skills required. Qualified itinerants will be offered the assignment based on their standing on the Overtime List. If additional resources are needed, the offer may be made to qualified Regular employees. Participation by any employee is voluntary.

Hours of Work

The scheduled hours of work on each Resource Sharing project may vary. Employees assigned to a particular project will be notified of the scheduled hours of work and the duration of the assignment.


Rates of Pay and Work Rules


All employees will be paid their regular hourly rate while on Resource Sharing work assignments and will comply with governing work practices and safety rules in place at the facility where the work is performed. All other provisions such as wages and premiums, seniority rights, and grievance process shall follow the visiting employee's home Labor Agreement. In situations involving discipline, the employee's home management and Union will handle the situation.

Travel and Expenses

- The employee will be entitled to the CONNUS per diem rate to cover lodging and meals.
- Travel time will be paid for the time required traveling from the home site through to the final destination (usually the hotel or the Resource Sharing facility).
- Travel expenses (e.g. air fare, rental car, gas) will be reimbursed in a timely manner.
 - The Company will reimburse expenses for up to a mid/intermediate size vehicle.

An additional "duration premium" of fifteen dollars (\$15) dollars per day will be paid to each employee who works to complete assignment. This payment will be made at the end of the assignment and is contingent upon the performance of the employee.


Brendan Callaghan
Director, Safety & Labor Relations
FPL
1/30/09


Gary Aleknavich
Business Manager
IBEW, System Council U-4
1-30-09