



Memorandum of Understanding

Power Systems Distribution Apprentice Cable Splice Pilot Program

Date: February 6, 2006

Introduction

The Company and Union, recognize that it is necessary to have highly skilled employees within the labor force, and have therefore agreed to the following pilot for the training of Power Systems Apprentice Cable Splicers. This pilot will remain in effect during the remainder of the term of the 2004 through 2008 Memorandum of Agreement, and be subject to negotiations between the parties thereafter. It is agreed that adjustments or amendments to this pilot may be made provided there is concurrence from the Joint Apprentice committee, the Director of Labor Relations and the Business Manager of the I.B.E.W. This pilot will be monitored by a subcommittee of the Joint Apprentice Committee to be called the Power Systems Joint Apprentice Committee (PSJAC). This committee will be comprised of four (4) representatives, two (2) from the Company and two (2) from the Union.

Program Eligibility

The program will be open to all Distribution and Power Delivery bargaining unit employees through the term of the current MOA. All Apprentice Cable Splicer jobs will initially be posted in accordance with Paragraph 20 of the MOA through the J-Post System.

Training Scope

The following details the training scope for this program:

- The Program will consist of a minimum of fourteen (14) months of formal program and on-the-job training. All formal program training will be conducted on Company time.
- Training will consist of four (4) modules ranging from Preparatory School to Troubleshooting, and continuous on-the-job training.
- Formal training will be conducted at TMC and on-the-job training will be conducted at the awarded work-headquarters or show-up sites on training assignment jobs.
- Classroom instruction will be divided into modules and will include "how to" instructions followed by live demonstrations and skills practices.

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Training Scope, continued

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- After completion of specific modules at TMC, Apprentice Cable Splicers will return to their work locations to practice the skills included in the module through on-the-job training.
 - Instructors will monitor the on-the-job training to ensure that training emphasis is actually for the module being covered.
 - It is understood that in certain instances, such as scheduling or overtime opportunities, Apprentices may perform work from previous or future modules.
 - Instructors will ensure that all identified skills are practiced and documented.
 - Apprentice Cable Splicers will return to TMC for each module being taught and will be tested on the completed and practiced modules.
 - Comprehensive testing will be conducted to certify successful completion of each training module.

Training Remediation

- Apprentice Cable Splicers who are unsuccessful in completing training phases will be given the opportunity to remediate with increased support from their instructors. These Apprentice Cable Splicers will be required to practice on their own time to ensure successful remediation.
- Instructor support time will be covered as hours worked for this period of remediation.
- Following remediation, Apprentice Cable Splicers who are still unsuccessful will be removed from the program and be given 45 days to bid a vacant position or be assigned to the classification of Helper at their work headquarters.

Voluntary Discontinuation in Program Participation

- Apprentice Cable Splicers who voluntarily discontinue their participation in the program may re-apply for a vacant Apprentice Cable Splicer position after one (1) year.
- Hardship cases will be reviewed by the Power Systems Joint Apprentice Committee for possible approval.

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Testing and Certification

The testing and certification for this program is detailed below.

- Following a minimum of 14 months of formal program training, an overall skills test will be conducted.
- Following successful completion of the overall skills test, Apprentice Cable Splicers will be permitted to take a certification test, provided they have the approval of the Power Systems Joint Apprentice Committee.
- Apprentice Cable Splicers that fail the certification test will not be permitted to retake the test for a period of six (6) months.
- Upon successful completion of the certification test, Apprentice Cable Splicers will be qualified to apply (bid) for vacant Cable Splicer positions and will be qualified to relieve as a Cable Splicer.
- All Apprentice Cable Splicers will be required to take the certification test following 36 months in the program. Upon certification, Apprentice Cable Splicers will receive a Certificate of Completion of Apprenticeship from the Company and the I.B.E.W. When certified, Apprentice Cable Splicer will receive an additional \$1.00 per hour increase in pay rate and receive a 50¢ increase every six (6) months thereafter until they reach the bottom bracket for the Cable Splicer classification.
- Apprentice Cable Splicers who do not successfully complete the certification test after 36 months in the program will continue to practice their skills and become successfully certified or be removed from the program as stated above.

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Job Placement

- If after three (3) years as an Apprentice Cable Splicer and the successful completion of all programs and testing, an Apprentice Cable Splicer has not been successfully awarded a Cable Splicer position, the Apprentice will automatic to Cable Splicer and will have 45 days to be awarded a job.
- If unsuccessful, the Cable Splicer will be placed into a "no qualified applicant" Cable Splicer position within 50 miles of his/her work location. If unable to be placed, the Cable Splicer will have his/her position discontinued and will roll where seniority and qualification allow.
- Apprentice Cable Splicer positions are not in the regular work location staffing and will not be considered as positions, which can be rolled by qualified Craft Workers.
- Cable Splicers who are rolled cannot roll into an Apprentice Cable Splicer position; however, it is not intended to maintain the training position in locations without a need for a Cable Splicer. The Company and Union shall meet to determine the correct course of action to minimize the adverse effects of that roll.

Program Administration

Detailed below are the guidelines by which the Apprentice Cable Splicer Pilot Program will be administered.

- The Company and the Union will create a Power Systems Joint Apprentice Committee (PSJAC). This Committee will administer the program and propose necessary changes to the Joint Apprentice Committee, as applicable.
- Instructors will be selected for this program in accordance with the joint agreement regarding the selection of the Distribution Instructor classification.
- Instructors will be paid at the Distribution Instructor rate. Apprentice Cable Splicers may "show up" at different locations for training purposes in accordance with Paragraph 48.1 of the MOA.
- Apprentice Cable Splicer will not be permitted to apply for vacant Apprentice Cable Splicer positions.
- Transfers will be permitted between locations provided the transfer is within the Apprentice Cable Splicer training cycle.
- The Company will make every effort to publish projected dates and locations for future new Apprentice Cable Splicer positions.

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Program Administration,
continued

- The ratio between Apprentice Cable Splicers to Craft Worker will be maintained.
- Upon certification, the Apprentice Cable Splicer will not be counted in this ratio.
- In certain training assignments, the Apprentice to Craft Worker ratio may be exceeded for specialized training.
- Apprentice Cable Splicer will not perform as Cable Splicer unless certified and relieved into the appropriate classification.
- Former Apprentices will be evaluated by instructors and the PSJAC, and will be given credit time for their technical and practical knowledge.
- Adjustments in pay for this credited time will be in accordance with Exhibit A of the MOA.

**Source/
Approval**

The contents of this memorandum was provided by the Power Systems Joint Apprentice Committee (PSJAC) and approved by:

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