

Memorandum of Understanding
FPL Division Load Dispatcher – Dispatcher Bulk Electric Systems (BES) Qualifications
Incumbent Requirements

Incumbent Load Dispatchers are defined as employees who hold the title of Division Load Dispatcher at the time this MOU is signed. Incumbent Load Dispatchers must meet the North American Electric Reliability Corporation (NERC) certification requirements. The requirements are to obtain certification as a NERC Transmission Operator (T.O.) by passing either the NERC Reliability Coordinator (R.C.) or T.O. exam. The certification exam fee will be paid by the company for up to three (3) attempts. In addition, incumbent Division Load Dispatchers will be required to pass a Board Review conducted by Power Supply management demonstrating an understanding of the new Dispatcher - BES job accountabilities. A Union Representative may observe the Board Review if requested. After meeting the NERC certification and passing Board Review requirements, the incumbent will be placed into the Dispatcher - BES classification and given a Two dollar and seventy cent (\$2.70) hourly rate increase above their current incumbent Division Load Dispatcher exhibit "A" rate of pay.

Any incumbent who is unable to obtain their NERC certification and pass the Board Review requirements by July 15th 2009 will be returned to the employees' former classification and location pursuant to paragraph 17 of the MOA regardless of whether the incumbent exercises their three (3) opportunities to pass the requirements. Any training requirements that exist for the employees' former position will be provided by the company on company time and expenses.

In the interest of certifying present incumbents by June 15th 2009, the company will provide a one-time incentive to be paid when the incumbent meets all of the qualifications of the Dispatcher - BES classification. Incumbents who have already qualified by the signing date of this MOU and those who qualify by the following dates will be entitled to one (1) of the corresponding incentives:

- \$5,000.00 if requirements are met by February 15th 2009
- \$3,000.00 if requirements are met by April 15th 2009
- \$1,000.00 if requirements are met by June 15th 2009

Any incumbent choosing not to certify or participate in the Board Review will be allowed to return to the employees' former classification and location pursuant to paragraph 17 of the MOA.


Incumbent employees who certify will be required to maintain their qualifications pursuant to NERC Continuing Education Hours (CEH) requirements. The Company and Union agree to the following guidelines for the Dispatcher – BES to maintain NERC certification. The Company will provide adequate time on-the-job and assume all cost and expenses necessary for continuing education requirements and any other training that may be required as mandatory to remain in the classification of Dispatcher – BES.

This agreement supersedes "MOU - Incumbent FPL Load Dispatcher North American Electrical Reliability Corporation Certification Requirement" dated June 6th 2007.


March 4, 2009

Gary J. Aleknavich
Business Manager
System Council U-4

Date


March 4, 2009

Brendan P. Callaghan
Director of Labor Relations
Florida Power & Light

Date