



Memorandum of Understanding

(Step Apprentice) Power Systems Customer Service / Meter Apprentice Electrician Pilot Program

March 17, 2010

Introduction

The Company and Union have developed a **Step Apprentice Meter Electrician Pilot Program**. The step apprentice consists of the following levels, Basic, Intermediate and Advanced. The intent of the pilot is to offer a number of employees who possess more than the minimum skills and knowledge for the basic levels of the program the opportunity to advance via the step apprentice program. The Step Apprentice Meter Electrician Pilot allows a 12 month job posting window and will take up to 36 months to complete; however, any necessary adjustments to the program length and content must be agreed upon by the PSJAC.

The pilot will consist of jointly developed formalized training, which may include classroom, on-the-job training, demonstrations (demos) and assessments at the regional training centers and in the field, which will be administered by the PSJAC. The Company will post Step Apprentice Meter Electrician jobs between six (6) regions (Dade DMD, Broward DMB, Palm Beach DME, Treasure Coast DNE, Daytona DMN, and Toledo Blade DMW). Once awarded, these apprentices may show-up at any of the above mentioned locations under the provisions of paragraph 48.1 of the MOA in order to receive the prescribed on-the-job training as determined by the local committee or the PSJAC.

Program Eligibility & Pre-qualifications

The pilot will be open to Customer Service, Power Systems and Power Delivery employees currently in Meter Electrician B and/or lower classifications who have passed the initial pre-qualification evaluation for the posted step with a grade of 85% or greater. The pre-qualification evaluation consists of face to face evaluation with questions extracted from the Basic Level of the Apprentice Meter Electrician Program. Candidates will be evaluated by a 4.1 BU Instructor and a management representative by the PSJAC. They will then be awarded 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. All Step Apprentice Meter Electrician jobs will be posted in accordance with Paragraph 20 of the MOA through the J-Post System.

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Training Scope

The Pilot will consist of formal program training, which may include a combination of class room instruction, On-the-Job Training OJT, required field demonstration (Demos), Jointly Approved Computer Based Training (JACBT), and scheduled assessments. Jointly Approved Computer Based Training may be either on the employees' personal time or when there is no other assigned work. All formal class room training, assessments, required testing and certification will be conducted by 4.1 Bargaining Unit Instructors on Company time.

Training will consist of 5 levels of 60% field work and 40% classroom – Basic (Levels 1 and 2 total 16 weeks), Intermediate (Level 3 total 8 weeks), and Advanced (Level 4 and 5 total 32 weeks). If 60/40 ratio is not used then refer to the traditional 5 day teaching time line , with continuous On-the-Job Training. In every case, all demos in the current level must be successfully completed before an Apprentice Meter Electrician will be allowed to progress to the next level of the program. Formal training will be conducted at either a Training Facility or in the field. On-the-Job training will be conducted in the field under the guidance of a qualified Craft worker or a 4.1 BU Instructor. Formal instruction will be divided into levels and will include “how to” instructions followed by live demonstrations and skills practice. After successful completion of specific levels, Apprentice Meter Electricians will continue to practice the skills learned through On-the-Job training. 4.1 BU Instructors will monitor the OJT to ensure that training emphasis is actually for the level being covered and regional B U instructor will handle testing of level quizzes and demos. It will also be understood that in certain instances such as scheduling or overtime opportunities, apprentices may for training purposes perform work from previous or future levels. Apprentices in the 60 percent mode of field work may, with local joint apprentice committee (LJAC) approval, be relieved into C&D, Meter Electrician B classifications based on qualifications and work outside the guidance of a Craft worker. The 4.1 BU Instructor working with the Local Joint Apprentice Committee will ensure that identified comprehensive testing will be conducted, to certify successful completion of all the training levels. Regional Instructor will administer all quizzes and practice demos within each level. A 4.1 Bargaining Unit Instructor appointed by the System Council U4, will administer all other tests. This 4.1 Bargaining Unit Instructor will meet with the Local Joint Apprentice Committee and review results.

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Training Scope, continued

Apprentice Meter Electricians who are unsuccessful in completing any of the training phases will be given an opportunity to remediate with support from their 4.1 Instructors and On-the-Job training. The Company will be required to provide the necessary remediation within 90 days. The Apprentice Meter Electricians will be required to practice on their own time to ensure successful remediation. A 4.1 BU Instructor's support time will be paid at the appropriate rate for all hours for training and remediation. The Apprentice will be allowed up to 90 days before being required to re-test. Apprentice Meter Electricians who are still unsuccessful will be removed from the program and be given 45 days to bid a vacant position. If he/she fails to bid or fails to be awarded a position he/she will be assigned to the classification of C&D specialist at their posted work headquarters.

Apprentice Meter Electricians who voluntarily discontinue participation in the program may reapply for a vacant Apprentice Meter Electrician position after 12 months. Hardship cases will be reviewed by the Power Systems Joint Apprentice Committee for possible approval for earlier application.

Testing and Certification & Placement

Following the completion of all formal training, a comprehensive skills test will be conducted. Upon successful completion of the comprehensive test, and with prior approval of the Power Systems Joint Apprentice Committee the Apprentice Meter Electrician will be permitted to take a certification test. All comprehensive skills testing and the required certification test will be conducted by the 4.1 Bargaining Unit Instructor appointed by the System Council U4. Apprentice Meter Electricians who fail the certification test will not be permitted to retake the test for a period of ninety (90) days. During such time, the Apprentice Meter Electrician will continue to remediate under the direction of the regional 4.1 BU Instructor and be given the opportunity to gain additional experience through OJT.

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Testing and Certification & Placement, continued

All Apprentice Meter Electricians will be required to take the Meter Electrician A Certification test by the end of the 20th month. A minimum of nine months will be required in the program. However, earlier certification will only be possible with approval from local joint apprentice committee AND 4.1 Bargaining Unit Instructor.

- Upon successful certification, the Apprentice Meter Electrician will be eligible to bid or relieve into the Meter Electrician A classification and will receive an additional \$1.00 per hour increase in pay and a \$.50 (fifty cent) increase every six (6) months.
- Apprentice Meter Electricians who are unable to pass the certification test on their first attempt will (after the 90 day remediation period) be required to successfully complete the certification test. If unable to pass the Certification test on the second attempt, the Apprentice will be given 45 days to bid a vacant position. If he/she fails to bid or fails to be awarded a position he/she will be assigned to the classification of C&D at their posted work headquarters.

Automatic in Meter Electrician

If not previously awarded a Meter Electrician A position; following the successful completion of all programs and certification testing, the Apprentice Meter Electrician will, upon reaching 36 months in the program, automatic into the Meter Electrician A classification. If no open position exists in his/her present location, then the Meter Electrician A will be placed into a "no qualified applicant" Meter Electrician A position within 50 miles of their current work headquarters in Miami-Dade, Broward or Palm Beach Counties, or 65 miles outside of the tri-county area. If unable to be placed in a Meter Electrician A position, he/she will roll where seniority and qualifications allow. Apprentice Meter Electrician positions are not in the regular work location staffing and will not be considered as positions, which can be rolled by qualified Craft workers. Meter Electrician As who are rolled cannot roll into an Apprentice Meter Electrician position; however, it is not intended to maintain the training position in locations without a need for Meter Electrician A. The Company and Union shall meet to discuss and determine the correct course of action to minimize the adverse effects of a roll. The Union does not determine staffing levels.

Program Administration

The Power Systems Joint Apprentice Committee (PSJAC) will administer the program and propose necessary changes to the Joint Apprentice Committee, as applicable. BU Instructors will be selected for this program in accordance with the joint agreement regarding the selection of the Distribution BU Instructor



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classification. The BU Instructors will be paid at the Distribution BU Instructor rate. BU Instructors may stay part-time (60% work 40% teach). Once the PSJAC is in agreement that the amount of apprentices is too large, the Instructor will go full time and be excluded from any roll from that point on. While the Instructor is part time they will hold a spot on the local OT list appropriate to their classification and be eligible for callout and OT assignments. Once full time the instructor will be removed from the OT list and not be eligible for callout and OT assignments. Apprentice Meter Electricians may “show-up” at different locations for training purposes in accordance with Paragraph 48.1 of the MOA.

Apprentice Meter Electricians will not be permitted to apply for vacant Apprentice Meter Electrician positions. The ratio of Apprentices Meter Electricians to Meter Electricians A will be in accordance with the provisions of the MOA; however, in certain training assignments, the Apprentice to Craft worker ratio may be exceeded for specialized training. Apprentice Meter Electricians will not perform as Meter Electrician As unless certified and relieved into the appropriate classification. At no time will an Apprentice displace a journeyman for any reason.

Apprentice Meter Electricians will not be required to work voltages above 600 volts within their first year in the program. The PSJAC will evaluate all Apprentice Meter Electricians for accredited time in the program for purposes of working above 600 volts. The final determination to perform this type of work will be up to the Apprentice Meter Electrician, the Meter Electrician A and /or the Chief Meter Electrician with whom they work.

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Source/
Approval

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

For the Union

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For the Company

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