

**Memorandum of Understanding
FPL Load Dispatcher North American Electric Reliability Corporation
(NERC) Certification**

Effective October 1, 2006, all qualified FPL Load Dispatchers will be required to obtain a NERC certification as a Transmission Operator. The certification will be mandatory with continuing education requirements to maintain a valid credential.

Entry into the Load Dispatcher classification and training for this position will depend upon staffing requirements for Load Dispatcher personnel. The selection process that is presently being used for Load Dispatcher candidates, including a candidate interview and Technical Evaluation to assure qualification for all duties within the Job Criteria, will be used.

Upon satisfactory completion of all FPL provided training and certification as a NERC certified Transmission Operator, the employee will be qualified to work as a Florida Power & Light Load Dispatcher.

Accelerated progress and qualification can occur if the employee has a current NERC Certification, equivalent experience, education and training that can be documented. Personnel in accelerated status will remain in a trial period until certification documentation is received.

The Company and the Union agree to the following guidelines for the Dispatcher Training Program; the Company will provide the necessary training to maintain NERC certification, continuing education requirements, qualification training, on-the-job qualification and any other training that may be required, as mandatory to remain in the classification of Load Dispatcher.

NERC Certification Examination failure procedure:

Remedial training will be followed by a retest not to exceed the time limits identified in the NERC guidelines.

Retest Step: The Load Dispatcher training coordinator and the candidate's supervisor counsel the candidate in training and determine the proper remediation.

- To establish a remedial training program based on the input from the candidate and instructor.
- To document the remedial training plan and schedule.
- To notify the candidate, of the requirement to take and pass the NERC certification examination.

Decision Not to Retest: If the candidate chooses not to retest, the candidates Supervisor and Job Steward will meet with the candidate:

- To notify the employee that he/she must transition out of the Load Dispatcher classification by the provisions of paragraph 17 of the MOA.

If an individual fails the retest, a meeting will be held with the Load Dispatcher training coordinator, the candidate supervisor, job steward and the candidate:

- To notify the candidate that he/she will be returned to their former position without loss of seniority in accordance with the provisions of paragraph 17 of the MOA.


G.J. Aleknavich

Business Manager
System Council U-4



R. D. Curtis
Labor Relations Manager
Florida Power & Light

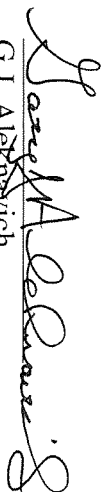
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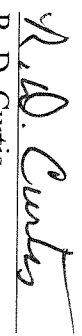
Incumbent FPL Load Dispatcher North American Electrical Reliability Corporation Certification Requirement

Incumbent Load Dispatchers will be given two (2) opportunities to meet the NERC Certification Requirements. Any incumbent who is unsuccessful in meeting the NERC Certification Requirements through initial testing and/or re-testing will be returned to the employees former classification at a location to be selected by the employee without loss of seniority. Any over-staffing created by this agreement will be resolved through attrition. Any training requirements that exist for the employees' former position will be provided by the company.

Any incumbent choosing not to certify will be allowed to return to the employee's former classification at a location to be selected by the employee without loss of seniority. Any over-staffing created by this agreement will be resolved through attrition.

Incumbent employees who certify will be required to maintain their qualifications.


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