

Tuesday 7/1/2008

MEMORANDUM OF UNDERSTANDING

POWER SYSTEMS APPRENTICE LINE SPECIALIST PILOT PROGRAM

Program Eligibility:

The program will be open to all Power Systems and Customer Service, Bargaining Unit employees. All Trainee/Apprentice Line Specialist jobs will be posted in accordance with Paragraph 20 of the M.O.A. through the J-Post System Candidates for Trainee/Apprentice Line Specialist positions will be notified of acceptance into a prequalification class. They will be considered as candidates until they have successfully completed a prequalification climbing assessment. While attending pre-qualification classes candidates will be paid at the Service Specialist "B" rate of pay or their current classification, determined by which ever is higher.

Prequalification classes will consist of instruction in pole climbing, pole top rescue, hand line operation, knot tying, rope splicing, etc. All candidates must demonstrate proficiency in these required skills to be awarded a Trainee/Apprentice Line Specialist position. Those candidates who are unsuccessful in graduation from the pre-qualification will be given one (1) additional opportunity to complete the pre-qualification classes. Pole climbing classes and the associated assessments will be conducted by the 4.1 Instructor.

Graduates of pre-qualification classes will be awarded the vacant Trainee/Apprentice Line Specialist job applied for by work location.

Program Progression:

Apprentice Line Specialist positions will be filled from candidates following a Trainee to Apprentice Line Specialist career path. Trainee positions will be created and the Trainee will automatically promote, within that service center, through the Trainee and Apprentice Line Specialist positions.

Training Scope:

The Program will consist of formal program training which will 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. JACBT 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 the 4.1 bargaining Unit Instructor on Company time.

Training will consist of four (4) phases – Basic, Intermediate, Advanced and continuous OJT. In every case all demo's in the current level, must be completed before an Apprentice Line Specialist 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 and on-the-job training will be conducted in the field under the guidance of a line crew, qualified Craft worker or the 4.1 Instructor. Formal instruction will be divided into modules and will include "how to" instructions followed by live demonstrations and skills practice. After completion of specific modules, Apprentice Line Specialists will continue to practice the skills learned through on-the-job training. 4.1 Instructors will monitor the (OJT) to ensure that training emphasis is actually for the module being covered. It will also be understood that in certain instances such as scheduling or overtime opportunities, apprentices may perform work from previous or future modules. 4.1 Instructors working with the Local Joint Apprentice Committee will ensure that identified Comprehensive testing will be conducted, to certify successful completion of all the training modules.

Apprentice Line Specialists who are unsuccessful in completing any of the training phases will be given an opportunity to remediate with increased support from their 4.1 Instructors. These Apprentice Line Specialists will be required to practice on their own time to ensure successful remediation. 4.1 Instructor support time will be covered as hours worked for this period of remediation. Following remediation, those Apprentice Line Specialists who are still unsuccessful will be removed from the program and be given forty-five (45) days to bid a vacant position or be assigned to the classification of Helper at their work headquarters.

Apprentice Line Specialists who voluntarily discontinue their participation in the program due to a hardship, may re-apply for a vacant Apprentice Line Specialist position after one (1) year. Hardship cases will be reviewed by the Power Systems Joint Apprentice Committee for possible approval.

Testing, Certification and 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 Line Specialist 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. Apprentice Line Specialists 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 Line Specialist will continue to remediate under the direction of the 4.1 Instructor and be given the opportunity to gain additional experience through OJT.

All Apprentice Line Specialists will be required to take the Line Specialist Certification test within thirty-six (36) months of entering the program. Upon successful certification, the Apprentice Line Specialist will be eligible to bid or relieve into a Line Specialist position. While working as a Certified Apprentice Line Specialist he/she will receive an additional \$1.00 per hour increase in pay and a \$.50 (fifty cent) increase every six months. He/she can also be placed into a location where there is a "no qualified applicant" (NOA) Line Specialist position, as a Certified Apprentice Line Specialist within the mileage guidelines listed in the Automatic into Line Specialist paragraph below. Apprentice Line Specialists who are unable to pass the certification test on their first attempt will (after the 90 day remediation period) be allowed up to an additional nine (9) months to successfully complete the certification test. If unable to pass the Certification test on the second attempt, the Apprentice will be given forty-five (45) days to bid a vacant position or be assigned to the classification of Helper at their work headquarters.

Automatic into Line Specialist:

If not previously awarded a Line Specialist position; following the successful completion of all programs and certification testing, the Apprentice Line Specialist will, upon reaching forty-eight (48) months in the program, automatic into a Line Specialist position and will be given forty-five (45) days to be awarded a job. If no open position exists in his/her present location the Line Specialist will be placed into a "no qualified applicant" Line Specialist position within fifty (50) miles of their current work headquarters in Miami-Dade, Broward or Palm Beach Counties, or sixty-five (65) miles outside of the tri-county area. If unable to be placed, a Line Specialist position will be discontinued and he/she roll where seniority and qualifications allow. The Company and Union shall meet to determine the correct course of action to minimize the adverse effects of that roll.

Program Administration:

The Company and Union have created 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. These instructors will be paid at the Distribution Instructor rate. Apprentice Line Specialists may "show-up" at different locations for training purposes in accordance with Paragraph 48.1 of the M.O.A.

Apprentice Line Specialists will not be permitted to apply for vacant Apprentice Line Specialist positions. The ratio of Apprentice Line Specialists to Line Specialists 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 Line Specialists will not perform as Line Specialists unless certified and relieved into the appropriate classification.

Apprentice Line Specialists will not be required to work voltages above 600 volts within their first year in the program. The PSJAC will evaluate all Apprentice Line Specialists 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 Line Specialist, the Line Specialist and /or the Lead Specialist with whom they work.

Apprentices will be evaluated by the Instructors and 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 M.O.A.

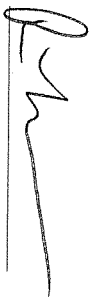
(h) Joint Training Programs

1) Power Systems Ground Workers Training will fall under the jurisdiction of the Power Systems Joint Apprentice Committee and will follow the same approval guidelines as said forth in the Power Systems Apprentice Program and will be a part of the Standard and Procedures Manual of Training.

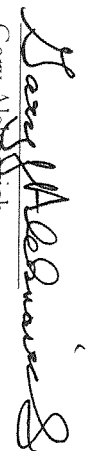
(2) Power Systems Utility Workers Training will fall under the jurisdiction of the Power Systems Joint Apprentice Committee and will follow the same approval guidelines as set forth in the Power Systems Apprentice Program and will be a part of the Standard and Procedures Manual of Training.

Approvals:


For the Union



Rian McMahon

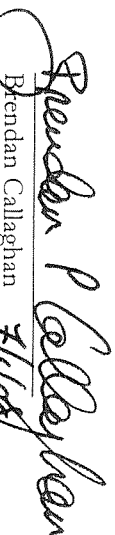

Dwight Mattox


Gary Alekharich

For the Company


W R Goss


Rick Curtis


Brendan Callaghan
7/1/08

Tuesday July, 1, 2008

Clarification: Memorandum of Understanding Distribution Apprentice Line Specialist Program.

Rationale, the Purpose and Intent

The decentralization of the Apprentice Line Specialist Program is intended to provide local hiring and training of Apprentices to attract and retain a higher number of employees.

Program Progression

The agreement provides for a career path from the Trainee position through the Apprentice Line Specialist classification. Trainees will be posted in areas where future Apprentice Line Specialist positions will be needed.

Training Scope

The Company and Union agree that all Computer Base Training utilized for the purposes of Apprentice training will first be reviewed by the Power Systems Joint Apprentice Committee (PSJAC). The PSJAC must review and agree to each Computer Based Training program before it can be implemented into the program. No Computer Based Training will be put into practice without first being approved by the PSJAC.

Jointly Approved Computer Based Training (JACBT) programs may be completed either on the employees' personal time or when there is no other assigned work. All skills and job knowledge contained in the JACBT will be included in the overall skills assessments, testing and certification. Apprentice will have to demonstrate comprehension and retention of JACBT through testing and certification performed by Bargaining Unit Instructors.

Testing, Certification and Placement

Apprentice Line Specialist will be eligible upon successful certification can bid and/or relieve into the Line Specialist classification. Upon successful certification a Certified Apprentice Line Specialist maybe placed into an open "No Qualified Applicants" Line Specialist position within the specified mileage guidelines.

An Apprentice Line Specialist may progress at his/her own pace, all required training, demos, and testing must be completed prior to the Apprentice advancing from one level to the next. All Apprentice Line Specialist will be required to take the Line Specialist Certification test within thirty-six (36) months of entering the program. If an Apprentice fails the Certification test, he/she will be restricted from taking it again for a period of

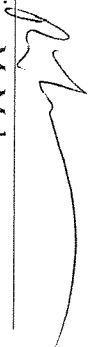
ninety (90) days. After remediation he/she will have nine additional months to obtain the required skill to successfully complete the certification or be removed from the program.

Automatic into Line Specialist

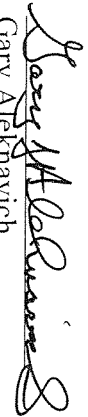
Upon completion of all required training and testing the Apprentice Line Specialist will automatic into a Line Specialist position at his/her present location. One of the following will apply;

1. He/she will be absorbed at that location.
2. He/she will be placed into a location within the mileage guideline where a No Qualified Applicant Line Specialist position exists.
3. A Line Specialist position will be discontinued at the location and that employee will be given the right to roll where qualified.

For the Union



Rian McMahon

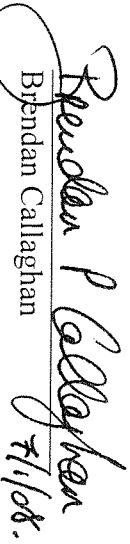

Dwight Mattox


Gary Aleknavich

For the Company


W.R. Goss


Rick Curtis


Brendan P Callaghan
7/1/08.