

7-27-06

Letter of Interpretation

Katrina/Wilma

Storm Questions and Answers

Following the 2005 Hurricane season, the company and union met to clarify certain issues that arose as a result of the very active season. The parties agree to the below questions and answers and submit these to supervisors and employees as a Letter of Interpretation.

1. Q. Do safety requirements such as Maintenance of Traffic and Underground Facility Locates apply during storm restoration?
A. Yes, all safe work practices and procedures are required to be followed.
2. Q. What are "normal" storm schedules for traveling employees?
A. For restoration events anticipated to last more than 4 days, employee's days off will not be changed, and employees shall be paid a minimum of 14 ½ hours per day, with starting time of 6:00 A.M. The first eight (8) hours will be at straight time wages. Overtime should be at the end of a schedule and considered "holdover" for the purpose of determining meals, etc.
3. Q. Are all Power Systems employees eligible for prearranged overtime once storm restoration is complete?
A. No, The department (Distribution/Transmission-Substation) prearranging or calling out contractors will offer the same hours of overtime to their respective departments during the "clean-up phase" following an emergency event. Transmission and Substation will be considered for this type of overtime when the 'clean-up' work does not interfere with scheduled work, and customer commitments.
4. Q. What pay rate is applicable for employees who sleep in tents or facilities other than hotels?
A. There is no additional contractual language for pay for employees where lodging has been provided. Tents, gymnasiums, and other alternative lodging arrangements may be necessary following an emergency event. The availability of hotels will be carefully assessed and every effort will be made to utilize hotels when they are available, understanding that some hotels may not initially have electricity or some other amenities, however, lack of electricity or other amenities does not require additional pay.
5. Q. Is sleeping in my truck considered lodging?
A. No, unless lodging has been provided and sleeping in the truck is self imposed, i.e. the employee chooses to sleep in his/her truck instead of accepting the lodging provided. When an employee has not been provided with lodging and sleeps in

his/her truck, the employee's hours will recorded as continuous hours until the employee arrives at a place of lodging.

6. Q. In accordance with Paragraph 44 c (2), how long is the "paid day off"?

A. The paid day off will commence at the end of the employees scheduled shift and will continue until the next scheduled start time following the day off.

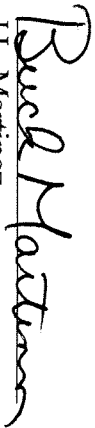
Example: An employee is scheduled 6:00 AM until 10:00 PM daily, this employee's paid day off is Wednesday. This employee will begin his/her paid day off at 10:01 PM on Tuesday and does not return to work until 6:00 AM on Thursday.

7. Q. Are employees eligible for overtime when observing a "paid day off"?

A. No, the intent of the "paid day off" was to allow employees time off to rest, employees are not eligible for any overtime while observing a "paid day off".

8. Q. How are traveling employees compensated for meals during the 'paid day off'?

A. Traveling employees will receive \$43.00 per diem on their 'paid day off'.



J.L. Martinez
Director, Labor Relations
Florida Power & Light



Gary Aleknavich
Business Manager
System Council U-4 I.B.E.W.