

Memorandum of Understanding

EXHIBIT "A" HOURLY WAGE SCHEDULES – NOTES Power Generation – Distribution – Customer Service – Power Delivery

(1) It is understood that the Plant Engineers formerly known as Betterment Engineers, will not perform work in the Bargaining Unit. In this connection, it is understood that water testing, calculation of station performance data, the making of efficiency and performance test on plant equipment and clerical work in connection with, may be performed by non-Bargaining Unit personnel.

(2) All full time employees assigned to Nuclear Plant on a temporary basis, will receive a seventy-five cents per hour (.75) premium for those hours actually worked at that location.

(3) Employees, includes craft workers and above to the Maintenance Leader level, in PGBU who can validate that they are qualified in a second established maintenance craft will be paid an additional premium, of one dollar (\$1) per hour, to their current wage. The Company retains its right to validate the employee is qualified in such second established maintenance craft. For the purpose of administrating this paragraph the classifications of:

- Instrument and Control Specialist and Instrument and Control Specialist Digital.
- Mechanic and Machinist will be considered the same maintenance craft.

(4) The established PGD shift to non shift ratios will include the Variable Workforce employees and will remain at 3 (shift) to 2 (non shift). A maximum of fifty-five (55) regular itinerants will be included as "non shift" in this calculation.

(5) Work locations where clerical staffing levels are for one Clerk, the "A" Clerk or the "A" Clerk Steno will receive a premium of fifty cents (\$0.50) per hour.

(6) "A" Clerks, at multiple clerk sites, will be allowed to travel on a voluntary basis for short term assignments to other PGD plant sites for short duration needs...i.e.: vacation coverage, outage support, STD coverage, etc. These clerks, while on this temporary assignment, will be paid at the "single" clerk rate of pay fifty cents (\$0.50) per hour. These assignments will be covered per Paragraph 41 Meals-Lodging-Transportation of the Memorandum of Agreement.

(The following language will remain in the Power Generation Supplement)

NEW OPERATIONS CLERK "A" JOBS IN POWER PLANTS

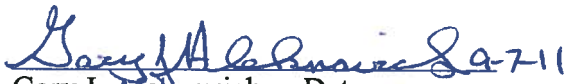
It has been agreed that the classification of Operations Clerk "A" will be established in Class "AA" Power Plants with the following understanding:

- (1) The first Clerk in each "AA" Plant will be an "A" Clerk.


(The following language will be added to the Exhibit "A" Notes Power Systems)

NEW OPERATIONS CLERK "A" JOBS IN POWER DELIVERY

(1) The Operations Clerk "A" in Power Systems will perform Stores work in addition to the employee's other duties until such time as the Stores work becomes a full-time job and the Stores Department assigns a regular Stores employee to handle the work. When such Stores employee is assigned, the Operations Clerk "A" may assist the regular Stores employee. These "A" Clerks will be physically able to drive trucks, procure, receive and issue supplies and materials, in addition to doing the Stores paper work and those jobs covered in the Job Specifications for Operations Clerk "A".

 9-7-11

Gary J. Aleknavich Date
Business Manager
System Council U-4, IBEW

 9-7-11
10/17

Brendan Callaghan Date
Director, Labor Relations
Florida Power & Light Company