



Memorandum of Understanding

Power Systems Distribution Apprentice Repair Technician Program Pilot

Date: September 18th, 2008

Introduction

The Company and Union, recognize that it is necessary to have highly skilled employees within the labor force, and have therefore agreed to the following pilot for the training of Power Systems Apprentice Repair Technicians. This pilot will remain in effect during the remainder of the term of the current memorandum of Agreement (MOA) and be subject to negotiations between the parties thereafter. It is agreed that adjustments or amendments to this pilot may be made provided there is concurrence from the Joint Apprentice committee, the Director of Labor Relations and the Business Manager of the I.B.E.W. This pilot will be monitored by a subcommittee of the Joint Apprentice Committee to be called the Power Systems Joint Apprentice Committee (PSJAC). This committee will be comprised of four (4) representatives, two (2) from the Company and two (2) from the Union.

Program Eligibility

- Following the initial pilot this program will be open to all Power Systems and Customer Service bargaining unit employees through the term of the current M.O.A. All Apprentice Repair Technician jobs will initially be posted in accordance with Paragraph 20 of the M.O.A. through the J-Post System.
- In the initial pilot, only those employees who currently hold a Repair Technician "B" classification in ERC will be eligible to bid one of the two (2) Apprentice Repair Technician positions. Candidates will be required to successfully complete an assessment of their Repair Technician "B" skills prior to being awarded an Apprentice Repair Technician position.

Training Scope

- Instructors will monitor the on-the-job training (OJT) to ensure that training emphasis is actually for the module being covered.
- It is understood that Apprentice Repair Technicians may perform work from previous or future modules.
- Instructors and Craft Workers will ensure that all identified skills are practiced and documented.
- Comprehensive testing will be conducted to certify successful completion of each training module.

Training Remediation:

- Apprentice Repair Technicians who are unsuccessful in completing training phases will be given the opportunity to remediate with increased support from their instructors. These Apprentice Repair Technicians will

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- be required to practice on their own time to ensure successful remediation.
- Instructor support time will be covered as hours worked for this period of remediation.
 - Following remediation, Apprentice Repair Technicians who are unable to successfully complete the assessment will be removed from the program and be given 45 days to bid a vacant position or be assigned to the classification of Helper at their work headquarters.

Voluntary Discontinuation in Program Participation

- Apprentice Repair Technicians who voluntarily discontinues participation in the program, due to a hardship, may re-apply for a vacant Apprentice Repair Technician position after 12 months. Hardship cases will be reviewed by the Power Systems Joint Apprentice Committee.
- Either party, with 30 days written notice, may terminate participation in this program after it has been in effect for more than six (6) months.

Testing and Certification

The testing and certification for this program is detailed below.

1. Following all formal program training, an overall skills test will be conducted.
2. Following successful completion of the overall skills test, Apprentice Repair Technician will be permitted to take a certification test, provided they have the approval of the Power Systems Joint Apprentice Committee.
3. Upon successful completion of the certification test, Apprentice Repair Technician will be qualified to apply (bid) for vacant Repair Technician positions and will be qualified to relieve as a Repair Technician.
4. All Apprentice Repair Technicians will be required to take the certification test upon reaching thirty-six (36) months the program. Upon certification, Apprentice Repair Technicians will receive a Certificate of Completion of Apprenticeship from the Company and the I.B.E.W. When certified, Apprentice Repair Technicians will receive an additional \$1.00 per hour increase in pay rate and receive a 50¢ increase every six (6) months.
5. Apprentice Repair Technicians who do not successfully complete the certification test after 90 days will continue to practice their skills and become certified or be removed from the program as stated above.

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Job Placement

- If after 48 months as an Apprentice Repair Technician and having successfully completed all programs and testing, an Apprentice Repair Technician has not been awarded a Repair Technician "A" position, the Apprentice will automatic into the Repair Technician "A" classification.

Source Approval

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

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