

October 17, 2008

Memorandum of Understanding Nuclear Apprentice Instructor

The Company and Union agree to establish the position of Nuclear Apprentice Instructor (NAI) to support the Nuclear Joint Pilot Apprentice Training Program. This position will work in conjunction with the Local Joint Nuclear Apprentice Committee, Industry and Community Training Coordinator and the Nuclear Apprentice Coordinator.

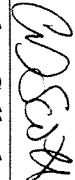

The NAI's responsibility is to instruct classes at IRSC, as well as assist in developing Lab's to support the skills needed for the Apprentice Program. It is understood that the NAI position may be required to perform some administrative tasks and may work non-standard daily work hours. Support may be program wide and include interaction with Indian River State College (IRSC) and Miami-Dade College (MDC). Additional duties agreed to by the LNJAC may be assigned to the NAI as necessary to support the program.

The NAI shall be paid at the Nuclear Watch Engineer rate of pay, receive all benefits covered under the MOA, and detached from his former plant classification and duties.

The NAI will be jointly selected by the Director of Labor and the Business Manager of the System Council U-4 and will fill this position effective upon the signing of this agreement. The NAI will be required to complete IRSC Web Ct training course and the IRSC pathway to teaching excellence program to remain in this position. It is understood that this position may be relieved into a non-bargaining unit position in support of activities not directly related to classroom instruction. Any such relieving shall be in accordance with all applicable provisions of the Memorandum of Agreement

Either the Company or the Union may terminate this agreement with written notice given at least forty-five (45) calendar days prior to the end of a scheduled semester at either IRSC or MDC. If this agreement is terminated the employee filling this position will be absorbed and return to his/her former classification and location.

This agreement establishes no precedence upon either party.

	
Brendan Callaghan	Gary J. Alexnavich
Director Safety & Labor Relations	Business Manager
Florida Power & Light Company	System Council U-4, IBEW
Date <u>10-17-08</u>	Date <u>10-17-08</u>