

# Memorandum of Understanding

This Memorandum of Understanding ("MOU") is agreed to between Duke Energy Florida, Inc. ("Company") and the IBEW System Council U-8 ("Union") for the purpose of modifying the dates for rolling the ARCOS call out list in the Line Department in Distribution due to the upcoming holidays.

- 1) Pursuant to Article VI, Section (C)(1) and the COORS Manual, the overtime rosters are updated weekly by 3:00 pm on Tuesday.
- 2) Since December 25, 2018 (Christmas Holiday) and January 1, 2019 (New Year's Holiday) are both on Tuesday the Parties agree that the ARCOS overtime lists will be posted no later than 3:00 pm on the day following each holiday.

For the Company



Name

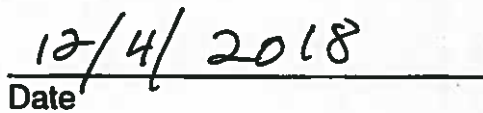


Date

For the Union



Name



Date