

**Union Proposal #01
Retention Bonus
Article I, Section 3
1/11/21**

New Language

Article I, Section 3 - Retention Bonus

Payable on Dec 31 of each year, every employee that started and ended the year at HEC, will receive \$1000 per year of service with Duke Energy Florida.

Union Proposal #02
Sick Time
Sick Time Policy
1/11/21

Change language to provide a 120-hour (one hundred twenty) bank of sick time for all HEC Bargaining Unit employees

**Union Proposal #03
Pandemic Sick Time
Sick Time Policy
1/11/21**

Provide a company paid charge code for any Centers for Disease Control and Prevention (CDC) recognized pandemic/epidemic that will bridge the HEC BU employee to their Short Term Disability

Union Proposal #04
Sick Time Sell Back
Sick Time Policy
1/11/21

Change the Sick Time Policy to allow the HEC BU employees the ability to sell back unused sick time hours at a rate of 1:1 at the end of each year.

**Union Proposal #05
Pay Raise – Pre GWI
Exhibit A
1/11/21**

**Bump the GPS hourly rate by \$5.00 (five dollars) per hour before GWI – GPS
Classification only**

**Union Proposal #06
Pay Raise
Exhibit A
1/11/21**

Exhibit A – All Classifications

3-year contract with the following GWI

1/1/21 Retroactive 5%

1/1/22 5%

1/1/23 5%

Union Proposal #07
OT – 1.75
Overtime Letter
1/11/21

Revise the Krotseng letter dated March 27, 2017 to increase the Hines overtime rate to 1.75 per hour

**Union Proposal #08
Minimum Staffing
Article III, Section 4
1/11/21**

Revise Article III, Section 4

- (A) Hines Energy Complex will be staffed with a minimum of 2
Bargaining Unit personnel per power block including Tiger Bay.**