

## **Memorandum of Understanding PGO Event Free Council Structure**

**This Memorandum of Understanding (MOU) is agreed to between Duke Energy Florida, LLC ("Company") and the IBEW System Council U-8 ("Union"). The purpose of this MOU is to incorporate a new Event Free Council (EFC) structure in PGO Florida and to amend language in Article VII, Section 8 of the Memorandum of Agreement (MOA) to align with the new structure.**

### **General**

Article VII, Section 8 establishes Local Safety Councils and Event Free Councils at each work location as well as Business Unit Safety Committees for each separate Business Unit. The MOA establishes an agreed upon method for determining the membership of both. The new process establishes an additional level for each zone (including Transmission) and defines the members of each council differently.

### **Site/Area Event Free Council**

Local safety/event free councils will be replaced with a Site or Area Event Free Council (Site EFC). Each Ops Center/headquarters will have a Site EFC made up of all the employees (Union and Non-union) at that location and local Environmental Health and Safety (EHS) representatives. A Chairperson and Co-chairperson shall be bargaining unit employees, elected by the non-management members of the council. Either the Chairperson or Co-Chairperson shall be a journeyman and if no bargaining unit employees volunteer to be elected, the Union shall appoint bargaining unit employees into those roles.

Site EFCs will meet monthly, and their responsibilities will include:

- Sharing information from the zone and regional event free councils
- Distributing monthly event free materials
- Gathering feedback on safety challenges and hard spots for the zone event free council

### **Zone Event Free Council**

Zone EFCs will be made up of the chair and co-chairpersons of each of the site EFCs in their respective zone, zone leadership and representatives of the Environmental Health and Safety (EHS) department. There will be four distribution zone EFCs and a Transmission EFC. Each council will elect a chair and a co-chairperson from the bargaining unit members of the EFC.

Zone EFCs will meet at least twice per quarter, and their responsibilities will include:

- Soliciting input from all areas on safety challenges and improvement opportunities
- Reviewing events, trending, risks, best practices, and other event free related items relevant to all areas
- Gathering ideas that should be reviewed by the regional council
- Setting Ad Hoc meetings as needed for event response or high priority items

### **Regional Event Free Council**

This replaces the current Business Unit Safety Committee for PGO. The membership of this council will be the chair and co-chairpersons of each zone EFC, representatives of PGO leadership, and Environmental, Health and Safety representative(s) and the System Council U-8 Business Manager or their designee.

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The Regional EFC will meet at least once per quarter, in person, and their responsibilities will include

- Soliciting input from all zones on safety challenges and improvement opportunities
- Reviewing events, trends, risks, best practices, and other event free related items relevant to all zones
- Aligning with direction and actions from the Duke Energy PGO EFSC
- Setting Ad Hoc meetings as needed for event response or high priority items

The parties are committed to an event free workplace and this improved structure will allow for more engagement of all parties. Company and Union leadership will partner in encouraging journeyman level employees to volunteer for the roles of chair and co-chairpersons of each council.

The Parties agree that all other provisions of the 2022 - 2025 MOA remain unchanged except as expressly provided for in this MOU.

The parties agree to revise Article VII, Section 8 during the upcoming 2025 contract negotiations to accommodate this structure.

This MOU may be canceled by either party with thirty (30) days' notice.

 5-1-25  
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Company Date

 5-1-25  
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Union Date