

# **Memorandum of Understanding**

## **Maintenance on Shift - CRN**

**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 provide a voluntary opportunity for certain Maintenance classifications to work on a rotating shift assignment in Operations at Crystal River North in an effort to promote cross-training.**

- Management will determine and communicate the duration of the assignment, shift schedule and resource(s) needed (i.e., number of employees and primary journeyman skill required) at least 2 weeks in advance of offering the assignments to employees.
- To be eligible, employees must hold the Generation Technician (GT) classification, Trainee or higher (I, II or III), and must possess the primary journeyman skill as identified by management. The assignment(s) will be offered to eligible employees, by seniority.
- For the duration of the assignment, assigned employees will be considered Shift (SH) for purposes of scheduling, which includes paid mealtimes and shift differential eligibility.
- Any approved vacation time on the annual vacation calendar will be honored for employees accepting the on-shift assignments. At its option, management may end the assignment(s) for any reason and return the employees back to their regular maintenance schedule.
- While working these on-shift assignments, employees will be subject to work overtime in Operations. They will be removed from the maintenance overtime call out lists, however, they may still be called out as an available resource **by qualification once** the maintenance overtime list has been exhausted.
- Through on-the-job training, assigned employees will have the opportunity to learn and perform routine Operator tasks in pursuit of their Operations progression skill. The Procedures and Training Coordinator (PTC) at the Station will conduct periodic reviews with the employees to ensure they are acquiring the skills and sign-offs throughout the assignment. Employees will also be expected to complete computer-based training (CBT) courses as assigned by management.

- Additionally, assigned employees will be expected to perform certain maintenance activities, providing Operators with whom they are working on shift the opportunity to obtain task sign-offs in pursuit of their maintenance progression.
- While the on-shift assignments are intended to promote cross-training of the workforce, the assignment is designed to be a "working" assignment. It is not a "training" assignment where the employee's primary task is to train. They will, however, have the opportunity to achieve an Operations progression. Some of the training will be self-directed so the pace of learning may vary, but for most employees this can be achieved within seven (7) months, to include six (6) months on rotating shift and approximately two (2) weeks in the Lab working the same schedule, Monday – Thursday, as Lab Technicians.
- Once an employee obtains sign-off and proficiency on a given task, the employee may be required at any time to perform the task(s) on which they are qualified.

**For the Company**

SKC Sullivan 4/1/2022  
Date

**For the Union**

Phillip Havel 4/1/22  
Date