

Memorandum of Understanding

Assistant Storekeeper (ASK) Task Manual Implementation Plan

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 layout the framework of the ASK Task Manual Implementation plan.

PURPOSE

Stores Management and selected Storekeepers worked together to create this Assistant Storekeeper (ASK) Task Manual. The purpose of the manual is to identify the tasks an Assistant Storekeeper must be proficient in to fulfill the duties of an Assistant Storekeeper.

The ASK Task Manual will be stored and maintained electronically. The Storekeeper signing off on tasks and Assistant Storekeeper completing the tasks of the ASK Task Manual, may print out the electronic version to sign off on tasks while working in the Storeroom. The Storekeeper shall be allowed time to update the electronic ASK Task Manual Checklist as tasks are completed and signed off.

Requirements to complete the Development Manual are based upon hire date and are set out below.

ASSISTANT STOREKEEPERS HIRED AFTER 01/01/2025

Applicants who have not previously held the position of Storekeeper will be hired as Assistant Storekeepers and be required to complete the task manual to demonstrate proficiency in their role. It is expected that employees should be able to demonstrate proficiency as an ASK within the first twelve months of employment.

Should an Assistant Storekeeper not complete the ASK Task Manual within the first 12 months because of situations that are out of their control, such as lack of opportunities to rotate between the DC and field sites, the timeline will be extended to accommodate their progression.

Supervisors should routinely meet with Assistant Storekeepers to check progress on learning the role and completion of the development manual. Employees not making expected progress should be provided feedback on their performance so they may improve. Failure to demonstrate proficiency in the role of an ASK after 12 months or failure to demonstrate progress toward completion of the task manual, may result in the employee being placed on an action plan, and/or have their step increase withheld, or they may be removed from the position and given 90 days to find a position for which they are qualified. Nothing in this development manual is intended to restrict management's rights during an employee's probationary period.

ASSISTANT STOREKEEPERS HIRED BETWEEN 11/14/2022-12/31/2024

These ASKs are expected to be signed off on all tasks within twelve (12) months of the date of implementation. They will not be eligible to be promoted to a Storekeeper I or II until they are able to complete the tasks listed in the ASK Development Manual.

Should an Assistant Storekeeper not complete the ASK Development Manual within the timelines set above because of situations which are out of their control, such as lack of opportunities, these timelines will be extended to accommodate their progression.

ASSISTANT STOREKEEPERS HIRED PRIOR TO 11/14/2022

These ASKs should complete the ASK Task Manual for training purposes only. However, to be considered qualified when bidding a Storekeeper role, an Assistant Storekeeper hired before November 14, 2022, must have completed the ASK Task Manual. If a Storekeeper I job posting results in no qualified bidders, the parties may utilize the practice known as "in-training placements" upon mutual agreement.

TASK SIGNOFF

A Storekeeper will demonstrate the tasks listed on the ASK Task Manual for the Assistant Storekeeper and then observe the Assistant Storekeeper performing all tasks on the manual.

The Assistant Storekeeper will be rotated to another Storeroom to be signed off on any tasks that cannot be completed at their assigned Headquarters. All training rotations will be offered by departmental seniority at that location.

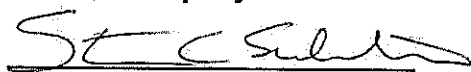
Once the Storekeeper is confident the Assistant Storekeeper is proficient in the task, the Storekeeper will initial the checklist.

FINAL QUALIFICATION

Stores leadership makes the final determination of an Assistant Storekeeper's qualification. Once the Assistant Storekeeper has been signed off on all tasks a member of the Stores Management Team will review and observe the ASK perform ten tasks selected at random by management to give a final sign-off on the task manual. The Union will provide management with names of those qualified Storekeepers who will be asked to assist the leader with the review. The Leader is expected to consider feedback from the Storekeeper in determining the ASK's qualification.

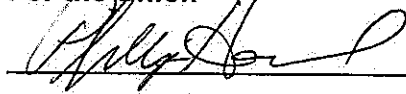
This MOU will run concurrent with the current Memorandum of Agreement (MOA) and will expire with the term date of the current MOA unless either party expressly negotiates otherwise. Unless specifically addressed above, all other terms and conditions of the MOA shall remain in force and effect.

For the Company



Date: 12/10/24

For the Union



Date: 12/10/2024