

Memorandum of Understanding Jet Engine Mechanic Primary Skill

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 recognize the Jet Engine Mechanic classification as an additional option for the primary skill designation when posting a Combustion Turbine Technician (CTT) position. This MOU is a supplement to the MOU for the Certified Welder Mechanic positions dated 10/22/2020.

The Combustion Turbine Technician (CTT) classifications have three maintenance disciplines in which one may be qualified at a journeyman or progression level: mechanical, electrical and instruments and controls. For purposes of the mechanical discipline, CTT positions may be designated and posted with a primary skill of Jet Engine Mechanic, at management's option.

The Jet Engine Mechanic is not deemed a separate journeyman skill in which one may qualify at the journeyman or progression level in the FHO Development Program. The Mechanic remains the skillset/classification in which one may qualify; the jet engine qualification is an additional credential required to be designated as a Jet Engine Mechanic. Under no circumstances may an employee claim the Jet Engine Mechanic classification as a separate journeyman and/or progression skill for which he/she is qualified.

The following paragraph shall apply only to current employees who are holding the position of Jet Engine Mechanic as of the date of the signing of this MOU. They will be reclassified in place to CTT Trainee on the System Maintenance Crew (SMC) and will be subject to the provisions of Exhibits C2 and C3 of the MOA. These employees will have their wages grandfathered and will be subject to future GWI's. While holding a CTT position on the System Maintenance Crew (SMC) any progression and/or training in the CTT Development program for these employees must be mutually agreeable between the employee and management.

The Parties agree that all other provisions of the 2020-2022 MOA and MOC remain unchanged except as expressly provided for in this MOU.

Stc Subs 8/6/2021
Company Date

[Signature] 7/30/2021
Union Date