

Memorandum of Understanding

This Memorandum of Understanding ("MOU") is agreed to between Duke Energy Florida, Inc. ("Company") and the IBEW System Council U-8 ("Union") for the purpose of modifying the dates for rolling the call out list for Bargaining Unit employees working in the Energy Control Center.

1. Effective January 14, 2019 and for the remaining term of the current Memorandum of Agreement, in the Energy Control Center, a record of overtime hours worked by each employee shall be posted once per week on the bulletin board at that headquarters.
2. The red-line provisions of Article VI, Section 6(C)(1) shall remain unchanged.
3. This agreement will remain in place for the remainder of the 2016-2019 Memorandum of Agreement. At that time, should neither party object, Article VI, Section 6(C)(1) shall be revised to reflect this change and this Memorandum of Understanding shall expire.
4. Either party may elect to withdraw from this agreement by providing a minimum of 30-day written notification to the other party. Should this occur, the language in Article VI, Section 6(C)(1) shall be controlling and this agreement shall be null and void.

For the Company

S. C. Schels

Name

12/17/18

Date

For the Union

T. Phillip Howard

Name

12/17/2018

Date