

**Union Proposal #56
New Classification
Continuous Emission Monitoring Systems Technician**

A new position will be created in exhibit “A” of the memorandum of agreement. This position will be called Continuous Emission Monitoring Systems (CEMS) Technician - CEMS Tech. This position will be part of the System Maintenance Crew and will be responsible for the emission systems at all Duke Energy Florida Plants.

To be considered for these positions, bidders must hold or have held an I&C journeyman position. The CEMS Tech will be responsible for periodic maintenance, corrective maintenance, and emergent response via COORS callout for all issues related to Continuous Emission Monitoring Systems.

Any required CEMS specific training will be provided by the Company representative currently overseeing the contractor doing this work.

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Work Control Operator
Exhibit A and Exhibit X in MoA**

New Production Department Job Classification

Work Control Operator

Create a new classification in the Production Department seniority group, Work Control Operator.

Each of the following facilities will have one (1) net new position posted: Anclote, Bartow, CRS, CRN, Coal Yard, and Clean Air. All WCO and WCC MoUs at Anclote, Bartow and Crystal River will be canceled.

The WCO will be used to prepare for planned and forced outages, support projects and procedure development.

Pay rate: Chief Pay (Chief Plant Operator rate of pay except at Bartow, where the rate will be \$1.00 above the CTT rate of pay.)

Exhibit X in the 2017-2019 MOA

Work Control Operator is a biddable position.

This position will remain as SH position.

Hours of Labor and Overtime will be followed in accordance with Article VI, Section 2 (Schedules of Work) except as modified below as follows:

1. The WCO will be scheduled on an either (8) or ten (10) hour work schedule that is separate and apart from the operations rotating work schedule as follows:

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- a. One (1) or two (2) eight (8) hour shifts Monday through Friday, Start and Stop times will be between the hours of 6:00 am and 10:00 pm.
- b. One (1) or two (2) ten (10) hour shifts Monday through Friday, Start and stop times will be between the hours of 6:00 am and 10:00 pm.
- c. A combination of one (1) week on 8's and one (1) week on 10's may be worked using the above start and stop times.
- d. Each WCO will be offered a work schedule that includes eight (8) hours of prearranged overtime, to be worked in each 80 hour pay period, at a mutually agreeable time from within the pay period.
- e. If the offered eight (8) hours of prearranged overtime is scheduled so that it extends an eight (8) hour or ten (10) hour workday, meals will not be earned for this specific prearranged overtime.

Employees in the WCO classification may be reassigned to the day operating shift to maintain Operator qualifications and/or proficiency. However:

1. Employees will not be reassigned from the WCO to fill vacant shifts.
2. In the event the work load is not sufficient for the WCO's on any given day, as determined by their supervisor, the WCO's may be assigned by seniority other duties consistent with the employee's classification for the duration of the scheduled work day of the WCO's.

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3. During any off normal operation of the plant (i.e. startup/shutdown, trip, and/or any other emergency operation/response), the WCO may be requested to support the operating shift until the event has concluded.

At Management's option, when the WCO is not available for any reason to perform these duties, i.e. vacation, sick leave, training, etc. Management may elect to assign an available Operator, by seniority, to perform the duties of the WCO for the duration of the absence utilizing an Operator on the day shift.

Shift differential will apply per Article X, Section 3.

Meal times will be paid.

A separate overtime list will be maintained for the WCO per the MOA.

In the event that Management determines the need to call out a WCO for an overtime assignment on the Operator rotating shift, the WCO(s) may be called once the overtime list has been exhausted at the respective headquarters; however, there is no requirement to call out a WCO for this over time.

**Union Proposal #58
Traveling in Company Vehicles
Article 7, Section 16, Paragraph (NEW)**

Section 16 – Traveling in Company Vehicles

(16) Employees traveling in company vehicles to and/or from work will only do so with full insurance provided by the Company. These employees will be covered by Worker’s Compensation Insurance at all times while travelling in a Company vehicle. These employees will be paid for all time while driving the company vehicle at the required rate of pay. The employee’s paid time will start when they begin a DOT inspection where required, perform a safety inspection, start the vehicle, or log on to the vehicle’s computer; whichever comes first. Any employee answering a call-out will be paid from the time of the call stamped on ARCOS, if applicable, or the time that they are called.

(A)The following criteria must be met for the employee to drive a Company truck to and/or from their residence:

- (1) The employee must be in the Line, Meter Reading, Meter, Telecom, Substation, or SPAC departments.**
- (2) Where applicable the employee must be the low man in COORS overtime in the department at their normal reporting headquarters.**
- (3) Where applicable, all employees must rotate the option of driving the truck home equally (by the COORS list). No employee will be required to take the truck home. If an employee cannot take the truck to his/her residence, then they will be permitted to leave the truck in a secured location such as a Company substation. Once locked and secured, the employee is not responsible for the Company’s vehicle. Securing is limited to wheel chocking, locking the vehicle, and the placement of safety cone(s) as required.**

Union Proposal #59
FR Shirts
Article 7, Section 10, Paragraph (E)

(E) The Company shall furnish ~~five (5)~~ ten (10) Fire Retardant (FR) shirts to new employees in the Departments requiring the use of FR clothing. ~~Three (3)~~ Eight (8) replacement FR shirts will be furnished to these employees by the Company each year. Any shirts damaged during the year, in the normal course of business, shall be replaced.