

Memorandum of Understanding – Energy Control Center

April 2008

This Memorandum of Understanding ("Memorandum") is agreed to between Florida Power Corporation D/B/A Progress Energy Florida, Inc. (PEF), and the IBEW System Council U-8 ("Union") regarding the position of Transmission Switching Dispatcher in the Energy Control Center.

1. Switching orders generated at the Energy Control Center (ECC) can be classified as either prewritten or emergent. Prewritten orders are normally written outside the control room in the Transmission Switching Coordination office by the Transmission Switching Dispatcher (TSD) or by an Associate Dispatcher under the oversight of the Transmission Switching Dispatcher (TSD). The prewritten orders result from planned construction and maintenance activities submitted to the Transmission Switching Coordinator Office where they are written ahead of time. All prewritten orders are verified for accuracy by control room personnel prior to issuance. Emergent orders are written in the control room by the Transmission Dispatcher or by an Associate Dispatcher under the oversight of the Transmission Dispatcher. Emergent orders result from unplanned events that require expedient switching and are evaluated, written, and verified by personnel on duty in the control room.

2. Included in the job duties of the Transmission Switching Dispatcher (see attached Job Description and Qualifications) are evaluating work requests, planning complex switching evolutions for construction/maintenance projects, performing power flow studies of the bulk electric system to check for conflicts, developing mitigations strategies to handle potential contingencies, and performing storm duties. These shared duties have been and will continue to be performed by non-bargaining unit personnel in addition to the TSD.

3. Qualified applicants for the position of TSD will be selected based on seniority within the Energy Control Center Seniority Group 07, qualifications as determined by Job Description and Qualifications attached to this Memorandum, and in accordance with Article III, Section 4 of the Memorandum of Agreement (MOA). Any temporary upgrade opportunities will be in accordance with the seniority provision of Article III, Section 12 (B) (1), however, these opportunities will be used to evaluate qualifications of the employees for the TSD position.

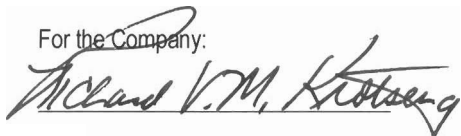
4. The TSD position will be scheduled to work five (5) consecutive eight (8) hour days or four (4) consecutive ten (10) hour days, exclusive of meal time, per work week, Monday through Friday, and will, at Management's option, have a start time between the hours of 5:00am and 9:00am.

5. The TSD position will have its own overtime list. In the temporary absence of the TSD, if Management elects to fill the vacancy, it will be filled by assigning a qualified Dispatcher (SH) to fill-in/relieve in the Transmission Scheduling Coordinator office. Seniority shall be respected for this assignment.

6. Initial wages for the TSD will be as follows and they will be added to Exhibit A of the MOA:

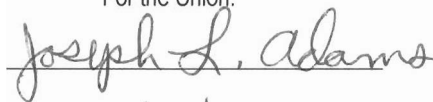
- (NS) Transmission Scheduling Dispatcher  
42.00                      43.50

For the Company:



Date: 4/22/08

For the Union:



Date: 4/21/08

## Job Description and Qualifications

Job Title: Transmission Switching Dispatcher

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### Job Description

It will be the duty of the Transmission Switching Dispatcher classification to prepare prewritten switching orders. Prewritten orders are normally written outside the control room in the Transmission Switching Coordination (TSC) office. The prewritten orders result from planned construction and maintenance activities submitted to the TSC where they are written ahead of time. All prewritten orders are verified for accuracy by control room personnel prior to issuance.

Other duties of the TSD will include evaluating work requests, planning complex switching evolutions for construction/maintenance projects, performing power flow studies of the bulk electric system to check for conflicts, developing mitigation strategies to handle potential contingencies, and performing storm duties as determined by management.

### Qualifications

1. Must be able to analyze power system dynamics utilizing load flows, security analysis and other advanced applications.
2. Must have strong analytical and problem solving skills, strong verbal and written communication skills, organizational skills, and interpersonal skills (listening, conflict management, and approachability).