

Memorandum of Understanding

Assistant System Protection & Control Technician Program

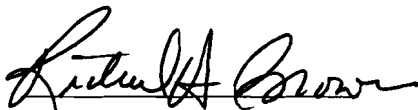
This Memorandum of Understanding ("Memorandum") is agreed to between Florida Power Company ("Company") and the IBEW System Council U-8 ("Union") regarding the Assistant System Protection & Control Technician ("Assistant") Program.

1. Qualified candidates will be selected based on seniority. Candidates are qualified based upon the Job Qualifications Document for Assistant System Protection & Control Technician (Attachment "A") and successful completion of a prequalification test designed to assess understanding of electrical and electronics theory and computer and software knowledge. The program consists of seven steps. Promotion to the next step will occur every six months provided the Assistant meets performance standards. Management will conduct performance evaluations and the Assistant will be expected to successfully complete training module testing in order to continue in the program. The Assistant will be given three opportunities to successfully pass the testing for each of the seven training modules/steps. Assistants failing to progress through the steps will be dropped from the program and will be displaced back to their previously held position. Upon completion of all seven steps of the program, the Assistant will be qualified to bid on a System Protection and Control Technician position.
2. Initially three new Assistant positions will be posted, which will be net new positions in the Transmission Department. Future staffing levels in the Transmission Department will depend upon business conditions.
3. The Memorandum of Agreement (page 97) shall be amended as follows:

	<u>Step1</u>	<u>Step2</u>	<u>Step3</u>	<u>Step4</u>	<u>Step5</u>	<u>Step6</u>	<u>Step7</u>
(NS) Assistant System Protection & Control Technician	19.58	20.52	21.46	22.40	23.33	24.26	25.20

4. The current Job Qualifications for the Assistant as determined by the Company shall be as set forth in Attachment "A."

For the Company:



Date: 10/31/2001

For the Union:



Attachment "A"

Job qualifications for: Assistant System Protection & Control Technician

(Revised 10/31/2001)

PREQUALIFICATION TEST

- Ability to pass a test that demonstrates a basic understanding of AC/DC theory, ohm's law, single phase, three phase, watts, vars, VA, phase angles, power factor and other power system parameters.
- Ability to pass a test that demonstrates a basic knowledge of computers and associated software.
- Ability to demonstrate a strong aptitude for technical work.

SKILLS, KNOWLEDGE & ABILITIES

- Demonstrate ability to use basic handtools, including wiring tools.
- Ability to use state of the art test equipment such as multimeters, relay test instruments, oscilloscopes and digital data analyzers.
- Ability to demonstrate a strong aptitude for technical work.
- Demonstrate a basic knowledge of computers and associated software.
- Ability to read and interpret electrical/electronic schematics and functional diagrams.
- Demonstrate a basic understanding of AC/DC theory, ohm's law, single phase, three phase, watts, vars, VA, phase angles, power factor and other power system parameters.
- Ability to travel when required.

PHYSICAL

- Ability to carry required test equipment and tools.
- Ability to climb and work from tall ladders.
- Ability to work from a bucket truck, when required.
- Ability to perform switching.
- Ability to work in confined spaces.

QUALIFICATION TESTS (To become a qualified System Protection & Control Technician)

- Ability to pass tests that demonstrate an advanced understanding of 1) feeder breaker protection – electro-mechanical; 2) feeder breaker protection – microprocessor; 3) differential protection; 4) electromechanical line protection; 5) microprocessor line protection; 6) installation and checkout of a field SCADA device; and 7) troubleshooting and print reading (used as a final, all inclusive test).
- Demonstrate a proficiency in the use of the SCADA protocols used by Florida Power (Presently Conitel C300, C2020 and DNP3.0) and the knowledge of how data is converted, sent and used by the Energy Control Center.
- Demonstrate all required skills, knowledge and abilities.

ASSISTANT SYSTEM PROTECTION & CONTROL TECHNICIAN

STEP	DEC 3 2001	
1st Step	\$19.58	(starting the program)
2nd Step	\$20.52	(after 6 months)
3rd Step	\$21.46	(after 12 months)
4th Step	\$22.40	(after 18 months)
5th Step	\$23.33	(after 24 months)
6th Step	\$24.26	(after 30 months)
7th Step	\$25.20	(after 36 months)
Qualified Assistant	\$25.20	(after 42 months and successful completion of all modules)
Low Tech	\$27.12	(see note 3)
Full Tech	\$27.88	
Notes:		
Electrician Apprentice	\$19.56	(existing 2001 rates)
Journeyman Electrician	\$25.15	(existing 2001 rates)

Notes:

- 1) Shaded box indicates "proposed" hourly rates
- 2) Increase in wage rates within the rate ranges shall be made at intervals of 6 months per Red Edge Letter No. 34.
- 3) Upon completion of the 7th step, Assistant will be qualified to bid on a System Protection and Control Technician job.
- 4) After a failed attempt to pass a "module", a 1 month retest period is granted. This process continues for the second and third try at that module. If after the third attempt the candidate does NOT pass, they will be "failed" and displaced back to their previously held position.
- 5) A module shall consist of a group of chapters from "Protective Relaying for Technicians" by Michael Young and successful demonstration of a specific skill (module) as outlined in that book, and/or any other necessary modules.

Addendum to the

Memorandum of Understanding dated October 31, 2001 for the

Assistant System Protection & Control Technician Program

In order to ensure that the Assistant System Protection & Control Technicians are given every opportunity to successfully advance to System Protection & Control Technician, the initial postings will show the location as "System", with an accompanying note indicating extensive travel required. Assistants will not have an assigned reporting headquarters. The training opportunities that would be afforded these "System" Assistants would include both construction and maintenance, and would add greatly to their skills, knowledge and abilities. Locations for future postings will be evaluated by Management based on the degree of success of the initial System postings.

Reasonably incurred expenses for lodging and meals will be paid by the Company by means of an expense account whenever the Assistant is required to be working more than 40 miles from their home location.

For the Company:

Richard V.M. Katzberg
Name

5/3/02
Date

For the Union:

W. O. Engard
Name

4/30/02
Date