

Memorandum of Understanding

Telecommunications Assistant 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 Telecommunications Technician Program.

1. Qualified candidates will be selected based on seniority. Candidates are qualified based on the Job Qualifications Document for Assistant Telecommunications Technician. The program consists of five steps. Promotion to the next step will occur every six months, provided the assistant makes a satisfactory review. Automatic reclassification in place to journeyman (Telecommunications Technician) will occur six months after the fifth step. Management reserves the right to evaluate assistants every six months to determine their continued participation in the program. If dropped from the program they will be displaced back to their previously held position.
2. Initially three new Assistant Telecommunications Technician positions will be posted, which will be net new positions in the Telecommunications Department. Future staffing levels in the Telecommunications Department will depend on business conditions.
3. The Memorandum of Agreement (pp. 83 and 97) shall be amended as follows:

	Step 1	Step 2	Step 3	Step 4	Step 5
Assistant Telecom Tech	*20.68	21.59	22.49	23.38	24.29

* = FCC General Radiotelephone Operator License required at this step

4. The Job Qualifications for the Assistant Telecommunications Technician as determined by the Company shall be as follows:

Revised 7/17/01

POSITION Assistant Telecommunications Technician	DEPARTMENT Telecommunications
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EDUCATION

Civilian or military technical school covering digital, analog, and communication theory.

EXPERIENCE

LICENSES AND/OR CERTIFICATES

Florida State drivers license. FCC General Radiotelephone Operator license required.

SKILLS, KNOWLEDGE & ABILITIES

Ability to use state of the art test equipment such as meters, specialty test instruments and monitors, oscillators, oscilloscopes and data analyzers. Ability to read and interpret electronic schematics and functional diagrams.

PHYSICAL

Ability to carry required test equipment and tools.

For the Company:

RS [Signature]

For the Union:

W. D. [Signature]

Date: 8/30/01