

Forced/Holdover Overtime Pilot Agreement

Bridging of Continuous Hours.

- In the event that a weather event is expected within the FPL service territory and the decision has been made to hold over the entire service center to combat the event, the bridging of continuous hours provision will apply. The bridging of continuous hours provision will only apply to employees who have not observed a full eight (8) hours rest.
- Once the decision is made to holdover/force employees, they will be given a set time frame that they will be obligated to respond to a call back. Then employees will be given an option of either staying until such time the weather event occurs, or will be given the option to leave with the agreement that when called back they will report back to work within sixty (60) minutes.
 - o For employees who choose to leave and are called back the hours between the time they left and the time they return will be bridged for the purposes of continuous hours as outlined by paragraph 46 of the MOA.
 - Example:
 - Employee A is regularly scheduled M-F 07:30-16:00.
 - He is forced to holdover at the end of his shift on Monday.
 - The employee elects to leave at 16:00 and be called back should the weather event surface.
 - The employee is called back to work at 19:00 and works until 01:00 on Tuesday morning.
 - Employee is paid eight (8) hours of straight time for his regular schedule, four and one half hours (4 ½) hours at the time and one half rate (19:00–23:30), and one and a half hours (1 ½) at the double time rate (23:30-01:00).
 - Meals do not constitute a break in consecutive hours.
- The employee must provide a phone number where he/she can be reached
- Employees will be called back by classification(s) by inverse seniority.
- The employee will be given a specific cutoff time that he/she will remain obligated to answer the phone.
- Hours actually worked will be charged as hours worked, hours not worked will be charged as hours not worked.
- When the weather event is over and crews are no longer needed and FPL employees are being released, they will be released based on the current overtime list.
- This provision does not apply to hurricanes, named storms, or other major emergency events.

Daily On-Call List

- List will be posted on Wednesday of each week allowing individuals to sign up for individual days they would like to be on-call
 - o Allows employees that may have a conflict on one or more days of the week to still sign up for the on-call provision
- The employee must respond to the on-call callout within fifteen (15) minutes of notification.
- Employees must report to work within sixty (60) minutes.
- The employee will be compensated one hour per day at one and one-half (1 ½) times the hourly rate, which shall be charged on the overtime list as hours worked. Those who do not volunteer for the assignments will not be charged for the overtime.
- If an employee is unable to fill his/her obligation for the day, he/she would forfeit on-call compensation for that day.
- Any employee who signs up for the on-call provision on his/her first and/or second rest day will not be bypassed to work due to being on double time.

Overtime Pass Events

- Each employee will be allowed two (2) overtime pass events per year
 - o If an employee is forced to work he/she may elect to pass on the overtime and will be allowed to leave under the following conditions.
 - Overtime passed on will be charged on overtime list
 - The minimum number of passes allowed at each location will be set at 5%. Local management may at its discretion allow a higher percentage.
 - The only exception would be if there were no other employees available in that classification and location.
 - Seniority will determine who is granted a pass when request(s) are submitted over the set percentage.
 - The overtime passes will not be allowed if the employee has signed up for the on-call list for the day.

During the pilot a record of the events must be documented. The number of times this provision was used, the number of employees who stay, the number of employees who elect to leave, the number of employees that were called back must be tracked to determine the effectiveness of the pilot. After a four (4) to six (6) week period the Company and the Business Managers office will review the data to determine the effectiveness, and if the pilot should be continued, expanded or discontinued. Either party may terminate this pilot by giving 10 days notice. For the purpose of this pilot the locations agreed to will be PMO and WGO. Any expansion of this pilot shall require agreement by the Business Manager for the Union and the Manager of Labor Relations for the Company.


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