


MEMORANDUM OF UNDERSTANDING
Gift Award Maximum Value

The Company and the Union agree to the use of gift awards not to exceed seventy-five dollars (\$75.00) in value (subject to applicable taxes and withholdings) for special recognition or company giveaways. This agreement will be in effect for all FPL Bargaining Unit employees beginning October 19, 2020.


Either party may rescind this agreement by giving thirty (30) days written notice to the other party.

To the extent the terms of this MOU conflicts with the Memorandum of Agreement, this MOU shall apply.



Jack Wilson
Business Manager
System Council U-4, IBEW

10-14-20
Date



Kelly Tveter
Director, Labor Relations & Safety
Florida Power & Light

10-15-2020
Date