

LETTER OF AGREEMENT

Absorbed Employees Affected by the Roll of Vero Beach Employees
Patrick Mills – Austin Striker – Kyle Terborg – Vincent Leandro – Dylan Williams

The Company and the Union have agreed to stop the Vero Beach Employee Roll in accordance with paragraph 21 d) (1) ROLL PROCESS: *Employees may be absorbed by mutual agreement by the Company and the Business Manager in an effort to stop a roll.*

Mr. Aaron McNeal (Emp. ID # 10083875) currently a Ground Worker at SLO, has exercised his right under the collective bargaining agreement and elected to roll a junior employee, Patrick Mills (Emp. ID # 10088030). Mr. Mills currently holds a Helper - Early (M-F) position at WNO. It is agreed that Patrick Mills will be absorbed and the roll will cease.

Mr. Roger Kelly (Emp. ID # 39742) currently a Sr Line Spec Early at SLO, has exercised his right under the collective bargaining agreement and elected to roll a junior employee, Austin Striker (Emp. ID # 10087529). Mr. Striker currently holds a Helper - Early (M-F) position at MLO. It is agreed that Austin Striker will be absorbed and the roll will cease.

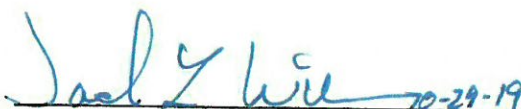
Mr. Phillip Walker (Emp. ID # 10083871) currently a Ground Worker - Early at SLO, has exercised his right under the collective bargaining agreement and elected to roll a junior employee, Kyle Terborg (Emp. ID # 10087641). Mr. Terborg currently holds an Appr Elect Subst (M-F) position at SAS. It is agreed that Kyle Terborg will be absorbed and the roll will cease.

Mr. Rick Bobo (Emp. ID # 10083894) currently a Meter Elect B at DNE has exercised his rights under the collective bargaining agreement and elected to roll a junior employee, Vincent Leandro (Emp. ID # 81641). Mr. Leandro currently holds a Helper – Early (M-F) position at SRO. Vincent Leandro was awarded a Meter Elect B – Early position at DMB on the 10/24/19 Power Systems Awards Report and the roll will cease.

Ms. Elizabeth Collier (Emp. ID # 10083857) currently a Ground Worker – Early at SLO has exercised her rights under the collective agreement and elected to roll a junior employee, Dylan Williams (Emp. ID # 10086542). Mr. Williams currently holds a Helper – Early (M-F) position at SLO.

Dylan Williams was awarded an Appr Line Spec – Early position at FGO on the 10/10/19 Power Systems Awards Report and the roll will cease.

All covered under this agreement will be effective November 9, 2019.



Jack L. Wilson
Business Manager
System Council U-4, IBEW

Date



Jeremy L. Ferrell
Labor Relations Manager
Florida Power & Light Company

Date

21-10/29/2019