

Stipulation of Agreement

August 24, 2020

In accordance with Paragraph 57 of the Memorandum of Agreement and the Stipulation of Agreement dated September 24, 2018, between Florida Power & Light Company and System Council U-4, IBEW, the above parties met and negotiated the following medical premium holiday;

A medical premium holiday will be implemented for FPL bargaining employees and the Florida Power & Light Company. Specifically, the employees represented by the System Council U-4, IBEW will not have medical premiums deducted from their bi-weekly pay checks for pay periods ending:

- August 28, 2020
- September 11, 2020
- September 25, 2020
- October 9, 2020
- October 23, 2020
- November 6, 2020
- November 20, 2020

With respect to the Company premium holiday, the Company will not make its monthly contribution for September, October, and November.

Both parties agree to evaluate the trust level in the first quarter of 2021.

The parties agree to reduce the in-network out of pocket maximum from \$7,150/\$14,300 to \$6,900/\$13,800 effective January 1, 2021 as indicated in the SOA, 2021 BU Medical Plan Design.

Additionally, the parties agree to a 6.5% reduction in medical premiums for 2021 as indicated in the SOA, Medical Premium Contributions for 2021.

Jack Wilson 8-24-20

Jack Wilson
Business Manager
System Council U-4, IBEW

Kelly Tveter 8-24-20

Kelly Tveter
Director, Labor Relations
Florida Power & Light Company