

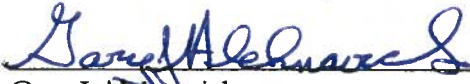
MEMORANDUM of UNDERSTANDING

Joint Healthcare Advisory Committee

Patient Protection Affordable Care Act - Excise Tax Review


The parties agree that the potential impact of the Excise Tax on High Cost Health Plans included in the Patient Protection and Affordable Care Act will be monitored by the Joint Healthcare Committee with regard to applicable benefit plans covering employees represented by the System Council U-4 IBEW and its eleven (11) affiliated Local Unions in order to avoid the assessment of the tax. Because the detailed provisions of the Patient Protection and Affordable Care Act continues to develop and the potential impact of the Excise Tax on applicable plans and timing of such impact is not certain, further action could be necessary during the term of this Agreement.

In the event that additional action is required to avoid imposition of the Excise Tax, the Joint Healthcare Advisory Committee will meet to identify and implement plan changes that will avoid penalties associated with the Excise Tax. If the Joint Healthcare Advisory Committee is unable to agree on measures to avoid assessment of the Excise Tax, the Company and Union actuaries will jointly agree to design changes that will avoid the Excise Tax penalties and provide to the Company and Union.



Gary J Aleknavich
Business Manager
System Council U-4, IBEW

11/18/14
Date



Brendan Callaghan
Director, Safety & Labor Relations
Florida Power Light Company

11/18/14
Date