Memorandum of Understanding
Paragraph 8
Vacation Carry Over

The Company and Union agree to the following language regarding the 2007 vacation carry over policy.

- Bargaining unit employees will not be required to take a minimum of 80 hours in order to be eligible for vacation carryover.
- All bargaining Unit employees will be permitted to carryover any remaining 2007 vacation hours in excess of one hundred and twenty (120) hours into 2008.

Bargaining Unit employees are still encouraged to take as much vacation as possible between now and the end of the year if mutually agreeable.

Richard D. Curtis 10/30/07
R. D. Curtis, Date
Manager, Labor Relations
Florida Power and Light

Gary J. Aleknavich 10-30-07
G. J. Aleknavich, Date
Business Manager
System Council U-4, IBEW

8-10/15/2007-001