

**Stipulation of Agreement**  
November 19, 2009

In accordance with Paragraph 57 of the Memorandum of Agreement and the Stipulation of Agreement dated October 16, 2008, between Florida Power & Light Company and System Council U-4, IBEW, the above parties met and negotiated the following bi-weekly medical premium contributions effective January 1, 2010:

**Current Rates (2009)**

*Deducted From 26 Paychecks*

Open Access Plus - Network Only Plan	Employee Premium	Company Contribution
Employee Only	\$ 27.44	\$ 109.74
Employee + Spouse	\$ 118.04	\$ 472.16
Employee + Family	\$ 152.12	\$ 608.48
Employee + Child(ren)	\$ 104.74	\$ 418.95

**Plan Terminated**

Open Access Plus - Network Only Plan	Employee Premium	Company Contribution
Employee Only	\$ -	\$ -
Employee + Spouse	\$ -	\$ -
Employee + Family	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -

**Current Rates (2009)**

*Deducted From 26 Paychecks*

Open Access Plus	Employee Premium	Company Contribution
Employee Only	\$ 32.08	\$ 128.34
Employee + Spouse	\$ 138.04	\$ 552.16
Employee + Family	\$ 177.89	\$ 711.57
Employee + Child(ren)	\$ 122.49	\$ 489.93

**New Rates (Jan. 1, 2010)**

*Deducted From 26 Paychecks*

Open Access Plus	Employee Premium	Company Contribution
Employee Only	\$ 35.61	\$ 142.46
Employee + Spouse	\$ 153.22	\$ 612.90
Employee + Family	\$ 197.46	\$ 789.85
Employee + Child(ren)	\$ 135.96	\$ 543.83

**Current Rates (2009)**

*Deducted From 26 Paychecks*

Open Access Plus - 250	Employee Premium	Company Contribution
Employee Only	\$ 24.06	\$ 96.22
Employee + Spouse	\$ 103.49	\$ 413.93
Employee + Family	\$ 133.36	\$ 533.45
Employee + Child(ren)	\$ 91.82	\$ 367.28

**New Rates (Jan. 1, 2010)**

*Deducted From 26 Paychecks*

Open Access Plus - 400	Employee Premium	Company Contribution
Employee Only	\$ 26.71	\$ 106.80
Employee + Spouse	\$ 114.87	\$ 459.46
Employee + Family	\$ 148.03	\$ 592.12
Employee + Child(ren)	\$ 101.92	\$ 407.68

**Current Rates (2009)**

*Deducted From 26 Paychecks*


Single Choice PPO	Employee Premium	Company Contribution
Employee Only	\$ 32.08	\$ 128.34
Employee + Spouse	\$ 138.04	\$ 552.16
Employee + Family	\$ 177.89	\$ 711.57
Employee + Child(ren)	\$ 122.49	\$ 489.93

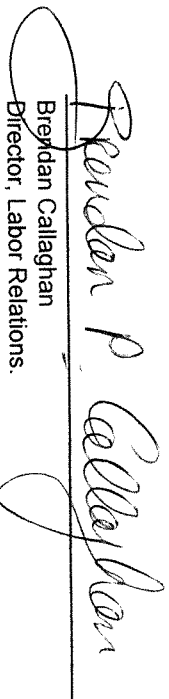
**New Rates (Jan. 1, 2010)**

*Deducted From 26 Paychecks*

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Employee Only	\$ 35.61	\$ 142.46
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Employee + Child(ren)	\$ 135.96	\$ 543.83

The rates above will be effective on January 1, 2010

  
Gary Aleknavich  
Business Manager  
System Council U-4, IBEW

  
Brendan Callaghan  
Director, Labor Relations.  
FPL

Date of Signatures: \_\_\_\_\_

November 19, 2009