

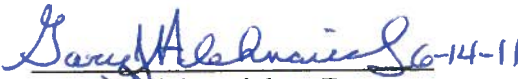
LETTER OF INTENT


Flame Resistant Clothing

The Company and Union have agreed to the following modification to Paragraph 47, Rain and Other Protection (b) Flame Resistant Clothing: The Company will provide each employee, on a yearly basis, in Transmission / Substation, Customer Service and Distribution Business Units, that is exposed to open flame or arcs associated with energized electrical equipment, \$200 into an FPL managed account to be used to purchase flame resistant clothing from an approved vendor.

It is agreed that the following classifications in lieu of the \$200 annual allowance will receive two flame resistant shirts from an approved vendor on an annual basis. Dispatcher BES, Distribution Dispatcher, Operation Clerk A Steno, Operation Clerk A, and Dispatcher Clerk.

The above mentioned classifications will be eligible to receive two shirts this year upon signing of this agreement.


Gary J. Aleknavich Date 6-14-11
Business Manager
System Council U-4 IBEW


Brendan P. Callaghan Date 6/14/11
Director of Safety & Labor Relations
Florida Power and Light Company