

MEMORANDUM OF UNDERSTANDING

Martin Solar Project Operator Support

The Company and Union have agreed to the following in an effort to support training of Martin Plant shift personnel on Solar Plant operations, in addition to supporting pre-commercial operation startup activities.

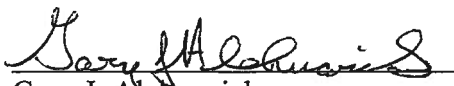
A total of 2 employees presently qualified as Inside Operators from the following locations/units (PTC5 and PMT3) will be offered the opportunity to travel to the Martin Power Plant to be assigned on shift to perform the function of Inside Operator on Martin Unit 8. This temporary assignment will be offered on a voluntary basis by seniority and classification and no Operator will be forced to travel. The temporary assignment will conclude on or before December 15, 2010.

In addition, a total of 4 employees presently qualified as Outside Operators from the following locations/units (PTC5, PMT3, PSR4/5, PFM2) will be offered the opportunity to travel to the Martin Power Plant to be assigned on shift to perform the function of Outside Operator on Martin Units 3, 4 and 8. This assignment will be offered under the same provisions identified in the preceding paragraph.

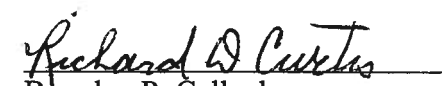
If during the temporary assignment a hardship arises that requires the employee to return home, the return will occur as soon as possible or within a 48 hour period. Operators from the designated plants will be offered the opportunity to replace the returning operator.

While on a temporary assignment Operating personnel will be compensated for meals, lodging and transportation in accordance with Paragraph 41 of the Memorandum of Agreement. Those Operators who volunteer for the temporary assignment will have their current vacation schedule honored unless mutually agreed to change. Operators on temporary assignment will be averaged in on the appropriate overtime list. Any overtime hours worked or refused while on temporary assignment will be added to their home plant overtime list.

This agreement may be rescinded within thirty (30) days, by either party, upon written notice to the other party.



Gary J. Aleknavich
Business Manager
System Council U-4 IBEW
6-24-10
Date



for Brendan P. Callaghan
Director of Safety & Labor Relations
Florida Power and Light Company
6-24-10
Date