

Memorandum of Understanding

4.1 Company-Foreperson Relationship

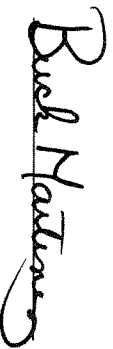
Paragraph 4.1 of the 2004–2008 Memorandum of Agreement between Florida Power and Light Company and the International Brotherhood of Electrical Workers, System Council U-4, provided for the creation of a Joint Team comprised of Company and Union Representatives, no later than 30 days after the contract ratification and to deliver a product no later than 120 days following ratification. The team was to develop a selection process that allows for consistent evaluations of candidates for 4.1 classifications.

The contract was ratified on August 3, 2005, and the first meeting of the 4.1 team occurred on October 10, 2005. Due to hurricane Wilma and the end of year holidays, the team requested and was granted a 60 day extension to complete the assigned task.

On March 7, 2006 the 4.1 team presented the final selection process to the System Council Business Manager and Committeemen and FPL's Human Resources Labor Management. Final approval was made and agreed to on April 19, 2006, in addition the new 4.1 selection process was linked to the corporate portal for access by bargaining unit employees and FPL supervisors.

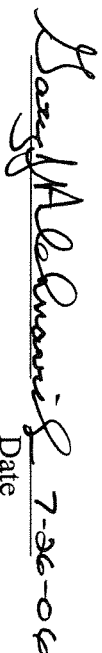
This selection process will apply during the remainder of the 2004–2008 MOA.

The package, (revision 1) dated May 19, 2006, includes a table of contents, 4.1 selection process flow charts, application matrix instructions, application matrix, selection matrix instructions, selection matrix and matrix competency definitions (attached pages).



7/26/06
Date

J. L. Martinez, Director
Labor Relations Department
Florida Power and Light Company



7-26-06
Date

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