


**Memorandum of Understanding
Temporary Employees St. Lucie Plant**

The Company and Union agree to the use of up to three (3) Mechanics, three (3) Electricians, two (2) Instrument & Control Specialists, and seven (7) Utility Workers outside the time limits established in the Memorandum of Agreement (MOA). This agreement will be in effect for a two (2) month period from the date of management receiving corporate approval to fill the temporary positions.

It is the intent of this agreement to hire temporary employees who are qualified to perform maintenance tasks at St. Lucie Plant to work in the department to free up full-time journeymen to walk down packages and work orders and to supply temporary Utility Workers into the vacancies created during the Maintenance Apprentice hiring process. Hiring preference for temporary journeyman employees will be handled in the following order: qualified FPL retirees, qualified craft workers from Construction Trade Unions, any available source. Hiring preference for temporary Utility Workers will be handled in the following order: Qualified Laid Off Employees, previous FPL Temporary Utility Workers, workers from Construction Trade Unions, any available source.

The provisions of the Memorandum of Understanding Temporary Employees (Nuclear Division) will apply.



Gary J. Aleknavich 9/28/10
Business Manager Date
SCU4, IBEW



Brendan Callaghan 9/28/10
Director, Safety & Labor Relations Date
NEXTera Entergy, Inc.