


LETTER OF INTENT

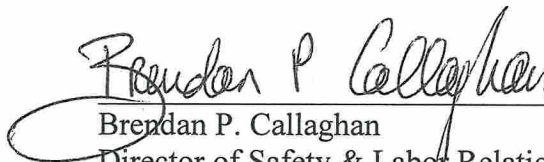
Flame Resistant Clothing

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 or flame resistant clothing in an amount not to exceed the cost of two approved 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.

10-11-11
Gary J. Aleknavich Date
Business Manager
System Council U-4 IBEW

10-11-11
Brendan P. Callaghan Date
Director of Safety & Labor Relations
Florida Power and Light Company