

**Stipulation of Agreement  
October 16, 2008**

In accordance with Paragraph 57 of the Memorandum of Agreement and the Stipulation of Agreement dated October 16, 2008, between Florida Power & Light Company and System Council U-4, IBEW, the above parties met and negotiated the following bi-weekly medical premium contributions for 2009:

**Current Rates (2008)**

*Deducted From 24 Paychecks*

Open Access Plus - Network Only Plan	Employee Premium	Company Contribution
Employee Only	\$ 17.17	\$ 68.68
Employee + Spouse	\$ 87.23	\$ 348.92
Employee + Family	\$ 109.89	\$ 439.56
Employee + Child(ren)	\$ 76.93	\$ 307.72

**Current Rates (2008)**

*Deducted From 24 Paychecks*

Open Access Plus	Employee Premium	Company Contribution
Employee Only	\$ 22.67	\$ 90.68
Employee + Spouse	\$ 97.53	\$ 390.12
Employee + Family	\$ 125.69	\$ 502.76
Employee + Child(ren)	\$ 86.54	\$ 346.16

**Current Rates (2008)**

*Deducted From 24 Paychecks*

Open Access Plus - 250	Employee Premium	Company Contribution
Employee Only	\$ 29.53	\$ 118.12
Employee + Spouse	\$ 132.56	\$ 530.24
Employee + Family	\$ 174.46	\$ 697.84
Employee + Child(ren)	\$ 118.82	\$ 475.28


**Current Rates (2008)**

*Deducted From 24 Paychecks*

Single Choice PPO	Employee Premium	Company Contribution
Employee Only	\$ 22.67	\$ 90.68
Employee + Spouse	\$ 97.53	\$ 390.12
Employee + Family	\$ 125.69	\$ 502.76
Employee + Child(ren)	\$ 86.54	\$ 346.16

*The rates above will be effective on January 1, 2009.*

**Please note: Bi-weekly rates for 2009 will be deducted from each of the 26 paychecks.**

  
 Gary Aleknavich  
 Business Manager  
 System Council U-4, IBEW

Date of Signatures: \_\_\_\_\_ October 16, 2008

**New Rates (2009)**

*Deducted From 26 Paychecks*

Open Access Plus - Network Only Plan	Employee Premium	Company Contribution
Employee Only	\$ 23.06	\$ 92.22
Employee + Spouse	\$ 99.19	\$ 396.77
Employee + Family	\$ 127.83	\$ 511.33
Employee + Child(ren)	\$ 88.02	\$ 352.06

**New Rates (2009)**

*Deducted From 26 Paychecks*

Open Access Plus	Employee Premium	Company Contribution
Employee Only	\$ 26.96	\$ 107.85
Employee + Spouse	\$ 116.00	\$ 464.00
Employee + Family	\$ 149.49	\$ 597.96
Employee + Child(ren)	\$ 102.93	\$ 411.71

**New Rates (2009)**

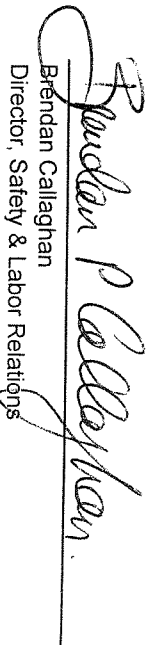
*Deducted From 26 Paychecks*

Open Access Plus - 250	Employee Premium	Company Contribution
Employee Only	\$ 21.87	\$ 87.47
Employee + Spouse	\$ 94.08	\$ 376.30
Employee + Family	\$ 121.24	\$ 484.95
Employee + Child(ren)	\$ 83.47	\$ 333.89

**New Rates (2009)**

*Deducted From 26 Paychecks*

Single Choice PPO	Employee Premium	Company Contribution
Employee Only	\$ 26.96	\$ 107.85
Employee + Spouse	\$ 116.00	\$ 464.00
Employee + Family	\$ 149.49	\$ 597.96
Employee + Child(ren)	\$ 102.93	\$ 411.71

  
 Brendan Callaghan  
 Director, Safety & Labor Relations  
 Florida Power & Light