


**Memorandum of Understanding**  
**Paragraph 8**  
**Vacation Carry Over**


The Company and Union agree to the following language regarding the 2008 vacation carry over policy.

- Bargaining unit employees will not be required to take a minimum of 80 hours in order to be eligible for vacation carryover.
- All bargaining Unit employees will be permitted to carryover any remaining 2008 vacation hours in excess of one hundred and twenty (120) hours into 2009.

Bargaining Unit employees are still encouraged to take as much vacation as possible between now and the end of the year if mutually agreeable.

  
R. D. Curtis,  
Manager, Labor Relations  
Florida Power and Light

10/22/08  
Date

  
G. J. Alekhnatch,  
Business Manager  
System Council U-4, IBEW

10/22/08  
Date