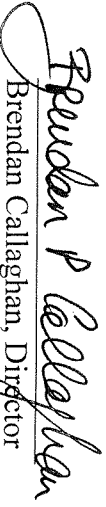



**LETTER OF AGREEMENT
NUCLEAR WATCH ENGINEER TRANSITION**

1. All current Nuclear Watch Engineers will have an option to retain their Senior Reactor Operator License and assume board operations or convert to the new Nuclear Watch Engineer (Senior Operating License Not Required) position.
2. The option selection will occur within the first full pay period of the contract ratification or upon return to work from time off if outside that time frame. The transition will occur on the beginning day of the first pay period of 2010.
3. Nuclear Watch Engineers who retain their SRO license and assume board operations will maintain their current rate of pay and receive all negotiated general wage increases.
4. Nuclear Watch Engineers that opt to convert to the new Nuclear Watch Engineer position will have their pay frozen until such time as the wage of the new position exceeds that of the frozen wage rate.
5. Those NWE's who elect to convert to the new NWE position will receive all retention bonuses plus bank to which they would have otherwise been entitled, through the end of calendar year 2010, as if they had maintained their Senior Reactor Operating License.
6. The Company agrees to offer those Reactor Operators expressing the desire to be afforded the opportunity to obtain a Senior Reactor Operating License per the terms of our current agreement.
7. The NWE job criteria will be updated to reflect that a Senior Operating License is not required.
8. The new NWE position will be considered a 4.1 position and selection will be made in accordance with the 4.1 Selection Process.
9. The Company shall ensure initial minimum staffing of five (5) NWE per site. Any vacancies existing following the exercise of options under item # 1 above shall be posted and filled in accordance with the Memorandum of Agreement.
10. The responsibilities of the NWE position will be reflected on the modified Job Criteria document consistent with the existing format of "Minimum Requirements for Job" and descriptive "Accountabilities".
11. The pay scale for the new NWE classification will be \$ 37.68 per hour.


Brendan Callaghan, Director
Safety & Labor Relations, FPL
Date 12/8/09


G. J. Aleknavich, Business Manager
System Council U-4, IBEW
Date 12/8/09