

**MEMORANDUM of UNDERSTANDING
ADJACENT GEOGRAPHIC LOCATION**

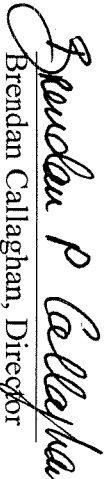
The following language has been developed jointly and agreed to for the purpose of consolidating plants with multiple bid locations into one bid location.

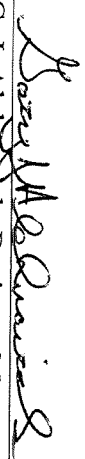
The Manatee, Turkey Point, Martin, and Port Everglades plants will each establish one bid location. (Example, bid locations PMT and PMX will be consolidated into one bid location PMT).

Overtime distribution will be administered in accordance with paragraph 44 of the MOA.

Upon ratification, employees in Production (shift) classifications will be provided the opportunity to volunteer by seniority to cross train on other units at the same location. Cross-training will be capped at (but not limited to) twenty-five percent (25%) from each classification and will be trained sequentially so as to not impede unit operations. Volunteers will be offered training after those employees who currently hold the positions are qualified.

It is further agreed Unit / shift vacancies will be offered to the existing population first, within the same classification, and then filled through the Job Posting process.


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