

## 2017 Ratification Effective Dates

Proposal	Page	Effective Date
<b>Benefits Section</b>		
Proposed General Wage Increase	2-9	9/1/2017
Employee Retirement Savings Plan (401k) Auto Enroll	10	1/1/2018
Employee Retirement Savings Plan (401k) Roth IRA	11	1/1/2018
Same Gender Partner Removal	12	1/1/2018
<b>Master Section (All BU)</b>		
6. (a) Employee Illness-Death In Family-FMLA	14-15	1/1/2019
6. (a) Employee Illness-Death In Family	16-19	1/1/2018
8. (a) (1) Vacation - New Hire	20	Ratification
8. (e) Vacation - Carryover	22	1/1/2018
20. Job Posting Process	23	Ratification
21. Layoffs-Demotions-Offer of Reemployment	24	Ratification
Exhibit "A" - Clerk 6 Month Increases	25	11/1/2017
<b>Nuclear</b>		
35. (b) (4) Vacations	28-30	1/1/2018
41. Meals-Lodging-Transportation	31-32	11/1/2017
Use of Tools by Nuclear Operators	33-34	11/1/2017
Licensed Operator Career Path (LO)	35-38	TBD*
Non-Licensed Operator Career Path (NLO)	39-40	11/1/2017
Welding Certification Nuclear	41	Ratification
<b>Power Generation</b>		
35. Schedules of Work - Shift to Non-Shift Ratio	44-51	11/1/2017
35. Schedules of Work - Vacation	52	Ratification
41. Meals-Lodging-Transportation	53-54	11/1/2017
I&C Digital	55	11/1/2017
<b>Power Systems</b>		
35. MOU Shift Ratio	58	11/1/2017
38. Call Outs-Prearranged Overtime	59-61	11/1/2017
LOI Overtime Boundaries	62-71	11/1/2017
41. Meals-Lodging-Transportation	72-73	11/1/2017
44. Distribution of Overtime	74-78	11/1/2017
Revenue Protection	79	Ratification
Exhibit "A" - Shift Differentials	80	Ratification
Exhibit "A" Notes - Single Clerk Premium	81	Ratification

\* Once the License Class Selection Process is fully developed and agreed to by the Company and the Union, the new language will become effective.

 10-5-17

Gary J. Aleknovich

Date

Business Manager

System Council U-4, IBEW

Richard D. Curtis

Date

Manager Labor Relations

Florida Power & Light Company