

Letter of Intent (LOI)
Ten-Hour, Four Day Work Week Holiday pay

The Company and Union agree to research the intent negotiated for Paragraph 35 a) (6) Ten-Hour, Four-Day workweek, specific to the Holidays language "can elect to use two (2) hours vacation".

It is agreed that Bargaining Unit employees working the July 4, 2024, Holiday scheduled under 35 a) (6) Ten-Hour, Four-Day work week;

- can elect to use two (2) hours vacation, or
- can elect two (2) hours "employee request" (not paid)

Paragraph 44 b) (5) "For distribution of overtime purposes an employee shall be considered on vacation from the time the employee finishes work on the employee's last scheduled regular workday shift before going on vacation until the employee's scheduled starting time on the employee's first scheduled workday after the employee's vacation."

- For this one-time agreement an employee electing to use two (2) hours vacation, paragraph 44 b) (5) will not apply and the employee will not be on vacation unless they have vacation scheduled before or after the holiday.

This is a one-time, non-precedent setting agreement specifically for the July 4, 2024, holiday.

To the extent the terms of this LOI conflict with the MOA, this LOI shall apply.

for Wendell Muxer 6/27/24
Jack Wilson
Business Manager
System Council U-4, IBEW
Date

Pablo Gracia 6/27/2024
Pablo Gracia
Sr. Manager, Labor Relations
Florida Power & Light Company
Date