

January 11, 2002

W. O. "Butch" Enyard
Business Manager
International Brotherhood of Electrical Workers
System Council U-8
10461 S.W. Hwy. 484
Dunnellon, FL 34432

Re: Revisions to the Protective Clothing Agreement

Dear Mr. Enyard,

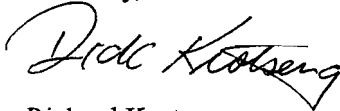
This will confirm our discussions regarding revisions proposed by the Company to the June 8, 1995 Protective Clothing Agreement. The Company will now be paying 100% of the cost of **all** Flame Retardant shirts and jackets, effective immediately.

In addition, the distinction between Category A and Category B job classifications will be eliminated. All job classifications listed in Category B will be considered as Category A classifications and will receive, per Paragraph 4 of the Protective Clothing Agreement, the same number of shirts annually as the classifications listed in Category A. Category C classifications will remain unchanged.

Please indicate the Union's agreement to these changes by signing on the line below and returning this letter to me. Please keep a copy for your records.

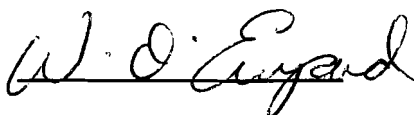
In addition, as we had previously discussed, the Company will now be providing an additional vendor option for the FR clothes, Cintas. All Cintas FR clothes will have the Florida Power words and the Progress Energy logo on the front. Tyndale FR clothes will continue to be provided as in the past, without logos on the clothes.

Sincerely,



Richard Krotseng,

Manager, Labor Relations



IBEW, System Council U-8

PROTECTIVE CLOTHING AGREEMENT

1. Union and Company agree to new Protective Clothing Policy and Program (attached).
2. Effective on the date of agreement between the Union and Management Committees, Management will distribute a notice to supervisors and employees that a new policy and program has been adopted and that reimbursements under the former policy and program should cease effective with the date of the notice; employees who had purchased shirts under the former program will have thirty (30) days from the date of the notice to turn in receipts and claim reimbursement but receipts must show a date prior to the date of the notice.
3. Florida Power will select a sole source vendor to provide the required shirts and lab coats. Employees required to wear FR shirts and/or lab coats must wear those from the selected vendor.
4. FR shirts and lab coats will be provided as follows:

Category A

Florida Power Corporation will pay 100% of the cost of five (5) pullover shirts with a life expectancy of two (2) years during the first calendar year an employee is in this category. In the second and subsequent calendar years the Company will pay 100% of the cost of three (3) pullover shirts with a two year life expectancy.

Category B

Florida Power Corporation will pay 100% of the cost of two (2) pullover shirts with a life expectancy of two (2) years during the first calendar year an employee is in this category. In the second and subsequent calendar years the Company will pay 100% of the cost of two (2) pullover shirts with a two year life expectancy.

The amounts and quality of clothing to be provided to employees in Categories A and B above are maximums; the employee can order different styles or a mix of the styles available with the understanding that the employee will be responsible for the cost in excess of the amount to be provided by the Company.

Category C

Florida Power will pay 100% of the cost of lab coats or shirts; these remain the property of the Company.

5. For **Temporary** employees in Categories A and B Management will provide two (2) pullover shirts per year.
6. If an employee is moved from a classification in one category to one in a different category requiring more FR clothing or if an entire classification is moved to a category requiring more FR clothing the appropriate adjustment in the Company-provided clothing will be made.
7. The Company will pay fifty (50) percent of the cost of a jacket for cold weather wear ordered from an approved vendor and fifty (50) percent for subsequent replacements at end of normal life.
8. The Company will repair or replace FR garments which no longer meet the intent of the policy (excluding end of normal life) at no cost to the employee. The garment in question will be returned to management.
9. The "rain gear" supplied to employees by the Company meets the intent of the policy at this time. If it should subsequently be determined that such is not the case, the Company will provide new "rain gear" which does meet the requirements of the policy and regulations.

**Fire Retardant Clothing Program
Program Categories and Classifications Covered**

Category A

Employees whose jobs require continuous or near-continuous use of FR clothing will be provided a number of FR shirts per year which, with reasonable care will be sufficient to meet their needs without the necessity of the employee purchasing additional shirts.

Classification	Department
Lineman	Line
Lineman Apprentice	Line
Serviceman	Line
Troubleman	Line
Electrician	Line
Electrician Apprentice	Line
Network Specialist	Line
Distribution Dispatcher Relief	Line
Working Foreman	Line and Transmission
Regional Meterman	Meter
Electrician	Production-SMC only

Category B

Employees whose jobs require regular use of FR clothing will be provided a number of FR shirts per year which with reasonable care will be sufficient to meet their needs without the necessity of the employee purchasing additional shirts. Fewer shirts will be provided for employees in this category than for those in Category A.

Classification	Department
Electrician	Substation Construction and Substation Mtce.
Electrician Apprentice	Substation Construction and Substation Mtce.
Working Foreman	Substation Construction and Substation Mtce.
Equipment Operator	Line

Category C

Employees who are in classifications other than those listed in Categories A and B and whose jobs require infrequent or occasional use of FR clothing will be provided FR lab coats or smocks to be carried by the employee in his/her vehicle or lab coats will be placed at the work site so as to be readily available. As an alternative for employees in this category, Management may provide one FR shirt which can be worn over the employee's regular shirt.

Examples(not all inclusive) of classifications in this category:

Classification	Department
All Operator Classifications	Production
Electrician	Production
Electrician	Central Repair Department
Electrician Apprentice	Central Repair Department
CTMO and CTT	Production
System Protection and Control Tech.	System Protection and Control
Telecommunication Tech.	Telecommunications
R & D Man	Meter Reading
Meterman(A)	Meter
Substation Operators	Substation Operations

Note: The Company may add job classifications to appropriate categories and may move classifications from one category to another or delete classifications from the program as it deems appropriate.

PROTECTIVE CLOTHING AGREEMENT

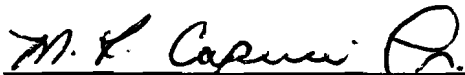
June 8, 1995



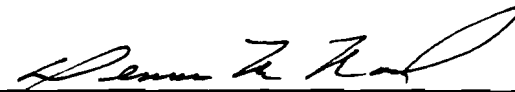
S. E. Uebel, Director Labor Relations



W. O. Enyard, Business Manager
System Council U-8



M. F. Capucci, Jr.
Senior Human Resources Representative



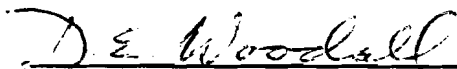
Dennis M. Nash, Local Union 433



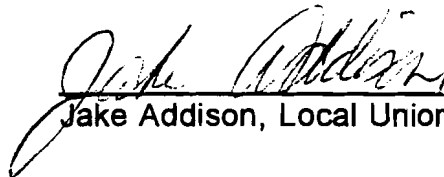
G. L. Petersen, Director
Safety and Medical Services



Wallace Rowe, Local Union 433



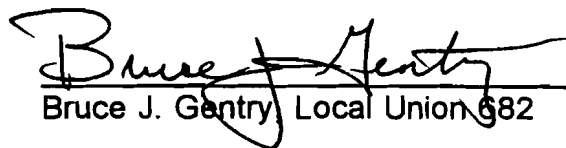
D. E. Woodall
Energy Distribution Manager



Jake Addison, Local Union 626



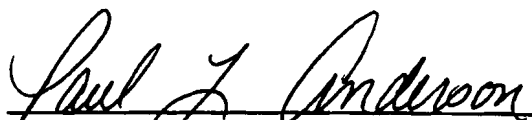
J. David Cole, Distribution Line Analyst



Bruce J. Gentry, Local Union 682



Sam Flowers, Local Union 682.2



Paul L. Anderson, Local Union 1412



L. F. Doyle, Local Union 1491

Protective Clothing Policy

As stated in the Safety Policy section of the Accident Prevention Manual, the primary corporate safety objective is to perform work in all phases of the Company's operations in a manner that will ensure the safety of all employees. It is in support of that overall objective that this policy on protective clothing is developed.

In recognition of the unique and serious hazards associated with electrical work, each designated employee shall wear proper protective clothing. This clothing is defined as that which, when there is a potential for exposure to electrical arcs and resulting flames or fire, will not increase the extent of injury that could be sustained by the employee. A designated employee is one who, by the nature of his or her work, is exposed to the hazards of electrical arcs. Accordingly, for classifications identified by management, the following are the minimum acceptable garments:

Flame retardant shirt

and

Trousers made from 100% cotton with a fabric weight of no less than 11 ounces per yard of material (when new, typical denim blue jeans have a fabric weight in excess of 11 ounces per yard of material).

or

In some cases, where deemed appropriate by local supervision, a flame retardant lab-type coat.

Clothing made from the following types of fabrics, either alone or in blends, is prohibited when potentially exposed to electrical arcs: acetate, nylon, polyester, rayon or any other material not inherently or specifically treated to be flame resistant or flame retardant.

Since it is important that outer clothing be the primary protection against electrical arcs, cold weather outer clothing (i.e., jackets, sweat shirts, etc.) must also be manufactured of flame retardant fabric or 100% cotton with a fabric weight of no less than 11 ounces per yard of material.

In order for the listed garments to afford the wearer the maximum protection, they must be cleaned according to the manufacturer's instructions and maintained in a state of good repair. Garments exhibiting excessive wear must be removed from service, while those that are ripped or torn must be repaired according to the manufacturer's specifications before being reused. Garments that have been exposed to chemicals may require professional cleaning. If chemically damaged garments can not be cleaned to where the chemical(s) is (are) removed, the garments must be removed from service. Discoloration of fabric (stain) where foreign chemical has been removed does not constitute chemical damage of the garment.