

Memorandum of Understanding – Metering Services Department Uniform Policy

This Memorandum of Understanding (“Memorandum”) is agreed to between Florida Power Company (“Company”) and the IBEW System Council U-8 (“Union”).

1. This Memorandum supercedes and replaces the Meter Services Uniform Policy (dated August 10, 1999) and related letters and understandings, including but not limited to letters from Ronald Dean to W.O. Enyard dated July 2, 1999 and August 10, 1999.
2. The new Metering Services Department Uniform Policy will apply to all classifications within the Metering Services Department, currently to include Meter Readers, Meter Reader Collector and Reconnect and Disconnect Man.
3. The employees in the Meter Reading Department are expected to be especially neat in appearance and attire while at work, and particularly when coming into contact with customers on customer premises. The required uniform for these employees, other than Reconnect and Disconnect Men, is a white work shirt (100% cotton) with collar, navy blue trousers or navy blue knee-length walking shorts, white or navy blue socks, and a navy blue jacket or sweatshirt. The words “Florida Power” and the Progress Energy logo will appear on the left front the shirts, sweatshirt and jacket. Walking shorts will extend no higher than three inches above the knee. Sound judgment should be exercised when wearing shorts and they should not be worn in areas where bushes, high grass or other obstructions may cause physical harm to exposed areas of the skin. A Florida Power cap/hat may be worn as a part of the uniform. Blue jeans are not considered an acceptable trouser for purposes of this Uniform Policy.
4. Reconnect and Disconnect Men will wear the same uniform as outlined above, only in gray and with the option of a white shirt.
5. The Company will provide and pay for, at its expense, all clothing under this Uniform Policy. Each employee will select his or her clothing from a vendor, and through a catalogue, approved by the Company. Such clothing will be of good quality.
6. Initially, the Company will provide the following clothing for Meter Reading Department employees, and any employees who subsequently become employed in the Meter Reading Department:
 - 10 shirts (short or long sleeve)

- 10 pair of pants (trousers or shorts)
- 1 sweatshirt
- 1 jacket
- 2 caps

At least three of the ten shirts provided for Reconnect and Disconnect Men must be long sleeve and meet the requirements of the OSHA standard for flame-resistant clothing.

7. As the initial clothing provided in Paragraph 6 wears out or becomes damaged, it will be replaced, at the Company's cost, as approved by supervision. However, replacement will not exceed more than 10 shirts, 10 pants, 1 jacket, 1 sweatshirt and 2 caps in any calendar year. Replacement at the Company's cost of FR shirts for Reconnect and Disconnect Men will not exceed three per year.

For the Company:

Richard V. M. Kotsang

For the Union:

W. D. Engard

Date: *January 15, 2002*

OLD Policy

08/10/99

Uniform Policy

The purpose of this policy is to clearly define the uniform of employees in specific job classifications and how those employees are to be reimbursed for those uniforms.

Meter Services

Eligible Employees:

- Meter Readers
- Meter Reader-Collectors
- Collectors
- Reconnect and Disconnect Men

Required Uniform:

The employees in the above classifications are expected to be especially neat in appearance and attire when coming into contact with customers on customer premises. The required uniform for the Meter Readers, Meter Reader-Collectors and Collectors is a white work shirt with collar, navy blue trousers or navy blue knee-length walking shorts with white or navy blue socks and a navy blue jacket. The company emblem is to be centered above the left shirt pocket. The Company will provide the emblems. Walking shorts will extend no higher than three inches above the knee. Sound judgement should be exercised when wearing shorts and should not be worn in areas where bushes, high grass or other obstructions may cause physical harm to exposed areas of the skin. A FPC cap may be worn as a part of the uniform. Blue jeans will not be considered an acceptable trouser for purposes of this policy.

Employees classified as Reconnect and Disconnect Men will wear the same uniform as outlined above, only in gray and with the option of a white shirt.

Uniform Reimbursement

Reimbursement will be made up to and including 6 shirts, 6 pairs of trousers or walking shorts with white or navy blue socks (or any combination of trousers and walking shorts not to exceed 6 total), 2 caps and 1 jacket in any calendar year. Uniforms for temporary or summer help will be at the discretion of the supervisor, but not to exceed the stated limits.

Reimbursement for uniforms will reflect a 50% reimbursement, not to exceeding the following:

Item	Reimbursement
Short Sleeve Shirt	\$ 7.00
Regular Long Sleeve Shirt	9.00
Trousers	10.00
Walking Shorts (w/ white or navy blue socks)	9.00
Cap	3.00
Jacket	15.00

Uniforms may be purchased at local department stores. Receipts are required for reimbursement.