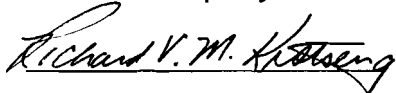


## Memorandum of Understanding – Safety Shoes

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

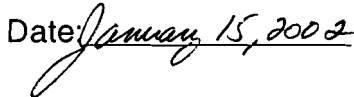
1. This Memorandum supercedes and replaces any prior grievance settlements, policies, practices, Memoranda of Understanding or side letters pertaining to safety shoes for bargaining unit employees.
2. Safety shoes (including linemen’s boots) meeting applicable OSHA and ANSI standards, and other shoes/boots as may be required by the Company, will be provided at Company expense to all regular (but not temporary) employees required by the Company to wear them. For most employees, one pair of safety shoes will be provided. More than one pair may be provided with supervisor approval.
3. Safety shoes will be provided by a method mutually agreed upon by the Union and the Company for any particular Company facility. Such methods may include purchases from a mobile shoe truck operated by an outside vendor, through employee charges to Company “charge accounts” at local stores, or by reimbursement to employees purchasing from local stores. Should there be a failure of the Union and the Company to agree as the method that shoes will be provided to employees, the employees will be permitted to purchase their own shoes and be reimbursed by the Company.
4. As the safety shoes wear out or become damaged, replacement shoes will be provided at Company expense, upon advance approval by supervision, in accordance with the procedure outlined in Paragraph 3.

For the Company:



For the Union:



Date: 



July 31, 2001

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

Dear Butch:

As I mentioned to you last week, the Company is willing to pay the cost of the safety shoes that may be required of employees as a result of the hazard assessments being completed in Florida. Jon Kerin will also raise this at the Joint Safety Committee meeting this week.

The details of the safety shoe program have not been worked out. You stated that the Union would want to discuss the effects of the Company's decision on the employees, including the details of the program.

The Company looks forward to discussing this matter with the System Committee. If I do not hear from you first about scheduling a meeting to do that, I will contact you after I get back from vacation.

Sincerely,

A handwritten signature in cursive script that reads 'Dick Krotseng'.

Richard V. M. Krotseng  
Manager, Labor Relations

RK:sd

cc: Jon Kerin