

**Memorandum of Understanding (MOU)
COVID-19 Vaccine**

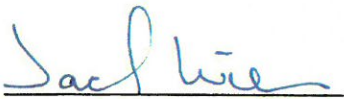
In consideration of System Council U-4's agreement to support and participate in the Corporate Emergency Communication System (CECS), the Company and the Union have agreed to the following:

For employees who get the COVID-19 vaccination(s) and self-report their vaccination status in HR4U, the Company will provide an additional sixteen (16) hours of sick leave as well as a one-thousand (\$1,000) dollar paycheck credit, upon documented validation of completion. For those employees that have already self-reported their vaccination and received a four (4) hours sick leave credit and one-hundred (\$100) paycheck credit, they will receive the difference between the two.

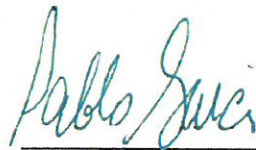
This applies to employees who receive a vaccination through NextEra Energy Health Center or other available sources outside the Company. Vaccinations through NextEra Energy Health Center will not need to self-report to receive the paycheck credit. Employees who have already received or are in the process of receiving vaccination(s) from outside sources will need to provide proof of vaccination(s) documentation to receive the paycheck credit by self-reporting in HR4U.

This agreement can be rescinded by either party by giving thirty (30) days written notice.

To the extent the terms of this MOU conflicts with the Memorandum of Agreement, this MOU shall apply.

 7-21-21

Jack Wilson Date
Business Manager
System Council U-4, IBEW

 7-21-21

For Kelly Tveter Date
Director, Labor Relations & Safety
Florida Power & Light Company