



System Council U-4 IBEW

Representing Local Unions: 359, 622, 627, 641, 759, 820, 1042, 1066, 1191, 1263, 1908
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DATE 10/30/2025

Health Plan Discussions – Union and Company Positions Not Aligned

Brothers and Sisters,

We want to provide a straightforward update following recent discussions with Florida Power & Light concerning the bargaining unit's participation in the Company's Standard Health Care Plans.

On September 16, 2025, System Council U-4 formally notified the Company of our intent to withdraw participation from the Company's Standard Plans, effective January 1, 2026, as permitted under Paragraph 57 of the Memorandum of Agreement.

This decision was made after a financial review determined with a high degree of confidence that continued participation by the bargaining unit in the company standard plans has and will continue to create a financial burden on membership in the Health Prime plan.

Following our written notification, the Company, through correspondence from the Director of Employee Benefits, stated that it does not agree with the Union's position. The Company's response indicated that it believes any change to participation would require mutual agreement between the parties and that they plan to proceed with publishing the 2026 Open Enrollment Guide that still references the Company's Standard Medical Plans.

To be clear:

- The Union stands by its interpretation of Paragraph 57, which provides the authority to withdraw from the Company's Standard Plans.
- The Company has rejected that position and intends to move forward as if no change was made.

Because of this direct disagreement, the two parties are not aligned on how Paragraph 57 should be applied or what it allows. A grievance has already been filed on behalf of the membership to address this issue.

We will continue to keep members informed as this process moves forward. In the meantime, we encourage everyone to stay alert for official updates from the System Council office—do not rely solely on Company communications for information about your benefits.

In Solidarity,

Jack Wilson
Business Manager
IBEW System Council U-4

