

AGREEMENT

Between

UNION ELECTRIC COMPANY
d/b/a AMEREN MISSOURI

and

LOCAL UNION NO. 702

INTERNATIONAL BROTHERHOOD

OF

ELECTRICAL WORKERS
(Clerical Workers)

January 1, 2023 to Include December 31, 2026

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RECITALS

LABOR AGREEMENT

Between
Union Electric Company
and
International Brotherhood of Electrical Workers
Local Union No. 702
(Clerical Employees)

This Agreement, entered into as of the 1st day of January 2023 between Union Electric Company, d/b/a Ameren Missouri, hereinafter referred to as "Company" and Local Union No. 702 of the International Brotherhood of Electrical Workers, AFL-CIO, hereinafter referred to as "Union".

The Company hereby recognizes the Union as the sole representative of all employees constituting the bargaining unit as defined in the National Labor Relations Case 14-RC-5610 (excluding the classification of Engineering Draftsman and the employees so classified), for purposes of collective bargaining with respect to rates of pay, wages, hours of employment and other conditions of employment.

During the life of this agreement or any extension thereof, the Company agrees to deal with no other labor organization as the bargaining representative of such employees.

It is the desire of the Company and the Union that all parties to this agreement will cooperate with each other to promote harmonious relations, mutual good will and efficiency, and it is not the intent or desire of either party to engage in any subterfuge to evade or circumvent the spirit and intent of this agreement.

WITNESSETH: The parties hereto contract and agree with each other as follows: to wit:

ARTICLE I—SCOPE OF AGREEMENT AND UNION SECURITY

Section 1.01

This agreement is to govern all work covered herein done by the Company in the following service areas:

Cape Girardeau Service Area
Charleston Service Area
Dexter Service Area

Section 1.02

The Company agrees if equipment and qualified manpower are available, it shall not contract out any work normally done by the bargaining unit if such contracting would result in a layoff of permanent employees covered by this agreement.

Section 1.03

The Company agrees, subject to the authorization of the employees as provided by law, and so long as such authorization remains in effect, that every employee subject to this agreement shall, as a condition of employment or continued employment, be or become a member of the Union on the thirtieth day following the effective date of this agreement or upon completion of a cumulative total of thirty (30) days of work, whichever is the later, and shall maintain such membership in good standing during the life of this agreement. Provided, that nothing herein contained shall require the Company to discriminate against an employee for non-membership in the Union if such membership was not available to such employee on the same terms and conditions generally applicable to other members or against an employee with respect to whom membership in the Union shall have been denied or terminated for any reason other than their failure to tender the periodic dues and the initiation fees uniformly required as a condition of acquiring or retaining membership in the Union.

All new employees will serve a probationary period of six (6) months during which time the Company shall be the sole judge of their abilities and shall have the sole right to retain or release them. Such employees, however, are covered by the provisions of this agreement and have the right as provided in Article 3 to have grievances taken up with the Company, except on matters pertaining to their retention as employees.

Section 1.04

The right to employ, promote, discipline and discharge employees for just cause is reserved by and shall be vested in the Company. In the event any action by the Company in this connection is discriminatory, such action shall be subject to the grievance procedure herein provided. Promotions and increase or decrease of number of employees shall be made as provided in the seniority clause in this agreement. The Company reserves the right to change from time to time the qualifications for any position, due to change in methods of use of improved equipment. The Company shall have sole management of the property and the right to

determine how many men or women it will employ or retain, together with the right to exercise full control of its business. This paragraph shall not be used to discriminate against any member because of their lawful Union activities.

Section 1.05

This Agreement will not prevent the Company from employing specialists to do work of special nature.

Section 1.06

In offices staffed with two employees or less, management employees may perform the work of Regional Clerks to cover short periods of absence by Regional Clerks during the day. In so far as possible, the Company shall cover full days of absence in these offices by the employment of temporary employees or the transfer of regular employees from other offices when it believes that the work load makes it necessary to do so.

ARTICLE II—SENIORITY

Section 2.01

Seniority, as used herein, is defined as the status secured through length of service under this Agreement which entitles an employee to certain preferences provided for in this Agreement.

Section 2.02

Employees laid off on account of slack business conditions shall be given preference for reemployment when conditions justify same if such employees are available. When making reductions in the forces, employees with the least seniority shall be laid off first, and when adding to the forces, employees most recently laid off shall be the first to be reemployed, if available, providing qualifications for the particular proposed employment are sufficient.

Section 2.03

An employee injured while on duty shall be entitled upon recovery to their former position with full seniority rights provided they are physically qualified to return to work.

If an employee becomes seriously ill and their illness extends beyond the sick leave herein provided, upon recovery they shall be reinstated with full seniority rights when they are physically qualified to return to work. During such absence the employee shall continue to accrue seniority.

Section 2.04

Promotion shall be based on seniority, ability and qualifications; ability and qualifications being reasonably equal, seniority shall prevail.

When vacancies occur or when new positions are created, the Company will post a notice on its bulletin boards or electronically for a period of five working days announcing the position open. Employees desiring to be considered shall make written/electronic application to the supervisor, setting forth their qualifications. A copy of these notices and applications will be mailed/emailed to the Business Representative. When necessary, temporary assignments will be made for the period the position is considered open.

Consideration will be given to applicants for promotion, and if ability and qualifications are reasonably equal, seniority shall prevail among those employees who apply.

Should an employee decline a promotion, it shall have no effect on their future promotions.

All unsuccessful bidders and the Local Union will be notified when the position as posted has been filled.

An employee promoted to a new position will be given a reasonable opportunity to demonstrate their qualifications and ability. If the employee does not qualify within a reasonable time, they and the Local Union will be notified of the nature of their disqualification, and they shall be returned to the position they formerly held.

Employees transferring to jobs not covered by this agreement shall not be eligible for return to their old job under provisions of this section, nor shall they retain any seniority previously accrued under this agreement.

Section 2.05

Employees of the Company who are now or may be subsequently called under the National Selective Service Act, or who have enlisted in the armed services of the nation, shall be entitled to all the provisions of said act with respect to their reemployment by the Company on the termination of their service in the armed forces.

Section 2.06

It is the continuing policy of the Company and the Union that the provisions of this Agreement shall be applied to all employees without regard to race, color, age, religion, sex, national origin or disability. Further, the Company shall not discriminate against any applicant for employment because of race, color, religion, age, sex, national origin or disability and will comply with Section 503 of the Rehabilitation Act of 1973 and Section 402 of the Vietnam Era Veterans Readjustment Act of 1974.

Section 2.07

When employees are hired for temporary work, they shall become members of the Union as provided in Section 1.03, and shall be subject to dues payments on a pro-rata basis, depending upon the number of days on which they work in each calendar month. Once an employee has joined the Union, they shall not be subject to additional fees or charges for subsequent periods of employment, except for payment of monthly dues as described above.

Such employees will accrue no seniority rights for purposes of bidding, demotions, layoffs or any other matter. They will be paid wages and wage premiums in accordance with the terms of this agreement for all hours actually worked, but will be ineligible for all insurance, benefits, and time off with pay provided herein, except for holiday pay during their periods of employment and pension accruals required by law.

The right to retain or release temporary employees shall be vested solely with the Company and decisions related thereto shall not be subject to Article III, Grievance and Arbitration.

Temporary employees shall be advanced one step on the appropriate wage scale upon completion of each 1044 hours of work.

If a temporary employee becomes a regular employee they shall be credited with seniority from the date of their last continuous period of employment with the Company but will be subject to six month probationary period as provided in Section 1.03, beginning with the first day worked as a regular employee.

ARTICLE III—GRIEVANCE AND ARBITRATION

Section 3.01

The Company agrees to meet and to treat with the duly accredited officers and committees of the Union in the following manner on differences that may arise between the Company and the Union, provided, however, that the grievance procedure must be started within five (5) business days after the alleged contract violation.

Section 3.02

The local representative of the employees affected shall first deal through the immediate supervisor to whom the employees involved are responsible.

Section 3.03

In case of failure to agree in that manner, then any complaint not so adjusted shall be reduced in writing within fifteen (15) days, will be referred to the Business Manager or Business Representative of the Union, who may be accompanied by a committee of employees, and shall endeavor to adjust the matter with the Director, SEMO Division or their designee.

Section 3.04

In case of failure to then reach a settlement, the matter shall be referred within fifteen (15) days immediately following the time step in Section 3.03 to the Vice President – Customer Operations (or their representative) and the Business Manager of the Union (or their representative), and any grievance settlement so reached shall be binding on both parties. In case of failure to reach an agreement in Section 3.04, the matter shall be submitted to arbitration within a thirty (30) day period in the manner provided in Section 3.05.

Section 3.05

The party desiring arbitration shall give written notice to the other within the aforementioned thirty (30) day period and shall request the Director of the Federal Mediation & Conciliation Service, Washington, D. C., to provide a list of seven qualified arbitrators. The arbitrator selected by the parties shall hear the evidence and decide the matter or matters without avoidable delay. It is agreed that the arbitrator's decision shall be final and binding on both parties.

ARTICLE IV—VACATIONS

Section 4.01

New employees shall receive vacation based on the following schedule:

Month of Hire	Days of Vacation
January	5
February	5
March	5
April	5
May	5
June	4
July	4
August	4
September	3
October	2
November	1
December	0

Thereafter, vacation will be allotted based on the following:

Years 1—5	10 days
Years 6—14	15 days
Years 15—19	20 days
Years 20—29	25 days
30+ years	30 days

Active employees as of January 1, 2023, who were receiving additional vacation days in years 1, 2, 15, and 20 of employment under the previous Vacation language will continue to receive this additional vacation time.

Section 4.02

If an employee's service is terminated, he/she will be paid for such vacation earned as of January 1st and not received, and in addition to this shall receive vacation pay for the current year, the amount of which will be determined by multiplying the number of days of vacation that would have earned had employment continued to the following January 1st, by the number of months elapsed between the preceding January 1st and the date of the termination of employment divided by twelve.

Employees retiring on January 1 or February 1 of any given year may elect to work the entire preceding calendar year and draw their unused vacation pay in a lump sum amount on the date of the employee's retirement.

Section 4.03

Prior to March 1st of each year, the Company will, without undue delay, check with each employee as to the dates desired for vacation. Employees exercising their seniority on preference of vacation periods shall be required to schedule their first choice of vacation prior to February 28 (29th). The Company will then post on departmental bulletin boards a schedule of vacation periods, respecting the wishes of the employee insofar as the needs of the service of the Company will permit. All remaining vacation not scheduled by March 1st shall be selected prior to September 1 of each year. Subject to operating necessities, vacation may be taken throughout the calendar year, including the calendar week which includes December 31.

Insofar as choice of vacation time lies with the employee, Local 702- Clerical Union Unit Seniority shall determine the order of choice.

At the request of an employee, the supervisor may permit a vacation to be split into two, three or four parts, but in such event, any period shall be not less than one calendar week, unless mutually agreed to by the supervisor and the employee. In the event employees split their vacations, the selection of second, third or fourth periods, respectively, shall be made after other employees in that group have selected their prior choice vacation periods. Local 702-Clerical Union Unit Seniority shall determine the order of selection of second, third or fourth vacation periods, and such additional selections shall be made as provided above. The above does not preclude the employee from selecting single days of vacation if agreed to by the supervisor. It is understood that all vacation selections are subject to operating necessities.

When during an employee's vacation a holiday falls on a scheduled work day for that employee, the employee will be allowed another day for vacation.

When during an employee's vacation there occurs a death in the employee's immediate family, as defined in Section 7.13, the employee's vacation will be extended three days.

Employees may be allowed to take up to seven (7) days of vacation in one (1), two (2), three (3) and four (4) hour increments. If an employee requests more than four (4) hours of vacation, they will be required to take the full day as vacation.

Section 4.04

In the event an employee on vacation become sick or is injured to the extent that such sickness or injury requires hospitalization, the time that the employee is incapacitated by such illness or injury shall be charged against their sick leave rather than their vacation.

Section 4.05

Employees may carryover up to forty (40) hours of vacation to be used in the following year.

ARTICLE V—SICK LEAVE

Section 5.01

Any full time employee who has been continuously in the employ of the Company for a period of six months or more shall be entitled to accumulate sick pay allowance according to the following schedule:

- (a) Six months but less than one year..... 5 days' full wages
- (b) One year but less than two years..... 10 days' full wages
- (c) Two years but less than three years..... 20 days' full wages
- (d) Three years but less than four years..... 30 days' full wages
- (e) Four years but less than five years..... 40 days' full wages
- (f) Five years but less than six years..... 50 days' full wages
- (g) Six years but less than seven years..... 60 days' full wages
- (h) Seven years but less than eight years..... 70 days' full wages
- (i) Eight years but less than nine years..... 80 days' full wages
- (j) Nine years but less than 10 years..... 90 days' full wages
- (k) Ten years but less than 11 years..... 100 days' full wages
- (l) Eleven years but less than 12 years..... 110 days' full wages
- (m) Twelve years but less than 13 years..... 120 days' full wages
- (n) Thirteen or more years..... 130 days' full wages

All claims for sick leave shall, if requested by the Company, be supported by a certificate from the employee's attending physician that the employee was physically unable to perform the essential functions of his/her position. All claims for sick leave shall be subject to verification by a medical doctor selected by the Company.

If an employee uses more than 45 hours of sick leave in any calendar year, the employee will be paid sick leave in the following year as follows:

If an employee uses more than 45 hours but less than 56.1 hours of sick leave, he/she will not be paid for the first eight (8) hours of each absence.

If an employee uses more than 56 hours but less than 64.1 hours of sick leave, he/she will not be paid for the first sixteen (16) hours of each absence.

If an employee uses more than 64 hours but less than 72.1 hours of sick leave, he/she will not be paid for the first twenty-four (24) hours of each absence.

If an employee uses more than 72 hours but less than 80.1 hours of sick leave, he/she will not be paid for the first thirty-two (32) hours of each absence.

If an employee uses more than 80 hours of sick leave, he/she will not be paid for the first forty (40) hours of each absence.

However, if an employee is absent from work for one of the reasons designated below, the hours associated with those absences will not count towards the >45 hour waiting periods.

- A. Periods of hospitalization, including any absences directly associated with the period of hospitalization. Hospitalization is defined as an overnight bed and board patient in the hospital.
- B. Non-elective outpatient surgery, including any diagnostic testing or absence directly associated with such surgery.
- C. Major illness, accident or operation which requires an employee to be absent from work for a minimum period of thirty (30) consecutive days.
- D. Return doctor visits for follow up treatment for any illness or treatment resulting from a period of hospitalization, a major illness, or non-elective outpatient surgery.
- E. Chemotherapy or radiation therapy, including absences associated with treatment.
- F. Dialysis, including absences associated with treatment.
- G. The Company will give consideration for accumulated sick leave pay, on a case by case basis, for any absence not covered under A through F above, the Company will provide a letter of explanation to the Union.

Employees are allowed to use vacation in lieu of sick leave. If an employee chooses to use vacation for any absence due to illness or doctor appointment, they must notify their supervisor of that intent at the time notification is given to their supervisor of their inability to work. If an employee does not make this request at the time of notification to their supervisor of their illness, they will not be able to change their request at a future time. All rules pertaining to employee behavior while on sick leave will continue to apply when utilizing vacation due to illness.

Section 5.02

If an employee's illness extends beyond the sick leave hereinbefore provided, they shall receive further compensation as follows:

For that period beyond the sick leave provided, but not to exceed in any one calendar year or for the same illness, one calendar week for each year of service with the Company, they shall be paid at the rate of one-half the base pay for their classification.

An employee who has received sickness allowance for any amount to which they are entitled by their term of service shall, after a period of 26 weeks of continuous active service, again become eligible for one half (1/2) of the allowances used. After a period of 52 weeks of continuous active service without interruption, the employee will be eligible for a full schedule of allowances based on their attained service. In computing such continuous active service, absences for which no sickness allowances are paid, absences on authorized leave of absence, absences of less than a full day's duration, or absences caused by compensable injuries shall not be considered as interrupting, but will delay the continuity thereof.

Section 5.03

“Illness” as used hereinabove shall mean any form of physical disability, including pregnancy, which the doctor’s certification renders any employee unable to properly attend his or her duties, provided the disability is not covered by Workmen’s Compensation and is obviously not the result of intoxication or disorderly conduct. Any employee found to have abused the sick leave privilege, or employees with consistently poor records who fail to improve their attendance within reasonable time after they have been advised their record are unsatisfactory, will be subject to disciplinary action as provided in the Sick Leave Control Agreement.

Section 5.04

Employees will be permitted to utilize up to 40 hours of their annual sick leave allotment, provided the employee has sufficient sick leave available, for the care of a family member(s) illness, injury, medical appointment, or other similar life event that necessitates the employee's absence from work to provide care to that family member.

Family members include employee’s child, stepchild, spouse, domestic partner, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent.

Child includes a biological, adopted, foster child or legal ward.

Domestic Partner is an employee’s partner that meets the following requirements: at least 18 years of age and not related to each other by blood; is not married to another person under statutory or common law; is not in another domestic partnership; have been in an exclusive, committed relationship with each other for at least twelve (12) consecutive months and intend to remain so indefinitely; have shared the same principal residence for at least twelve (12) consecutive months; and are jointly responsible for financial obligations and for each other's common welfare.

Parent includes a biological, adoptive, foster father or mother.

Spouse includes husband or wife as defined or recognized in the state where the employee was married and includes individuals in a same-sex or common law marriage.

The use of sick leave under this Section is subject to the Sick Leave Control Agreement and will run concurrent to FMLA.

Section 5.05

In the event an employee is absent from work because of an occupational accident, as defined by the Missouri Workmen’s Compensation Act, the employee will be paid the workmen’s compensation rate plus a supplement to equal his/her basic take-home pay if the workmen’s compensation rate is lower than basic take-home pay.

Basic take-home pay is defined as the normal two-week wage at straight-time rate minus legally required deductions. The employee will be paid for the length of time required under the Act.

In no case will an employee be entitled to more than his/her basic take-home pay, that being his/her two-week wage at straight time minus legally required deductions, during the period of temporary disability from work.

The Company shall have the right to conduct a Post-Accident Drug and/or Alcohol Test immediately following any occupational injury and accident. Benefits payable under Missouri Workers' Compensation laws will be reduced or forfeited as allowed by law for violations of Ameren's Drug and Alcohol Policy.

Section 5.06

Employees who serve as pallbearers at a funeral will be allowed up to four hours off with pay on the day of the funeral.

Section 5.07

An employee who has established seniority, if they can be separated from duty, may be granted leave of absence upon approval from the Company, and while on such leave, they shall not forfeit any such seniority they may heretofore have established provided they do not overstay their leave or accept employment elsewhere while on such leave without the approval of the Company.

Section 5.08

Employees on the effective date of this agreement who, in the opinion of a physician acceptable to the Company, become unable to perform the duties of their regular job because of disability will be placed on any available vacant classification which is acceptable to the Company and the Union where the employee is able to perform the duties in the judgment of the physician.

If the employee has less than ten (10) full years of service at the time the disability occurs, they shall be paid the rate of the new classification. If the employee has ten (10) or more years of service at the time the disability occurs, however, their pay shall be computed as follows:

If any such employee is placed in a job carrying a maximum rate lower than their regular rate of pay, their pay while so employed will be arrived at by adding to the maximum rate of the job in which they are placed 3% of the difference between their old job rate and their new lower job rate for each full year of service on the date of transfer to the new job, provided that they shall not receive a rate higher than the regular rate of pay of their former job classification. A rate equal to the regular rate of their former job classification may be achieved through thirty-three (33) years and four (4) months or more of service at the time of transfer.

The rate established according to this formula is subject to change only as and when the rate of the employee's classification at the time of disability or the rate of the job to which they are transferred is increased or decreased. A new rate shall then be recalculated in accordance with the formula based on the change or changes affecting the two classifications involved and using the service originally used in applying the formula. However, an employee with ten (10) or more years of service shall continue to receive the rate of their former job for a period of time

following the date of transfer equal to one month for each full year of service up to a maximum of 24 months.

All such cases of proposed transfer shall be discussed with the Union, and the Company and the Union shall agree on whatever waiver of seniority provisions may be required in order to affect the transfer. If the Union is unwilling to waive seniority provisions in a specific instance, the Company shall thereby be relieved of any obligation imposed by this section.

It is specifically understood and agreed that the provisions of this paragraph do not constitute a guarantee of continued employment and any such employee is and continues to be subject to all provisions of this agreement.

If a suitable vacancy does not exist at the time an employee becomes disabled, they may be eligible for placement on the Long-Term Disability Program in accordance with the provisions of that plan.

Section 5.09

In the event of medical complications due to pregnancy, the employee may request additional leave of absence subject to the approval of the Company.

Section 5.10

If a new state, federal and/or local paid sick leave law is implemented during the term of this labor agreement that grants paid sick leave to any employee covered by this labor agreement, such paid sick leave will not be added to employees' current sick leave benefits, but instead will be counted concurrently with the existing sick leave benefit provided by the Company, if permitted by law.

ARTICLE VI—HOURS OF WORK, OVERTIME AND HOLIDAYS

Section 6.01

For all permanent employees covered by this agreement, the normal work week shall consist of five 8-hour days, excluding time taken out for meals. Any work performed in excess of eight hours a day shall be considered overtime and will be paid for at the overtime rate of time and eight-tenths.

Employees covered by this Labor Agreement will take a thirty (30)-minute lunch period. The Company will provide facilities for refrigerating, heating and eating food.

When schedules vary in any workgroup, employees will be canvassed in seniority order within classification to select a work schedule. Any employee who is required to change their schedule as a result of a canvass will be given two (2) weeks' notice.

Employees who are required to work on a calendar Sunday or a holiday shall be compensated at time and eight-tenths the base pay for all hours worked.

Employees who work overtime on President's Day, Good Friday, Veteran's Day, Martin Luther King Day and Christmas Eve Day (when it is observed on a day other than December 24) shall have the choice of receiving pay under the terms of the Labor Agreement or receiving time and eight-tenths pay for hours worked on the holiday and taking an additional day off at straight time at a later date. The scheduling of such additional days off shall be within one hundred and eighty (180) calendar days of the holiday worked and shall be subject to management approval.

Section 6.02

All permanent employees covered by this Agreement shall receive full-time employment, providing they are ready and in condition to perform their work. Employees laid off because a job is completed or shut down for reasons beyond the Company's control shall be paid in full on the date of layoff. The Company may employ part time employees, but in the event a vacancy is created by a permanent employee leaving the service of the Company or a new position is created, such vacancy shall not be filled by a part time employee.

Section 6.03

Overtime shall be divided as equally and impartially as possible among the employees of their respective classifications. If the employee is contacted, and does not work the overtime, they will be charged on the list as time worked the same number of hours worked by the employee who had performed the necessary overtime work.

On January 1 of each year, all employees will have their overtime hours recorded as zero (0) hours of overtime for that year. The overtime equalization list will be updated and posted at the beginning of each new pay period.

Section 6.04

All regular employees shall be paid eight (8) hours straight time pay for the following recognized holidays: New Year's Day, Martin Luther King, Jr. Day, President's Day, Good Friday, Memorial Day, Juneteenth, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Christmas Eve Day and Christmas Day. Martin Luther King, Jr. Day will be observed on the third Monday in January; President's Day will be observed on the third Monday in February; Memorial Day on the last Monday in May and Veterans' Day on November 11.

When a holiday occurs on Saturday, it will be observed on the preceding Friday. When a holiday occurs on Sunday, it will be observed on the following Monday. When Christmas Eve Day (December 24) occurs on Friday, it will be observed on the preceding Thursday, and Christmas Day will then be observed on Friday. When Christmas Eve Day occurs on either Saturday and Sunday, it will be observed on the preceding Friday, and Christmas Day will be observed on the following Monday in both cases.

Section 6.05

When an employee is called outside of their regularly scheduled hours, they shall receive not less than three (3) hours' time at the overtime rate.

Section 6.06

When an employee is notified during working hours that they are to return to work less than two hours immediately prior to their next scheduled starting time, they will be paid the overtime rate for the time so worked.

When an employee is instructed to report for work on a scheduled day off, they will be paid not less than three (3) hours at the overtime rate for the entire time worked.

Section 6.07

An employee who has worked for 16 or more continuous hours shall, upon release, be entitled to an eight-hour rest period before they return to work. If the rest period extends into their regularly scheduled work day, they shall lose no time thereby. If during the eight-hour rest period defined herein an employee is recalled to work, the employee affected by such recall shall be paid two (2) times their base rate of pay for all hours worked until they are released from duty. Time worked in excess of sixteen (16) continuous hours shall be paid for at not less than two (2) times the base rate until they are released from duty. The sixteen (16) or more continuous hours defined in this section shall include the regularly scheduled hours and all hours worked outside the regularly scheduled day and shall be considered continuous unless interrupted by a continuous four (4) hour period.

Section 6.08

Flex Time is allowed for dental and doctor visits in accordance with departmental policy and subject to management approval.

ARTICLE VII—GENERAL RULES AND WORKING CONDITIONS

Section 7.01

The schedule of wage rates attached hereto shall be effective and be paid by the Company.

Section 7.02

Wages shall be paid every two weeks on Friday, except when Friday is a holiday, and then payday shall be on Thursday before all wages earned up to and through the preceding Saturday.

Section 7.03

Employees will receive their pay through direct deposit and receive their pay stubs by U. S. mail. Any insufficient fund charges incurred by the employee as a result of the Company's failure to have the pay at the employee's banking facility will be reimbursed to the employee by the Company.

It is agreed that as soon as reasonably possible, all employees will complete the appropriate paper work to allow expense reimbursements to be directly deposited into a designated account until such time as the reimbursement can be applied directly to the employee's paycheck.

Section 7.04

No employee covered by this agreement shall absent themselves from duty without securing permission from the supervisor before so doing, and in case of illness, they shall use every effort to notify the supervisor in ample time before working hours.

Section 7.05

When an employee is temporarily assigned to a higher classification, the employee shall receive the rate of pay of the higher classification for all hours worked.

When an employee is temporarily assigned to a lower rated classification, the employee shall receive the rate of their regular classification.

Section 7.06

If an employee reports to their permanent headquarters and is directed to work at another headquarters on the same day, a mileage payment will be made based on the round-trip distance between the two headquarters, unless the Company provides transportation. The employee will travel to the second headquarters on Company paid time. At the end of the day, the employee will be paid overtime if their arrival time at home is later than their normal arrival time. Such payment will be based upon the difference between their actual and normal arrival times.

If an employee is assigned to report to a temporary headquarters in advance of the actual reporting date, they shall report to the temporary headquarters directly from their home.

In such instances, if the distance and driving time from the employee's home to the temporary headquarters is greater than that to their permanent headquarters, they shall be paid mileage and overtime payments based upon the excess mileage or driving time between their home and the temporary headquarters as compared to the mileage and driving time between their home and their permanent headquarters. The Company may elect to avoid any overtime payments by directing the employee to report late and quit early.

If the distance and driving time from the employee's home to the temporary headquarters is less than that to their permanent headquarters, they shall receive no mileage or overtime payments.

Employees will receive a meal allowance at the appropriate GSA rate in all cases when reporting away from their permanent headquarters. If overnight travel is required, employees will be furnished lodging and meals at the appropriate GSA rate for such meal.

When an employee is required to attend Company meetings and/or training necessitating earlier than normal departure or resulting in later than normal arrival from/to their home, the employee will be paid time and eight-tenths (1.8) for any hours outside the employee's regular shift. Payment of this premium shall not duplicate other premium or overtime payments. The company may elect to avoid any premium or overtime payments by directing the employee to report late and/or quit early.

Section 7.07

When it is compulsory for employees to continue on the job after the regular quitting time for two (2) hours or more, they shall be furnished a paid meal period and an additional paid meal period for every five (5) consecutive hours worked thereafter, provided, however, the employee, at their option, may eat such meal at home. When an employee is called prior to two (2) hours before the regular starting time, the Company will furnish a paid meal period.

Section 7.08

Employees required to serve on jury duty will be paid regular wages and may retain any jury fees received.

Section 7.09

Before placing any new classification into effect, the Company will notify the Union of its intentions to do so and will negotiate a wage rate for such classification.

Section 7.10

Benefit plans that were in existence prior to the execution of this Agreement will remain in place, unless specifically negotiated to amend or modify.

Section 7.11

Employees covered by this agreement shall be granted a fifteen (15) minute work break morning and evening. The starting time of the break shall be at the discretion of the employee's supervisor.

Section 7.12

Shift work components will be effective January 1 as follows:

	<u>2023</u>	<u>2024</u>	<u>2025</u>	<u>2026</u>
PM Shift	\$1.24	\$1.28	\$1.32	\$1.36
Owl Shift	\$1.35	\$1.40	\$1.44	\$1.48

Shift components will be revised to reflect an adjustment in percent equal to the percent of the general wage increase.

Section 7.13

Reasonable time off will be allowed without loss of pay when a death occurs in the employee's immediate family. For the purpose of this contract, the words "immediate family" shall mean the employee's father, mother, father-in-law, mother-in-law, brother, sister, spouse, children, grandchildren or relatives living in the employee's household. It is agreed the term "reasonable" will mean from two to five days, depending on the circumstances. The two to five days defined herein shall include Saturdays and Sundays for all regularly scheduled employees. One day off without loss of pay will be allowed for the purpose of attending the funeral of the employee's brother-in-law, sister-in-law, grandparent, or spouse's grandparent, provided that the funeral occurs on a regular work day.

Section 7.14

Employees covered by this Agreement will be eligible under the Ameren Performance Bonus Program for bargaining unit employees.

ARTICLE VIII—SEVERANCE PAY

Section 8.01

When it becomes necessary for the Company to make a reduction in its working forces, permanent employees affected by such reduction shall be entitled to the benefits provided in this article. Permanent employees defined herein shall mean employees who have had at least two years active service with the Company.

Section 8.02

When the Company in its judgment deems it necessary, due to technological changes or for other economic reasons, to have a reduction in its work force, the Company agrees to discuss its plan in respect thereto with representatives of the Union. Any regular employee affected by such action will be afforded the opportunity to accept a lump-sum cash settlement by the Company as a severance payment, or in lieu thereof, will accept reassignment to a job in another department of the Company. In this case the employee's previous continuous service record will be maintained and not deemed to be broken by the transfer to another department. An employee who requests the lump-sum cash settlement as a severance payment in lieu of accepting employment in another department shall forfeit their seniority and rehiring rights herein provided in Article 2, Section 2.02 of the Agreement. Employees entitled to severance pay shall have the right to defer their request for such pay until the end of the one-year period following layoff.

The lump-sum cash settlement shall be calculated on the basis of the number of years of continuous permanent employment, applying thereto the employee's hourly wage at the date of termination of active employment. The hourly wage shall be the base rate of pay, exclusive of shift premium or overtime. A week shall constitute 40 hours.

The lump-sum settlements shall therefore be calculated as hereby scheduled:

5 years but less than 6 years.....	7 weeks
6 years but less than 7 years.....	9 weeks
7 years but less than 8 years.....	11 weeks
8 years but less than 9 years.....	13 weeks
9 years but less than 10 years.....	15 weeks
10 years but less than 11 years.....	17 weeks
11 years but less than 12 years.....	19 weeks
12 years but less than 13 years.....	21 weeks
13 years but less than 14 years.....	23 weeks
14 years but less than 15 years.....	25 weeks
15 years but less than 16 years.....	27 weeks
16 years but less than 17 years.....	29 weeks

17 years but less than 18 years.....	31 weeks
18 years but less than 19 years.....	33 weeks
19 years but less than 20 years.....	35 weeks
20 years but less than 21 years.....	37 weeks
21 years but less than 22 years.....	39 weeks
22 years but less than 23 years.....	41 weeks
23 years but less than 24 years.....	43 weeks
24 years but less than 25 years.....	45 weeks
25 years or over	47 weeks

Section 8.03

Employees leaving the service of the Company shall not be eligible for the lump-sum settlement if:

- (1) they voluntarily leave the service of the Company, or
- (2) they leave the service of the Company for health reasons or because of a non-service connected disability, or
- (3) they are discharged by the Company for cause.

ARTICLE IX—TERM OF AGREEMENT

Section 9.01

This Agreement shall take effect on January 1, 2023, and shall remain in full force and effect through December 31, 2026, after execution by AMEREN MISSOURI AND LOCAL UNION 702, I.B.E.W., West Frankfort, Illinois and from year to year thereafter, unless it has been cancelled or amended by the giving of 180 days' written notice by either party to the other. If amendment is desired, the proposed amendments shall accompany the notice. Changes mutually agreed to may be made at any time.

UNION ELECTRIC COMPANY
d/b/a AMEREN MISSOURI

LOCAL UNION NO. 702 OF THE
INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS AFL-CIO

By 
Director, Labor Relations
Ameren Missouri

By 
Business Manager
Local Union No. 702

Date 1-12-2023

Date 2/3/2023

By 
Business Representative
Local Union No. 702

Date 01/26/2023

APPROVED
INTERNATIONAL OFFICE - I.B.E.W.

3/15/2023
Kenneth Cooper,
International President

This approval does not make the
International a party to this agreement.

APPENDICES
to
LABOR AGREEMENT

between

UNION ELECTRIC COMPANY
D/B/A AMEREN MISSOURI

and

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS
LOCAL UNION 702

and

LOCAL UNION 702
(Clerical Employees)

APPENDIX A

**WAGE RATES
I.B.E.W. LOCAL 702 – CLERICAL**

The job classification and the wage rates effective January 1, will be as provided herein.

	<u>2023</u>	<u>2024</u>	<u>2025</u>	<u>2026</u>
Regional Clerk				
1 st six months	24.85	25.72	26.52	27.32
2 nd six months	26.55	27.48	28.33	29.18
3 rd six months	28.08	29.06	29.96	30.86
4 th six months	30.45	31.52	32.50	33.48

Regional Clerks shall be required to perform all office and service department duties and functions and rotate through each job as required by management. However, no employee shall be required to rotate more than one time per calendar year.

Former Clerk typists, Clerk Stenographers and Customer Service Clerks who have been reclassified to the Regional Clerk classification shall be required to continue to perform the full range of duties required by their former classification.

APPENDIX B

Alternate Work Schedule for IBEW Local Union No. 702 (Clerical Workers) Employees

This agreement provides that the Company may allow employees to work an alternate schedule consisting of eight (8) nine-hour days and one (1) eight-hour day in each two-week period. The Company is under no obligation to continue making this schedule available in the future and may discontinue its use at any time. The Company retains complete discretion concerning availability of the alternate schedule to individual employees. Employees authorized by the Company may choose to work the schedule on a voluntary basis. All provisions of the labor agreement shall be administered as in the past except as specifically clarified or modified herein.

1. Nine (9) consecutive hours, excluding time taken out for meals, shall constitute a regular day's work. Eight (8) consecutive hours, excluding time taken out for meals, shall constitute a day's work one (1) out of every nine (9) workdays. Management will determine which days will be work days and which day will be the off-day. It is understood that whatever day is the eight (8) hour work day will also be the same day as the off-day. (e.g., If work eight (8) hours on Friday of one week, then Friday of the following week must be the off-day)
2. Schedules will be established by the Company to divide the off-days as necessary to provide continuity of work. To the extent that a choice is available within work groups, schedules will be selected by seniority for initial selection only. Once schedules are established, employees requesting to move from a traditional to alternate work schedule may do so at the Company's discretion, but will not be allowed to displace or "bump" other employees based on seniority.
3. Since participation is voluntary on an individual basis, employees may move from the alternate schedule to a traditional schedule at their request. However, returning to the alternate schedule is always at the Company's discretion.
4. The workweek, as defined by the Fair Labor Standards Act, shall begin halfway through the day of the week that alternates between an eight (8) hour day and a day off. The start of the workweek is fixed for each employee and cannot be moved arbitrarily. Consequently, flex time on the eight (8)-hour day of the normal work week is not permitted if it results in working more than four (4) hours on either side of the designated start time for the workweek. This definition of the workweek does not change pay periods currently established in TRIS.
5. To ensure a 40-hour workweek when transferring between schedules the following will apply:

For employees whose day off is a Monday:

Employees transferring from a traditional schedule to the alternate schedule shall do so on the Sunday prior to the week containing their off-day. Employees transferring from the

alternate schedule to a traditional schedule shall do so on the Sunday after the full week of work.

For employees whose day off is a Friday:

Employees transferring from a traditional schedule to the alternate schedule shall do so on the Sunday before the full week of work. Employees transferring from the alternate schedule to a traditional schedule shall do so on the Sunday after the week containing their off-day.

6. Employees working an alternate work schedule shall be afforded overtime for hours worked in excess of:
 - Nine (9) hours on a 9 hour workday
 - Eight (8) hours on an 8 hour workday
 - 40 hours per workweek
7. Holiday - An employee's work schedule will revert back to a five (5) day, eight (8)-hour per day work schedule for the duration of any pay period (as defined by the Labor Agreement) that includes a Holiday.
8. Vacation - Vacation entitlement is allocated in hours. A vacation day on a nine (9)-hour workday will result in a charge of nine (9) hours of vacation.
9. Schedule change premiums will not be paid for voluntary or involuntary transfers between alternate and traditional schedules.
10. Leave for death-in-family is allocated in days rather than hours. Employees will be excused without loss of pay for each day of entitlement regardless of whether the scheduled workday is eight (8) hours or nine (9) hours.
11. Sick leave entitlement is allocated in hours. An employee reporting off sick for a nine (9) hour workday will be charged with nine (9) hours of sick leave.
12. This agreement is being reached on a non-precedent setting basis and will not be used by either party to support its position in any other case.