



## PARENTAL BONDING LEAVE POLICY FOR AIC BARGAINING UNIT MEMBERS

IBEW SYSTEM COUNCIL: 51, 309, 649, 702; GAS LOCALS: 12 COUNTIES, 100, 101, 360, 459; MDF: 51

### 1. PURPOSE

Pursuant to the terms of the collective bargaining agreements covering the bargaining unit members of Ameren Illinois Company ("AIC"), AIC will provide up to 80 hours of paid parental bonding leave following the birth of an employee's child or the placement of a child with an employee in connection with adoption. The purpose of parental bonding leave is to enable the employee to care for and bond with the newborn or newly adopted child. The bonding leave is provided in addition to the typical 6-8 weeks (depending on type of birth) provided to birth mothers for the medical recovery period following the birth under the sick leave provisions in the relevant collective bargaining agreements. This policy is in effect for births and adoptions on or after July 1, 2022. To the extent there is a discrepancy between the terms of the collective bargaining agreements and this policy, the terms of the collective bargaining agreements will control.

### 2. SCOPE

All members covered by a collective bargaining agreement with AIC are eligible for Parental Bonding Leave. Employees are immediately eligible for this benefit upon their date of hire, as long as the child for which the bonding leave applies is born or adopted on or after the date of hire. In addition, the employee must meet at least one of the following criteria:

- a) Have given birth to a child
- b) Be the child's father or parent (including same-sex spouses or domestic partners relationships)
- c) Be the adoptive parent of the child age 12 or younger. The adoption of a stepchild or stepchildren generally does not qualify as an eligible event for which bonding leave applies.
- d) Be the parent of a child born through surrogacy. If the employee is the surrogate and gives birth, they are not eligible for Parental Bonding Leave, but would be eligible for medical leave provided in the labor agreement.

### 3. DEFINITIONS

**Parental Bonding Leave** is the paid leave for bonding time offered to employees following birth or adoption.

### 4. ROLES AND RESPONSIBILITIES

**Employees** who wish to take Parental Bonding Leave should initiate discussions with their direct leader prior to 30 days prior to the estimated date Parental Bonding Leave is to begin.

**Direct Leader** is responsible for coordinating their team's workload in the absence of employees who are on Parental Bonding Leave.

**Supervisor and/or TRIS Administrators** should enter TRIS time on employee's behalf while employee is out on leave.

**Ameren Services Center FMLA Admin Team** is responsible for approving eligibility for use of Parental Bonding Leave and documenting the dates of leave for employees.

**5. BENEFIT**

**1. Amount, Time Frame and Duration of Paid Parental Leave**

- a) Eligible employees will receive a maximum of 80 hours of Parental Bonding Leave per birth or adoption.
- b) A maximum of 80 hours also applies in the event of a multiple birth or adoption (e.g., the birth of twins or adoption of multiple children). To be clear, multiple births or adoptions does not increase the amount of Parental Bonding Leave granted.
- c) In no case will an employee receive more than 80 hours of Parental Bonding Leave in a rolling 12-month period, regardless of whether more than one birth or adoption event occurs within that 12-month time frame. If multiple births or adoptions do happen within a 12-month time frame, the subsequent 80 hours of Parental Bonding Leave may be used after the expiration of the initial 12-month period, but within 12-months of date of birth or date of adoption (or date of placement for adoption, if earlier).
- d) Employees will receive their regular straight time pay while out on Parental Bonding Leave. Parental Bonding Leave will be paid on regularly scheduled pay dates.
- e) Approved Parental Bonding Leave may be taken at any time during the 12-month period beginning on the date of birth or adoption of the child (or date of placement for adoption, if earlier).
- f) Employees must use all Parental Bonding Leave during the 12-month time frame indicated above. Any unused Parental Bonding Leave will expire at the end of the 12-month time frame.
- g) In the event of an employee who herself has given birth, the 80 hours of Parental Bonding Leave may commence at the conclusion of the typical 6-8 week leave benefit (covered by available sick time in labor agreement) for the medical recovery period following the birth event.
- h) In the event of the birth of a newborn child, parental bonding leave for the father or spouse (including same-sex spouse and domestic partner relationships) typically begins when the mother and baby have both been released from the hospital. However, during the time that the birth mother and/or baby are hospitalized, Family Caregiver Leave (FCL), Parental Bonding Leave, or other contractual paid time, as applicable, may be used by the father/spouse. Notwithstanding the above, all parental bonding leave must be used within 12 months of the date of birth.
- i) Employees may take Parental Bonding Leave in either 1) one continuous 80 hour period of leave or 2) two separate 40 hour periods if they choose to intermittingly use their leave.
- j) Upon termination of the individual's employment at AIC, he or she will not be paid for any unused Parental Bonding Leave for which he or she was eligible. There is no option for an employee to receive pay in lieu of using the Parental Bonding Leave.
- k) If both parents are AIC employees and eligible for Parental Bonding Leave under this policy, they can each take their leave at the same time or they can choose to split the leave benefit according to the guidelines outlined in the policy.

**2. Coordination with Other Policies**

- a) Parental Bonding Leave taken under this Parental Bonding Leave policy will run concurrently with leave under the Family Medical Leave Act ("FMLA") to the extent FMLA leave is available and is allowed by collective bargaining agreement; thus, any leave taken under this policy that falls under the definition of circumstances qualifying for leave due to the birth or placement of a child due to adoption, the leave will be counted toward the 12 weeks of available FMLA leave per a 12-month period. All other requirements and provisions under the FMLA will apply. In no case will the total amount of leave—whether paid or unpaid—granted to the employee under the FMLA exceed 12 weeks during the 12-month FMLA period. Additionally, FMLA allows a combined total of 12 weeks of leave in a 12-month period for birth or adoption bonding to spouses who work for the same employer. Please refer to the Family and Medical Leave Policy for further guidance on the FMLA.
- b) After the Parental Bonding Leave (and any paid time from Sick Leave benefit for employees giving birth, if applicable) is exhausted, the balance of FMLA leave (if applicable) is available to be used concurrently with employees' vacation time or unpaid time. Employees do not have to exhaust their vacation to use unpaid time.
- c) AIC will maintain all benefits for employees during the Parental Bonding Leave as if they were taking any other company paid leave such as paid vacation leave or paid sick leave. Any cost or payroll deduction

that is normally paid by the employee, and any 401k election that is made by the employee, will continue to apply.

- d) If a holiday occurs while the employee is on Parental Bonding Leave, such day will be charged to holiday pay.
- e) An employee who takes Parental Bonding Leave that does not qualify for FMLA leave will still be afforded job protection for the duration of their Parental Bonding Leave time.

**3. Requests for Parental Bonding Leave**

- a) To ensure AIC can meet operational needs of the business, the employee will provide his or her direct leader and Ameren Services Center with notice of the request for leave at least 30 days prior to the proposed date of the leave (or if the leave was not foreseeable, as soon as possible). The employee must complete the necessary forms and provide all documentation as required to substantiate the request.
- b) AIC has the exclusive right to interpret, amend, modify or terminate this program at any time.

**6. EMPLOYEE REQUIREMENTS AND ENFORCEMENT**

AIC has the right to ask for reasonable documentation supporting the employee's requested Parental Bonding Leave. The failure to provide requested documentation may result in the denial of Parental Bonding Leave. The failure to follow the terms of Parental Bonding Leave or violations of this policy may result in disciplinary action, up to and including termination of employment. If an employee fails to give 30-days advance notice, with no reasonable excuse for such failure, the leave in appropriate circumstances may be delayed.

**7. ADDITIONAL, INTERRELATED, AND SUBORDINATE POLICIES AND GUIDES**

- Family and Medical Leave Act Policy
- Sick Leave Policy within labor agreements
- Leave of Absence Policy
- Family Caregiver Leave within labor agreements

**8. CONTACT**

For questions or additional assistance evaluating Parental Bonding Leave, employees should contact the Ameren Services Center FMLA Admin Team at DLFMLAAdministrators@ameren.com.

**9. AUTHORIZATION**

<i>Owner</i>	<i>Sponsor</i>	<i>Approval</i>
<b>Pat Sheridan</b> Manager, Compensation & Performance	<b>Jan Bansch</b> Senior Director, Total Rewards	<b>Mark Lindgren</b> Executive Vice President Corporate Communications and CHRO
		
<b>7/1/2023</b>	<b>7/1/2023</b>	<b>7/1/2023</b>