



**Memo of Agreement  
Between Ameren Illinois Company  
And IBEW System Council (Local 51, 309, 649, 702)  
(Family Care Leave (FCL))**

This Memo of Agreement (*the "Agreement"*) is entered into this 22<sup>nd</sup> day of August 2025 between Ameren Illinois Company (*the "Company"*), and IBEW System Council (Local 51, 309, 649, 702) (*the "Union"*).

1. Effective upon execution of this Agreement, the Company and the Union agree to the following revisions and clarifications to the Family Care Leave provisions under the Collective Bargaining Agreements for each System Council Member:
  - a. Expand the definition of Family Member to include Step-child, Siblings, Step-Parent and Mother/Father in-law
  - b. Family Care Leave will be available to co-workers for the purpose of providing postpartum care for a spouse or domestic partner. Documentation will not need to indicate a specific medical condition.
  - c. Absences taken under Family Care Leave will be considered excused for purposes of reviewing the various attendance policies (Absence Standard, Sick Leave Control Agreement, Penalty Box)
  - d. Co-workers utilizing Family Care Leave for an absence exceeding a full eight-hour workday (or ten-hours for those working ten-hour days) shall be temporarily removed from the overtime callout list. Reinstatement to the list shall follow the same procedures currently in place for absences due to personal illness.
  - e. All other provisions of the Collective Bargaining Agreement shall remain in effect, including the requirement to provide appropriate medical documentation upon request.
- The Parties acknowledge and agree that the Family Care Leave provisions as outlined herein constitute a bargained for benefit to employees, have been duly negotiated between the parties, and satisfy any and all statutory or legal obligations related to the provision of sick leave for care of a family member.

The parties' signatures below constitute acknowledgment and agreement to the terms described here.

For THE COMPANY

A handwritten signature in black ink, appearing to read "Rita A. Zindars", written over a horizontal line.

Rita A. Zindars  
Director, Labor Relations  
Ameren Illinois Company

FOR THE UNION

A handwritten signature in blue ink, appearing to read "Bobby Wedell", written over a horizontal line.

Bobby Wedell  
Business Manager  
IBEW System Council