

**Company Proposed Agreement
Ameren Missouri & BCS and
IBEW, Locals 1439, 1439 South, 1455, 2, 702
IUOE, Local 148
USGOA, Local 11**

This agreement details the terms and conditions that govern Ameren's expected mandatory compliance with Executive Order 14042. Employees of Ameren, regardless of work location, must comply with the Executive Order 14042 as outlined below:

1. To comply, Ameren is required to ensure all employees are fully vaccinated on or before December 8, 2021, with exception for those employees who have been granted an accommodations request as defined below. Employees are considered fully vaccinated two weeks following their final dose of vaccine.
2. Employees may submit an accommodations request as an exception to the Federal Mandate due to a medical condition or a sincerely held religious belief.
3. Employees granted an exception under Item 3 will be required to follow all Ameren Covid protocols and/or as described in the Federal Mandate.
4. Ameren will provide employees with paid time off to seek both doses of the vaccination if the scheduled vaccination date and time is set for scheduled working hours. Employees must notify their supervisor of their scheduled time. Once approved, TRIS code CVV should be used to track paid time off for vaccinations. Those experiencing side effects from the vaccine may utilize CVV time up to two (2) working days as approved by management.
5. In order to comply with Federal Mandate, employees must receive their final dose no later than November 24 based on the following:
 - Two doses of the Moderna vaccine, which requires four weeks between the first and second dose; first dose no later than October 27 and second dose no later than November 24.
 - Two doses of the Pfizer vaccine, which requires three weeks between the first and second dose; first dose no later than November 3 and second dose no later than November 24.
 - Single Johnson & Johnson dose no later than November 24.
6. Employees who have not been fully vaccinated on or before December 8, 2021, will be placed on unpaid leave or may take vacation until February 8, 2022, during which time they have a final opportunity to comply with the Federal Mandate by getting vaccinated. Employees may return to work before February 8, 2022, once they are fully vaccinated. As of February 8, 2022, employees who have received one dose of a two-dose vaccine or are in their waiting period following vaccination will remain on unpaid leave or may elect to take vacation until March 15, 2022. Employees may return to work before March 15, 2022, once they are fully vaccinated.
7. As of February 8, 2022, employees who have taken no action to become vaccinated and have not been granted an exception from the Federal Mandate through the accommodations process as defined in Item 2 will be subject to termination.

8. As of March 15, 2022, employees who are not fully vaccinated and have not been granted an exception from the Federal Mandate through the accommodations process as defined in Item 2 will be subject to termination.
9. Employee's on unpaid leave will continue to be covered by Ameren's health plans and will be responsible for their medical premiums.
10. Employees who are unable to meet the timelines outlined above due to unforeseen circumstances will be handled on a case-by-case basis.
11. Should there be changes in the Federal Mandate as provided by the government, the impacts of those changes will be discussed and agreed to between the parties.

For the Company:

For the Unions:

IBEW, Local 1439

IUOE, Local 148

IBEW, Local 1455

IBEW, Local 2

IBEW, Local 702

UGSOA, Local 11