



September 22, 2021

*VIA EMAIL*

LaDawn Ostmann  
Director, Labor Relations  
Ameren Missouri  
1901 Chouteau Avenue  
St. Louis, MO 63166-6149

RE: Demand for Bargaining  
Mandatory Covid Vaccination/Testing Policy/Paid Time Off Policies

Dear LaDawn:

In the wake of President Biden's announcement that OSHA will be mandating that certain employers require their workforces to either receive Covid-19 vaccination or undergo ongoing testing and Ameren's recent implementation of their COVID-19 Paid Time Off (PTO) policies, I wanted to take this opportunity to request bargaining on behalf of IUOE Local 148, IBEW Local 1455, IBEW Local 1439, IBEW Local 702, and IBEW Local 2-represented employees with Ameren regarding the effects of such a mandate and PTO policies.

The Unions' support appropriate public health measures to fight the Covid-19 pandemic and do not wish to obstruct Ameren's implementation of the vaccination/testing mandate. However, the mandate necessarily touches upon subjects about which there is a mandatory duty to bargain under federal law. Such topics include:

1. Discipline and job security;
2. Compensation and leave for time spent obtaining vaccine or testing;
3. Who will pay for the costs of vaccinations (if not yet received) or testing;
4. Availability of leave for individuals who experience side effects from the vaccine;
5. Quarantine leave;
6. Availability of exemptions;
7. Availability of incentives for vaccination;

8. Protocol for testing (where, conducted by whom, through which method, etc.); and
9. Medical privacy issues, including whether "proof" of vaccination will be required and how such medical documentation will be handled/stored.

It is realistic to expect that guidance from appropriate federal agencies is forthcoming that will shed some light on some of these topics. Regardless, we desire to begin meeting to discuss these matters as soon as reasonably practicable.

The Unions' look forward to its continued work with Ameren to ensure a safe and healthy workplace.

Sincerely,



Keith Linderer  
Business Manager  
Operating Engineers, Local 148

cc. Mark Birk