



October 28, 2021

Dear Brothers and Sisters:

All the Locals on the Missouri property met with the Company today to discuss the possibility of the Company complying with the Federal Contractor COVID Vaccine Mandate. The Locals expressed our disagreement with any mandates put onto our members, however, without giving up our position against the mandates we did agree to start effects bargaining if a mandate would be put into place.

Attached is a proposal the Company gave us regarding the mandate. We are opposed to many of the items in the proposal, including but not limited to, unpaid time off and termination. During our discussion on the proposed agreement, the Locals have asked for some of the items to be eliminated, modified, and have asked for clarification on others. The Company is supposed to get back with the Locals later today or tomorrow regarding our issues.

In addition, all the Locals on the Missouri property, along with Locals on the Ameren Illinois property, met yesterday to discuss with our attorney what path, if any, we have moving forward. As a result of that discussion, we sent a Request for Information to the Company yesterday afternoon concerning their Federal Contractor status. Also attached is a summary of our legal rights as the attorneys have explained them to us regarding the Federal Contractor Mandate.

We understand the frustration the membership is feeling regarding this issue along with the compressed timeline. We asked the Company on September 22, 2021, to meet over possible mandates that may affect our members, last week was the first time we were notified of the Company possibly having to abide by the mandate. We are of the understanding that more communication from the Company will be coming out this afternoon regarding the medical and religious belief exemptions and how to file them. We encourage everyone that may have a medical exemption or a sincerely held religious belief to file that with the Company.

We will continue to advocate on behalf of the membership doing everything we can legally and through the negotiation process. As soon as we have new information, we will disseminate it to the membership as quickly as possible. If you have any questions, please reach out to your respective Business Representative or Business Manager.

Fraternally,

IBEW Locals 2, 702, 1439, 1455  
IUOE Local 148  
UGSOA Local 11

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ibew#1455