

**TENTATIVE AGREEMENT BETWEEN
AMEREN ILLINOIS COMPANY
AND LEGACY IP
IBEW LOCAL UNION 51 (Operations), 309, 702
July 27, 2017**

1. Term of Contract:

3 year contract July 1, 2017 to June 30, 2020.

2. Wages:

Effective August 1, 2017 - 2.5%
Effective July 1, 2018 – 2.5%
Effective July 1, 2019 - 2.5%

3. Benefits

Benefits Package Attached

4. Jurisdiction Agreement:

REVISE: This agreement shall become effective on the date of ratification of the contract and shall remain in effect until June 30, 2020.

ADD: Tapping & Stopping Attached

5. Electronic Bidding:

ADD: All bargaining units will transition to electronic bidding as long as all employees have practical access to computers and employees can apply for jobs during normal working hours so long as it does not interfere with their normal job duties.

6. Technology Language:

REVISE: Technology language Attached

7. Journeyman Positions:

ADD: Effective July 1, 2017 employees who are hired or bid/transfer into an apprenticeship cannot bid/transfer out of the department for which they served an apprenticeship for three (3) years after topping out. However, employees may bid/transfer into a position within the same craft for which they served an apprenticeship per current contract language.

8. Direct Deposit:

ADD (except CIPS 309): All employee expenses will be reimbursed through direct deposit.

9. Tuition Reimbursement:

REVISE: Tuition Reimbursement Program Attachment

10. Telecom Restructure:

New Telecom Positions Attachment

11. Doctor's Appointments

Doctor's appointments related to a major illness (FMLA qualifying), hospitalization, or outpatient surgery will be allowed under the sick leave provision of the Agreement. Vacation hours (increments allowed per the contract) taken for these appointments only may be considered towards the sick waiting time.

12. Work Hours

REVISE: Employees work a straight eight (8) hour shift. Attachment

Benefits All AIC

LEGACY IP (51, 309, 702)

CP1 – Medical Plan - Effective January 1, 2018 employees will be in the same Options Plan with the same benefits and cost sharing as Ameren Illinois Company management employees. The Company will make the same medical plan changes affecting the bargaining unit in the future, as are made to the Company's medical plan for management employees. The Company will advise the Union in advance of benefit change(s). The Union will retain their bargaining rights with respect to changes to the Options Plan. If during the term of the collective bargaining agreement the parties are unable to reach agreement and are therefore at impasse, the Company will not implement such changes to the medical plan provided to the respective employees and the union will therefore be moved into their own experience pool.

- Current employees who retire between 7/1/17 and 12/31/17 will not be moved to the Options Medical Plan before 12/31/18.
- Pre-65 employees who retire on or after 1/1/18 will pay the premium cost share of 0% retiree, and 20% dependent for the term of the current contract only.
- Effective 1/1/18, the Company will replace the IP Union Dental and Vision plans with the same Dental and Vision plan benefits and cost-sharing offered to AIC management employees. Any future changes to the plan design will be made at the discretion of the Company, and the Union will be advised in advance of the changes. (see attached).
- Effective 1/1/18 the 401(k) match will be increased to 4% per below:
 - 1-2% - \$1 match for every \$1 contributed
 - 3-6% - \$.50 match for every \$1 contributed
- Phase in spousal surcharge per below:
 - 2018 - \$75
 - 2019 - \$100

CP2 – 401(k) – Eliminate 3rd Loan

CP3 - 401(k) – Eliminate after tax feature

CP5 – Life Insurance – Change payroll deductions from pre-tax to post-tax (allow to make changes to life insurance throughout the year)

ALL AIC (Except CILCO)

CP6 – Medical Plan - Prior to any governmentally imposed medical plan fees or taxes becoming due and payable, the Company is willing to negotiate with the union changes to the Plan in an attempt to avoid the tax where possible. If the fees or taxes still become due and payable all such expense shall be borne by all participants in the impacted Plan(s). . Local 51, 309, 702, 649 will remain in one (1) experience pool

CP7 – Medical Plan – Employees hired on or after January 1, 2020 will not be eligible to participate in Ameren's retiree medical and retiree life insurance plans.

ALL AIC (Except CIPS 702)

CP8 – Life Insurance - The employee will be responsible for paying the Life Insurance premium for any supplemental Life Insurance should they become disabled. The Company will continue to pay for the basic coverage.

ALL AIC (51, 309, 702, 649)

CP9 - Long Term Disability (LTD) – All AIC (51, 309, 702, 649) will be covered under one (1) LTD Plan as currently described in the CIPS 702 Plan including a \$ 6,500/month maximum cap.

2012 Jurisdiction Agreement – Tapping & Stopping

Amend 2012 Jurisdiction Agreement per Below:

ADD: Tapping & Stopping – The Company may assign tapping and stopping personnel for Mueller C136 equipment to any/all areas of AIC. For outside Division assignments the Company will seek qualified volunteers

- The Company will commit to train and qualify Tapping & Stopping GTS personnel in each Division.
- The Company will commit to train and qualify three minimum personnel on Tapping and Stopping in CILCO territory on Mueller C136 equipment from the Division.
- In legacy CILCO, Tapping & Stopping will be performed by Division personnel. Larger than 12" pipe diameter can be performed by contractors.
- The Company will commit to utilize the closet GTS employees on Tapping & Stopping work unless resident crew is engaged with critical Compliance or Emergency work.
- When employees are assigned to work outside the Division, employees will receive an additional \$2.50 per hour premium.

TECHNOLOGY LANGUAGE
(51, 309, 702, 649)
IP 309/702 Language

Technology:

(a) The Utility shall notify the Brotherhood at least 30 days in advance of the institution by Utility of a technological or reorganizational change which will cause the layoff or reduction in classification of any employee. During the 30 day period, the Utility and Brotherhood shall negotiate upon any demand of the Brotherhood relating to the impact of the proposed change upon the employee who will be affected.

(b) In the event agreement has not been reached during the 30 day period on any issue raised by the Union, then Utility will have the right to proceed with the proposed change. In such event, the Union will have the right to process under the dispute settlement procedure, including arbitration, provided in this agreement, those unresolved issues, if any, concerning the seniority status of affected employee, and concerning the preservation of rates of pay in the case of those employees who will be reduced in classification, but not laid off, but except as otherwise agreed, not any other issues.

(c) Bargaining unit positions which are affected by technological change shall continue to remain within the bargaining unit to the extent that they can be clearly and distinctly recognized as positions which have been historically included within the scope of this unit.

Tuition Assistance (All AIC)

Tuition Assistance Program

Ameren's Tuition Assistance Program provides financial support to co-workers who successfully complete educational courses designed to support their professional development and build skills and knowledge related to Ameren's business.

Eligibility

This program is available to all regular, full-time and part-time co-workers. Temporary co-workers are not eligible. No reimbursement will be provided for expenses incurred prior to the co-worker's hire date.

Approved Courses

- Courses must be offered by an accredited institution. Ameren uses the website as the guide: <http://ope.ed.gov/accreditation>
- Degree programs (associates, bachelors, masters degrees) that are relevant to current or future positions within Ameren.
- Certificate programs that are comprised of courses that meet program guidelines (i.e., offered by an accredited institution) and are relevant to current or future positions within Ameren.
- College Level Examination Program (CLEP) testing related to a degree or certificate programs that are relevant to current or future positions within Ameren.
- Non-degree college or university courses offered by an accredited institution that are relevant to current or future positions within Ameren may be considered.
- Certifications not meeting the program guidelines may be handled at the department level.

Tuition Reimbursement Program will NOT cover

- PhD, Law (JD), or medical degrees or course work, including nursing.
- Non-business related programs, certifications, or course work.
- Continuing Education Credits, seminars, workshop, conferences will be handled at the department level.
- Professional Engineer refresher courses, study materials, and exam fees will be handled at the department level.

Reimbursement Rate

- 100% for A or B
- 75% for C
- 0% for D or F
- 75% for Pass on pass/fail scale

Additional Information and Assistance:

Reimbursable Expenses

- Class tuition
- Books—rented and purchased
- Course related fees
- Graduation fees and CLEP testing fees are reimbursed at a rate of 50%

Expenses Not Covered

- Parking fees
- Parking or other fines
- Service charges, fees for payment plans, late fees
- Supplies and tools

Annual Limits

The annual reimbursable limit is equal to the IRS maximum (\$5,250 in 2017) per calendar year per full-time co-worker and one half of the IRS maximum (\$2,625 in 2017) per calendar year per part-time co-workers. The amount is calculated on refunds paid for a specific school year regardless of when the reimbursement is actually paid to the co-worker.

How to Participate in the Program:

Prior to enrollment

Consult with your immediate leader to ensure the course or degree program meets the qualification of the Tuition Reimbursement Program. If you have questions about eligibility, consult with your HR Services representative or call the Supervisor of Learning and Development at 314-206-0571.

Upon successful completion of coursework

- Complete [form 1374NS](#) and submit a billing statement from the school or institution and the final grade report (both documents need to include the school's name and the student's name). All documents must be submitted no later than one year after the completion of the course.
 - o Email to JEtter@Ameren.com
 - o US Mail to **Jean Etter, Executive Payroll**
1901 Chouteau
Ave. St. Louis, MO
63103
 - o Phone: 314-206-1753
- All reimbursements are based on eligible costs after any grant or scholarship funds have been deducted.
- Current tax laws govern taxability of the refund.

Additional Information and Assistance:

Personnel File Updates

To include transcripts and completed coursework in your personnel file, please submit an official transcript from the institution to Personnel Administration (mail code 525).

If coursework was completed to meet requirements for a specific job opportunity, please note this on the transcript or completed course information (credit hours and grade earned) and to Personnel Administration (mail code 525).

For general information about the Tuition Reimbursement Program, eligibility, or courses covered, contact Susan Landis, Leadership and Organization Effectiveness at 314-206-0571.

For information about reimbursement paperwork or payments, contact Jean Etter, Executive Payroll at 314-206-1753

**Ameren Illinois – Telecommunication Technician
(51, 309, 702)**

The Telecommunication Department has new responsibility for handling previous Telephone Company responsibility of the four wire business, including copper legacy telephone business and traditional phone circuits. This department will be the primary source provided for the Company. These new IP based networks consist of new technologies the department hasn't traditionally supported and requires new skills, tools, and processes to maintain and troubleshoot them. In order to meet these new technology changes the Company is proposing the following.

Create two levels of technician, Communications Technician and Network Technician.

1. Communication Technician

- Wage rate for this position will be the same as the existing Telecommunicating Technician wage.
- Associates or higher from an accredited university, college, junior college, or technical school, in telecommunications, IT Networking, or other IT Discipline or equivalent military telecommunications certification.
- Associate's or higher from an accredited university, college, junior college in a non-technical field, plus extensive (5 years) experience performing telecommunications-related installations, maintenance, and operations.
- CCENT certification within 6 months of obtaining position.
- Successfully pass Telecommunication Technicians skills proficiency qualification examination
- The existing Telecommunications Technicians will be grandfathered in their current role and trained in new technology.

2. Network Technician

- Wage rate for this position will be \$.75 higher than the existing Telecommunicating Technician wage.
- Network Technician to pass and maintain the DOT certification.
- Candidates should be safety and customer-focused.
- Associates or higher from an accredited university, college, junior college, or technical school, in Telecommunications, IT Networking, or other IT Discipline or equivalent military telecommunications certification.
- Associate's or higher from an accredited university, college, junior college in a non-technical field, plus extensive (5 years) experience performing telecommunications-related installations, maintenance, and operations.
- Nokia NRS I or CCNA certification.
- Successfully pass Network Technician skills proficiency qualification examination.
- The Network Technician will be required to travel throughout division lines to resolve hardened fiber optic issues.

All new hires from contract date will be hired as a Network Technician or Communication Technician.

Telecom Restructuring

- The Company's proposal as presented on April 5, 2017 with the below changes/clarifications.
- The CCENT certification will be a requirement for the Communications Technician position upon entry into the position.
- When filling a Network Technician position the Company will consider all candidates who meet the requirements for the position. The Company will have sole discretion to select the most qualified individual for the position.
- The Network Technician position(s) will be posted six (6) months after the appropriate training is completed (not to exceed 12 months from the date of ratification of the contract)
- Should the position(s) not be filled with the initial posting, the position will be posted 6 months later a 2nd time internally and externally. Should there be no internal candidates the Company will have the discretion to fill from external candidates.
- The Company will commit to an initial posting only of one (1) Network Technician in each union (51, 309, 702). For example, one (1) position will be posted in 51 territory (all IP and CILCO locations).
- The Jurisdiction Agreement currently in the Labor Agreement(s) will apply. However, the Network Technician may be assigned anywhere outside their home Division within Ameren Illinois territory with no premium or restrictions.

WORK HOURS
(All AIC (except 51 Clerical))

51 (IP) Article IV, Section 2.

For all employees in classifications contained in the Line, Forestry, Meter, Substation Construction and Maintenance and Gas Departments hours shall be from ~~87:00~~ a.m. to ~~43:45 00~~ p.m. ~~with a thirty (30) minute lunch period beginning at 12 noon, fifteen (15) minutes of which shall be paid for by the Company as part of the regular work day.~~

The hours of work include a 30 minute lunch period to be taken at the employee's job site. In the event the employee cannot be released for his/her noon meal period before 1:30 pm he/she shall be paid thirty (30) minutes time at the applicable overtime rate.

309/702 (IP) Section 7.02

(a) Five (5) consecutive days shall constitute a work week on all jobs insofar as practical. Hours shall be from ~~87:00~~ A.M. to ~~43:45-00~~ P.M. ~~with a thirty (30) minute lunch period beginning at 12 noon, fifteen (15) minutes of which shall be paid for by the Company as part of the regular work day. The foregoing weekly and daily work schedule may be changed by mutual agreement between the Company and the Union.~~ Employees shall report to their headquarters at ~~87:00~~ A.M. and be returned to their headquarters at ~~43:45-00~~ P.M., their quitting time.

The hours of work include a 30 minute lunch period to be taken at the employee's job site. In the event the employee cannot be released for his/her noon meal period before 1:30 pm he/she shall be paid thirty (30) minutes time at the applicable overtime rate.

309/649 (CIPS) NEW

Regular daytime working hours, except as otherwise provided, shall be from 7:00 A.M. to 3:00 P.M. with a thirty (30) minute lunch period to be taken at the employee's job site.

51 (CILCO) Article V, Section 3.

Regular daytime working hours, except as otherwise provided, shall be from ~~87:00~~ A.M. to ~~43:00~~ P.M. with a ~~twenty-thirty (2030)~~ minute lunch period taken on Company time. Employees will not be returned to headquarters for lunch during this period.

702 (CIPS) (7AM – 3PM)

The regular working hours per day and working days per calendar week for all regular employees except as noted in paragraph B, designated holidays excluded, shall be from ~~87:00~~ A.M. to ~~43:00~~ P.M. Monday to Friday inclusive.

The hours of work include a ~~20-30~~ minute lunch period to be taken at the employee's job site ~~from 11:50 A.M. to 12:10 P.M. (If the designated lunch period proves to be unsatisfactory it may be changed by mutual agreement.)~~