

October 22, 2021

Re: Ameren COVID-19 Vaccine Mandate 2021

Dear Member:

We have received many questions and comments about vaccinations since they were originally rolled out almost a year ago. We have done all we legally can to address your concerns as the pandemic has progressed.

With millions of persons still not vaccinated in this country, we have now found ourselves at a place where our members are being mandated by their employers to be vaccinated. With legal advice from the International Office attorneys and our Local Union attorneys, it is now our understanding that these employers have the right to mandate COVID-19 vaccinations at this time. However, it is our belief that they also have a mandatory obligation to bargain over the effects of these new company issued mandates.

We have had discussions with Ameren concerning their policy to mandate vaccines for all employees, and this is a list of the results from these talks.

- We are anticipating that there will be allowances for religious and medical exemptions
- Employees will be allowed to obtain vaccines on paid company time
- Employees who become ill from the effects of vaccine will be allowed a paid day to recover
- The Company has said that there will be no extension to any policy deadlines for employees to comply with scheduled vaccination dates
- The Company may fall under one of two separate federal requirements, but they have not confirmed which one to this date

It is our intent to continue to pursue all legal protections for our membership as these discussions progress, but it is imperative for all of you to know that our legal advice is informing us that the Company is not currently violating any known Laws, Acts, Mandates, etc.

We have also been advised by our attorneys to remind our membership to not participate in any work stoppages, sickouts or work slowdowns. Actions of this nature will likely lead to termination of employment with just cause.



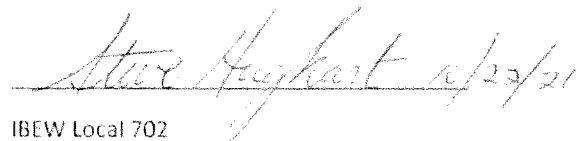
IBEW Local 51



IBEW Local 309



IBEW Local 649



IBEW Local 702