



## Ameren Joint Bargaining Committee – Benefits



International Union of Operating Engineers Local 148  
International Brotherhood of Electrical Workers  
Locals 2, 702, 1439, and 1455

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### Joint Bargaining Update

#### 10.5.22

The Joint Bargaining Committee and the Company met today. The Union withdrew its proposal for changes to calculating final monthly earnings. The Union also amended its Cash balance proposal to provide for enhancements to the Cash Balance Plan. The Company dropped its proposals for LTD changes. The Union did accept a proposal to eliminate the one-year waiting period for 100% joint and survivor option. The Company and Union exchanged proposals for moving the IBEW unions to the FMCP during the term of the bargaining agreement. The Union counterproposal includes keeping the Defined PPO in place for the term of the bargaining agreement. The Company's life insurance proposal was removed from Joint Bargaining. The Company gave the Union a final proposal on its Tobacco policy, the Union rejected the proposal and notified the Company it would proceed with the grievance procedure if the policy were put into place.