



Ameren Joint Bargaining Committee – Benefits

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



Joint Bargaining Update

11.8.22

The Joint Bargaining Committee and the Company met yesterday for negotiations. In the spirit of healthy negotiations, the Union tried to get some movement from the Company by agreeing to the addition of Applied Behavioral Analysis therapy and ACA preventative vaccines at retail pharmacies be added to the medical plan. The Union rejected the addition of gene therapy and fertility coverage be added due to the high cost and the risk of pricing the unions out of our own experience pool. Additionally, the Union rejected the Company proposal to move age 65 retirees to the Retiree Health Reimbursement Account while under contract.

After some discussion on the Union proposals the Company informed the Joint Bargaining Committee it was rejecting the following Union Proposals:

- 1.5% x final average monthly earnings x years of accredited service. The new formula applies to all active employees who retire, die, or terminate service after December 31, 2022.
- Amend the Benefit Enhancement monthly amount of retirement income payable to an employee will be increased from five dollars (\$5.00) to ten dollars (\$10.00) multiplied by the employee's full years of accredited service.
- Amend the Ameren Retirement Plan to provide that the Final Average Monthly Earnings definition will be determined using total compensation instead of base wages.
- Amend the Plan to change the premium cost-sharing from 90%/10% to 95%/5% for employees and 75%/25% to 80%/20% for dependents.
- Amend the Plan to eliminate the Working Spouse Contribution (WSC)

After the Company handed the Union only rejections with no counter-proposals or agreeing to any of the Union proposals the afternoon was spent discussing the medical plan and the Union's desire to continue the Defined PPO. The bargaining session ended at 3:00 with the next meeting date set for November 21, 2022.