

# Ameren Missouri & IBEW Local 1439

## POSITION POSTING

### BLUE HAT — SAFETY REPRESENTATIVE

*Joint Safety Program | Ameren Missouri & IBEW Local 1439*

POSITIONS AVAILABLE	TERM	WAGE PREMIUM
Two (2)	2 Years (max 2 terms)	10% above regular rate

#### PROGRAM OVERVIEW

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Ameren Missouri and IBEW Local 1439 are jointly committed to enhancing safety awareness and engagement with the objective of eliminating unsafe acts and promoting continuous improvement in safety for all coworkers. The Blue Hat Safety Representative program reflects that shared commitment — these positions are jointly administered, jointly selected, and mutually accountable.

#### JOB RESPONSIBILITIES

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- Champion safety awareness at all levels of the organization and actively participate in the prevention of unsafe acts.
- Promote the value of peer-to-peer care-to-care (c2c) interactions across the organization; help create a culture where c2c interactions are a frequently performed, high-value activity.
- Conduct and document a minimum of five (5) c2c interactions per week in Safety One Source.
- Maintain and demonstrate a strong knowledge of all safety and work rules.
- Observe and evaluate field personnel and provide constructive feedback to promote compliance with safety and work rules.
- Provide a monthly report to the immediate supervisor summarizing field observations, at-risk behaviors, corrective feedback, and related safety information.
- Participate in or lead safety discussions, training, demonstrations, and presentations as requested.
- Submit a schedule of planned meetings, training sessions, and field visits to the supervisor and the Union at least one (1) week in advance.
- Participate in safety analysis and near miss meetings as directed.
- Create and disseminate safety alerts, near miss reports, and other safety-related documentation upon request.

#### SELECTION PROCESS

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- Two (2) IBEW Local 1439 represented employees will be selected.
- One position will be filled from an overhead classification; the other is to be mutually determined.
- Candidates will be identified by the Company Vice Presidents and Union Business Manager or their designated representatives.
- All candidates will participate in a panel interview consisting of two (2) Company representatives and two (2) Union representatives.
- Final selection requires mutual agreement of the Company and the Union.
- Positions are voluntary with a term limit of two (2) years, not to exceed two (2) consecutive terms.
- Either party may return one or both Blue Hats to their previous classification with thirty (30) days' notice.

## **COMPENSATION & BENEFITS**

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- Wage premium of ten percent (10%) above the regular wage rate, applied to all vacation, holiday, and paid sick time hours.
- All overtime worked will be paid at the appropriate wage rate.
- Blue Hats report to all locations at their normal start time. Travel time exceeding the employee's current commute will be compensated in overtime, not to exceed:
  - Union, House Springs, and St. Charles: 0.5 hour of overtime per day
  - St. Francois, Potosi, and Hayti: 1.0 hour of overtime per day
- If a candidate resides in a regional area, compensation will be amended by agreement.
- No shift premiums or meals will be paid.
- A Company-owned vehicle will be provided for work purposes.
- A cell phone and iPad/laptop will be furnished by the Company.

## **SENIORITY, OVERTIME & JURISDICTION**

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- Blue Hats will continue to accrue seniority in their present job classification and seniority division.
- All regular overtime opportunities will be forfeited, with two exceptions:
  - Major storms where a general callout has been declared.
  - Scheduled work in which all coworkers in multiple operating centers are offered overtime.
- Overtime hours worked will be charged to existing overtime hour totals; those hours will be reinstated upon return to the previous classification.
- Blue Hats may assist with out-of-town storm restoration if approved by the Company.
- All overtime opportunities will be worked in the capacity as a Blue Hat.

## **SUPERVISION & COORDINATION**

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- Blue Hats will work under the direction of the Senior Director, Division Operations. Their services may be requested by Safety or other departments in coordination with management.
- Assignments may be given by either the Company or the Union; Union assignments require prior approval and coordination with management.
- A monthly coordination meeting will be held with the Senior Director of Division Operations.
- Quarterly update meetings will be held with the Senior Vice President and Business Manager (or designated representatives), or as needed.

## **GENERAL PROVISIONS**

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- Necessary training will be provided to Blue Hats upon acceptance.
- The effectiveness of this program depends on the commitment of all parties to assume ownership and share responsibility for workplace safety.
- Either the Company or the Union may withdraw from this agreement with sixty (60) days' notice.

### **HOW TO EXPRESS INTEREST**

Members interested in being considered for a Blue Hat position should contact Jeremy Pour or Mike Arnold of their interest. Candidates will be identified from that pool for the interview process.

**IBEW Local 1439**