



*Over A Century Strong*

November 5, 2021

Dear Brothers and Sisters:

Because of the efforts of all the Local Unions and their members, the federal government has apparently informed Ameren that employees will be able to work past December 8 even if not fully vaccinated, provided Ameren's current safety protocols are followed. The Unions are still trying to confirm details about the delay and any new guidelines Ameren must follow.

The Union's were informed by Ameren they received a letter on November 1, 2021, regarding their status as a federal contractor. The Union's have sent an information request to the Company requesting a copy of the correspondence along with any other correspondence between the Federal Government and Ameren regarding the vaccine mandate.

Yesterday, the government announced new compliance mandates from OSHA along with revisions of the compliance date in the federal contractor mandate. We are working with our legal teams to dissect the mandates and the revisions to fully understand the impacts on our bargaining units.

We will keep you updated as we receive further information on this rapidly evolving situation, including any new changes to the timeline. If you believe you may qualify for a religious or medical exemption, we encourage you to start the accommodation process. We appreciate your patience as we work through the issues around this federal vaccination mandate. We also recognize and respect that there are differing perspectives and strong beliefs among our Union members on mandatory vaccines and heard strongly voiced opinions on both sides. We realize the decision to be vaccinated is a difficult matter for many of you, we understand that the choice is personal, and we appreciate everyone carefully considering the issues associated with the mandate.

Sincerely,  
IBEW Locals 51, 309, 649, & 702  
*Steve Hughart*  
Steve Hughart  
Chairman – IBEW System Council U-05