

**Ameren Missouri
Response to Unions Data Request
MPSC Case No. ER-2011-0028
In the Matter of Union Electric Company d/b/a AmerenUE for Authority to File
Tariffs Increasing Rates for Electric Service Provided to Customers in the
Company's Missouri Service Area**

Data Request No.: Union 9-Sherrie Schroder

Separately by bargaining unit classification, summarize the training provided by Ameren Missouri, or required by Ameren Missouri, to its employees, indicating the current years of required training to reach journeyman status; the current years of additional on-the-job experience necessary to become a crew lead; the current cost of training in terms of staff compensation, training equipment, and lost time; and the current attrition rate.

2011-06-02 10:00 AM RESPONSE 13:00:00

**Prepared By: Gary Weisenborn
Title: Manager
Date: December 23, 2010**

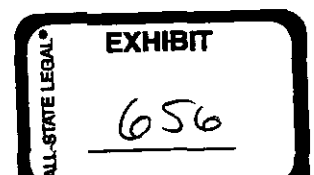
Listed below are the Ameren Missouri and Local 148 mutually agreed upon timelines for apprenticeship to journeyman status. These timelines have classroom, instructor lead performance training and skilled craft on the job training built in. Once these timelines are completed no additional on the job training is required. At this time a crew lead position is not utilized.

TERM OF APPRENTICESHIP	MONTHS	HOURS
Certified Repairman Apprentice	42	7,000
Repairman Apprentice	30	5,000
Electrical Repairman Apprentice	30	5,000
Machinist Repairman Apprentice	30	5,000
POE - Electrical Repairman Apprentice	30	5,000
POE - Machinist Repairman Apprentice	30	5,000
POE - Repairman Apprentice	30	5,000
Master Technician Apprentice	30	5,000

The current cost of training in terms of staff compensation:
Annual management compensation including benefits: \$2,421,831.70

- Management Staff:
- 3 Technician Training Supervisors
 - 3 Electrician Training Supervisors
 - 3 Repairmen Training Supervisors
 - 2 Machinist Training Supervisors
 - 2 Operations Training Supervisors
 - 1 Training Facility Supervisor

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- 1 Training Personnel Administrator
- 1 General Supervisor of Training
- 1 Superintendent of Training

Local 1455 Training Records Clerk annual salary with benefits = \$75,819.74

Temporary Staff:

10 temp employees were utilized in 2010 approx comp to date: 12/21/2010 = \$277,993.00

148 Journeymen logged approximately 5,849 hrs upgraded as instructional aids in 2010

Approximate hour and cost listed below:

- 440 Hrs Certified Repairmen = \$26663.56
- 1,489 Hrs Repairmen = \$86,024.13
- 1,040 Hrs Machinist = \$60,084.02
- 2,400 Hrs Electrician = \$138,655.44
- 480 Hrs Master Technicians = \$30,772.89
- (Dollar amounts include benefits)

Training equipment, and lost time, and current attrition rate:

The POSTC O&M budget, not including labor, for 2010 = \$1,263,920.00

The POSTC Capital budget for 2010 = \$797,000.00 of which \$200,000.00 is rate case funded

Lost time: No lost time documented in 2010

Attrition Rate Data
 Provided by Betsy Finnegan
 Supervisor, Workforce Planning and Development
 12/23/2010

	702 Physical (BA)	702 Clerical (CA)	2 (FA)	1439 (IA)	1455 (JA/JB)	148 (OA)	1455 West (TA/TB)	1439 South (WA)
Attrition rate 2010	6.65%	0.00%	5.41%	4.40%	2.76%	5.22%	5.98%	12.31%

The attrition rate is for 2010 only and is calculated based on the average number of employees in each union code (e.g., BA, CA, FA, etc.) from January 2010-November 2010 and the number of exits from 1/1/2010 through 11/30/2010.

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Data Request No.: Union 13-Sherrie Schroder

Separately according to bargaining unit classifications, state whether Ameren Missouri imposes any qualification or training standards on its subcontractors and the subcontractor employees, and if so, describe the qualification or training standards.

RESPONSE

Prepared By: Ray Wiesehan
Title: Manager, Resource Management
Date: December 28, 2010

Ameren Missouri requires each Subcontractor to employ competent workers who are skilled in the type of work required and whose workmanship is of the best quality.

Ameren Missouri requires all subcontractors employees to comply with (1) all applicable federal, state, and local Laws, treaties, ordinances, codes, rules and regulations, judgments, decrees, injunctions, writs and orders of any court, arbitrator or Governmental Agency or authority; (2) all applicable and generally recognized building and safety standards governing performance of the Work; and (3) all applicable Environmental Laws and applicable Permits.

Governmental Authorities means any department, commission, board, regulatory authority, bureau, legislative body, agency, political subdivision or instrumentality, and their successors, of any federal, state, local, or municipal government that now or hereafter exercise regulatory authority over the Premises or the Work.

Ameren Missouri subcontractors are required to abide by any and all rules Ameren may have in effect at the Premises where the Work is to be performed including, but not limited to, the rules and policies contained in Ameren Corporation Equal Employment Opportunity and Anti-Harassment Policy, Ameren Corporation Workplace Violence Policy Statement, the Workplace Conduct Guidelines and the construction job work rules.

Ameren Missouri requires that the quality of workmanship, clearances, protection of workers, etc., shall be governed by applicable Laws, ordinances and regulations of authorities having jurisdiction as well as applicable sections of standards such as those listed below. The subcontractor shall be responsible for following industry standards

whether they have been specifically identified by Ameren or not. Examples of applicable governing codes, rules and standards include:

International Building Code as adopted by the applicable jurisdiction

American Concrete Institute (ACI)

American Institute of Steel Construction (AISC)

American National Standards Institute (ANSI)

National Board Inspection Code (NBIC)

American Society of Heating, Refrigerating and Air Conditioning Engineers (ASHRAE)

American Society of Mechanical Engineers (ASME)

American Society for Testing and Materials (ASTM)

Steel Structures Painting Council (SSPC)

Concrete Reinforcing Steel Institute (CRSI)

Institute of Electrical and Electronic Engineers (IEEE)

National Electrical Code (NEC)

National Electrical Manufacturers Association (NEMA)

National Electrical Safety Code (NESC)

National Fire Protection Agency (NFPA)

Occupational Safety and Health Administration (OSHA) 1910 and 1926

American Welding Society (AWS)

Page 37 of 68 U.S. Environmental Protection Agency (EPA)

Illinois Dept. of Transportation (IDOT)

Missouri Dept. of Transportation (MODOT)

Missouri Department of Natural Resources (MDNR)

Illinois Environmental Protection Agency (IEPA)

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Data Request No.: Union 14-Sherrie Schroder

For each of the qualification or training standards that Ameren Missouri requires of its subcontractor employees, identify which Ameren Missouri employees verify the qualification or training and the steps Ameren Missouri takes to verify the qualifications or training.

RESPONSE

Prepared By: Ray Wiesehan

Title: Manager, Resource Management

Date: December 28, 2010

Ameren's subcontractor contracts require a "Single Point of Contact" or "SPOC" who acts as the Ameren representative designated as the sole liaison between the Contractor and Ameren. This may be a Construction Supervisor, Project Manager, or other agent or employee of Ameren. Contractors may only take direction from the SPOC for a Project unless otherwise provided, in writing, by the SPOC.

In order to provide a safe and healthy working environment and to ensure that suppliers comply with the minimum mandatory requirements of its contract terms and conditions, Ameren has instituted a Supplier Certification Program. In order to obtain certification, Contractor must meet Ameren's minimum mandatory compliance requirements by completing and submitting proof of relevant compliance information, including insurance certificates, licenses, business classifications, safety experience rates, training initiatives, quality information, environmental compliance and other business data required by Ameren, as appropriate. Ameren will use this consolidated and verified information to determine Supplier's compliance with Contract terms and conditions and Ameren's corporate Supplier Certification Program, thereby qualifying Supplier to work at any Ameren site. Ameren has contracted with a third-party verification company (Browz Group, LC) to collect, verify and manage relevant documentation.