

1 **SUB ____ to 2022 RES-371 (PROPOSED – WEGLEITNER)**
2 **SUPPORTING BARGAINING BETWEEN OFFICE AND PROFESSIONAL EMPLOYEES**
3 **INTERNATIONAL UNION (OPEIU) LOCAL 39 AND CUNA MUTUAL GROUP (CMG)**
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5 Workers at CUNA Mutual Group (CMG) have been represented by their union, Office and
6 Professional Employees International Union (OPEIU) Local 39, since 1945. CMG is a financial
7 and retirement services company located on Madison’s west side, as a primary vendor to credit
8 unions across the United States. For approximately eighty years, the Union and Company have
9 had a productive collective bargaining relationship, allowing for robust growth of the Company
10 and living wages and benefits for the employees.

11
12 In the last three years, CMG has reported over a billion dollars of profit, with record net profit in
13 2021. However, CMG has outsourced over 1,200 positions previously performed in-house and
14 represented by the Union in the last twenty years. The loss of these local positions ~~locally~~
15 diminishes quality employment and ~~tax base~~ in the Dane County area.

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17 For the past year, approximately 450 workers represented by OPEIU 39 and CMG have been
18 bargaining for a successor labor agreement. While there was initially progress, the negotiations
19 stalled at the beginning of the year. The Union’s five remaining issues remained unaddressed;
20 continuation of the pension plan as is; halting further outsourcing; wage’s that keep up with
21 inflation; improvement of health care plan options; and parity in of practice for Diversity, Equity,
22 and Inclusion (DEI)- pay equity review practices, which CMG exercises with non-represented
23 employees but refuses to extend to Union-represented employees.

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25 The Union has filed Unfair Labor Practice claims with the National Labor Relations Board,
26 alleging that the Company has refused to bargain in good faith: surface bargaining; failing to
27 provide counter-proposals or further bargaining dates; and retracting pay for the union’s
28 bargaining committee. This may escalate the dispute to strike action.

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30 NOW, THEREFORE BE IT RESOLVED, that the County board fully supports the OPEIU 39 in
31 their efforts to secure a fair collective bargaining agreement at CUNA Mutual Group;

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33 BE IT FURTHER RESOLVED that the County Board urges CUNA Mutual Group ~~to resume~~ and
34 OPEIU 39 to engage in good faith bargaining;

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36 BE IT FURTHER RESOLVED that the County Board supports the Union worker’s key issues
37 including; preservation of the existing pension plan; addressing health care needs; fair wages;
38 consistent ~~Diversity, Equity, and Inclusion~~ pay equity review practices; and halting outsourcing
39 of union work; and

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41 BE IT FURTHER RESOLVED that the County Board supports the Union’s proposal for an
42 annual pay equity review to be provided to the Union, which the company already
43 performs for its non-represented staff as part of the company’s self-audit; and
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45 BE IT FURTHER RESOLVED that the County Board condemns any discipline in
46 retaliation for union activity or collective action, particularly when it target workplace
47 leaders and stewards; and

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49 BE IT FINALLY RESOLVED that a copy of this resolution be sent to Robert Trunzo, CEO of
50 CUNA Mutual Group; OPEIU Local 39; and the Dane County legislative delegation.