

1 **2022 RES-371**

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.

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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 positions locally diminish
15 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; wages that keep up with
21 inflation; improvement of health care plan options; and parity of practice for Diversity, Equity, and
22 Inclusion (DEI) practices, which CMG exercises with non-represented employees but refuses to
23 extend to Union-represented employees.

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25 The Union has filed Unfair Labor Practice claims with the National Labor Relations Board, alleging
26 that the Company has refused to bargain in good faith: surface bargaining; failing to provide
27 counter-proposals or further bargaining dates; and retracting pay for the union's bargaining
28 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 and OPEIU 39
34 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 practices; and halting outsourcing of union work;

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