

1 **2022 RES-371as Amended by Exec Committee on 3.9.2023**
2 **SUPPORTING BARGAINING BETWEEN OFFICE AND PROFESSIONAL EMPLOYEES**
3 **INTERNATIONAL UNION (OPEIU) LOCAL 39 AND CUNA MUTUAL GROUP (CMG)**
4

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 positions locally diminish
15 quality employment and tax base in the Dane County area.

16
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.

24
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.

29
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;

32
33 BE IT FURTHER RESOLVED that the County Board urges CUNA Mutual Group and OPEIU 39
34 to engage in to resume good faith bargaining;

35
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;

39
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.