



## Legislation Text

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**File #:** 76645, **Version:** 2

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### **Fiscal Note**

The proposed resolution affirms the Common Council's support of bargaining between the Office and Professional Employees International Union (OPEIU) Local 39 and CUNA Mutual Group and requires that a copy of the resolution is sent to the CEO of CUNA Mutual Group and to OPEIU Local 39. Fiscal impacts for the City are minimal and will be absorbed within existing resources. No appropriation is required.

### **Title**

SUBSTITUTE: Supporting Bargaining Between Office and Professional Employees International Union (OPEIU) Local 39 and CUNA Mutual Group (CMG)

### **Body**

WHEREAS, CUNA Mutual Group (CMG) is a financial and retirement services company located on Madison's west side, as a primary vendor to credit unions across the United States; and,

WHEREAS, Workers at CMG have been represented by their union, Office and Professional Employees International Union (OPEIU) Local 39, since 1945 and have had a productive collective bargaining relationship for over eighty years, allowing for robust growth of the Company and living wages and benefits for the employees; and,

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

WHEREAS, for the past year, approximately 450 workers represented by OPEIU 39 and CMG have been bargaining for a successor labor agreement. While there was initially progress, the negotiations stalled at the beginning of the year; and,

WHEREAS, the Union's five remaining issues remained unaddressed; continuation of the pension plan as is; halting further outsourcing; wage's that keep up with inflation; improvement of health care plan options; and parity in of practice for Diversity, Equity, and Inclusion (DEI) pay equity review practices, which CMG exercises with non-represented employees but refuses to extend to Union-represented employees; and,

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

NOW, THEREFORE BE IT RESOLVED that the Madison Common Council fully supports the OPEIU 39 in their efforts to secure a fair collective bargaining agreement at CUNA Mutual Group.

BE IT FURTHER RESOLVED that the Common Council urges CUNA Mutual Group ~~to resume~~ and OPEIU 39 to engage in good faith bargaining.

BE IT FURTHER RESOLVED that the Common Council supports the Union worker's key issues including; preservation of the existing pension plan; addressing health care needs; fair wages; consistent Diversity, Equity, and Inclusion ~~pay equity review~~ practices; and halting outsourcing of union work.

BE IT FURTHER RESOLVED that the Common Council supports the Union's proposal for an annual pay equity review to be provided to the Union, which the company already performs for its non-represented staff as part of the company's self-audit.

BE IT FINALLY RESOLVED that a copy of this resolution be sent to Robert Trunzo, CEO of CUNA Mutual Group; and OPEIU Local 39.