

## Resolution To Support Bargaining Between Office And Professional Employees International Union (OPEIU) Local 39 and TruStage

Whereas, workers at TruStage (formerly CUNA Mutual Group) have been represented by their union, Office and Professional Employees International Union (OPEIU) Local 39, since 1945. TruStage is a financial and retirement services company located in Madison, WI. TruStage serves as a primary vendor of products and services to credit unions across the United States. For approximately eighty years, the Union and Company had a productive collective bargaining relationship, allowing for robust growth, living wages and benefits for employees, and excellent services for credit union members. In the last three years, TruStage has reported over a billion dollars of profit, with record net profit in 2021; and

Whereas, while the TruStage motto is to provide a “brighter financial future for all”, the Employer has moved in the opposite direction for its workforce and credit union customers alike. In the last twenty years, TruStage has outsourced over 1,200 positions previously performed in-house and represented by the Union. This year, the Employer has gone through a multi-million dollar brand transformation to move away from the credit union market towards a corporate banking strategy; and

Whereas, for the past year and a half, approximately 450 workers represented by OPEIU 39 at TruStage have been bargaining for a successor labor agreement. Negotiations stalled in January of 2023 and the Union went out on an Unfair Labor Practice Strike for more than two weeks in May 2023. The Company fired the Chief Steward during negotiations, and the Union has filed multiple ULP charges; and

Whereas, despite record profits, TruStage is proposing to eliminate the pension plan for new-hires, offering wage increases far below inflation, refusing to offer retroactive pay for the last year and a half the contract has been expired, and refusing to increase contributions to their high-deductible healthcare plan which remote workers are required to use; and

Whereas, unions and credit unions have a long and rich history of solidarity for working people. Workers at TruStage are requesting that unions affiliated with credit unions consider partnering with another service provider due to the labor dispute. Workers are also requesting that unions who use the services of credit unions, and credit union customers, reach out to inform them that their business partner (TruStage) is not living up to credit union values.

NOW, THEREFORE BE IT RESOLVED, the South Central Federation of Labor (SCFL) fully supports OPEIU 39 in their efforts to secure a fair collective bargaining agreement at TruStage; and

BE IT FURTHER RESOLVED that SCFL urges affiliated unions who have chartered their own credit union to seek alternative products from a vendor other than TruStage; and

BE IT FURTHER RESOLVED that SCFL urges affiliated unions who bank with credit unions to inform their credit union that TruStage is not living up to credit union values; and

BE IT FINALLY RESOLVED that SCFL urges all union members who bank with a credit union to call and inform them their business partner (TruStage) is not living up to credit union values.

Respectfully submitted by OPEIU Local 39, September 14, 2023

Recommended unanimously for adoption by the SCFL Executive Board, September 15, 2023