

# OPEIU 39: Members ratify contract at TruStage

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Madison, WI – Union workers at TruStage Financial Group, Inc (“TruStage”) have voted to accept a new labor agreement effective through March 2028. TruStage workers, represented by the Office and Professional Employees International Union (OPEIU) Local 39, reached a tentative agreement with the Company on December 6 after more than a year and a half of strained negotiations.

“This is by far the most participation we’ve had in a ratification vote at TruStage,” said Kathryn Bartlett-Mulvhill, President of OPEIU 39, “It shows how active our membership has been throughout this bargain.”

Since negotiations began in March 2022, the Union built a campaign led by its members through its “Contract Action Team” (CAT). The Union’s campaign included marches, public rallies, member outreach, and importantly a two-week strike in May 2023. “We got across the finish line with the support of the community, the labor movement, and the strength of our membership,” said Will Roberts, a member of the Union’s bargaining committee, “The numbers for retro pay did not come in until after our rally in November.”

Mike Farwell, Chief Steward at TruStage and OPEIU 39 Vice President, explained: “We started by having regular meetings with our membership and we came up with five priorities: wages that keep up with inflation, protecting our access to remote work, maintaining our pension, getting a strong healthcare package, and making sure we had job security.” The Union notes that over 1,200 jobs have been outsourced by TruStage in recent years. “This agreement made progress on our core priorities, and we felt confident recommending it to the membership.”

Sarah Larsen, a steward and member of the Union’s bargaining committee, added,

“We really enhanced the language protecting against discrimination and harassment. It really mattered to our group that we get this in writing from the Company.”

Highlights of the contract include:

- Wages: 15.5% retroactive to 2022, and 13.25% over the next four years;
- Remote work enshrined in the contract, plus a monthly allowance for expenses;
- Pension maintained through the life of the contract;
- Health insurance: protected integrity of existing HMO plan;
- Job Security: Brought more workers under the Union’s protection and representation.

“In a time where employers are going after pension plans, we’re proud that we’ve been able to hold on,” Roberts said.

“We still have a ways to go in future contracts, but it feels good to have this victory,” said Larsen.

Liz Kidder, a recent addition to the Union’s committee, summed up, “The Union is building a brighter future at TruStage.”