



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

SUBREGION 30  
310 West Wisconsin Avenue, Suite 450W  
Milwaukee, WI 53203-2246

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (414)297-3861  
Fax: (414)297-3880

August 3, 2023

Eduardo E. Castro, Attorney  
Pines Bach LLP  
122 W Washington Avenue, Suite 900  
Madison, WI 53703-2718

Re: CUNA Mutual Group  
Case 18-CA-311836

Dear Mr. Castro:

We have carefully investigated and considered your charge that CUNA Mutual Group has violated the National Labor Relations Act.

**Approval of Request to Withdraw Portion of the Charge:** This is to inform you that the Section 8(a)(1) and (3) portions of the charge and the Section 8(a)5 portions of the charge alleging the Employer violated the Act by unilaterally changing terms and conditions of employment and by failing to bargain, have been withdrawn with my approval. The balance of the charge, alleging the Employer failed and refused to provide information, remains outstanding.

**Conditional Decision to Dismiss Remaining Allegations:** I have concluded that further proceedings on the arguably meritorious allegations disclosed by the investigation are not warranted at this time. For the reasons set forth below, I have conditionally decided to dismiss your charge 6 months from this date.

Your charge alleges the Employer failed to provide certain information to which the Union was entitled while pursuing a grievance about a certain issue. I have conditionally decided to dismiss because the Employer has provided the necessary information.

If a meritorious charge involving other unfair labor practices is filed against the Charged Party during that period, I will reconsider whether further proceedings on this charge are warranted.

**Charging Party's Right to Appeal:** The Charging Party may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

**Means of Filing:** You must file your appeal electronically or provide a written statement explaining why electronic submission is not possible or feasible. Written instructions for the NLRB's E-Filing system and the Terms and Conditions of the NLRB's E-Filing policy are available at [www.nlr.gov](http://www.nlr.gov). See [User Guide](#). A video demonstration which provides [step-by-step instructions](#) and frequently asked questions are also available at [www.nlr.gov](http://www.nlr.gov). If you require additional assistance with E-Filing, please contact [e-Filing@nlrb.gov](mailto:e-Filing@nlrb.gov).

You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. If you cannot file electronically, please send the appeal and your written explanation of why you cannot file electronically to the **General Counsel** at the **National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me. The main telephone number for the Office of Appeals is **(202)273-3760**.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

**Appeal Due Date:** The appeal is due on **August 17, 2023**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than August 16, 2023. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before August 17, 2023**. The request may be filed electronically through the *E-File Documents* link on our website [www.nlr.gov](http://www.nlr.gov), by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after August 17, 2023, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

**Confidentiality:** We will not honor requests to limit our use of appeal statements or evidence. Upon a request under the Freedom of Information Act (FOIA) by a party during the processing of an appeal, the Agency's FOIA Branch discloses appeal statements, redacted for personal privacy, confidential source protection, or other applicable FOIA exemptions. In the

event the appeal is sustained, any statement or material submitted may be introduced as evidence at a hearing before an administrative law judge. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Very truly yours,

JENNIFER A. HADSALL  
Regional Director

By: /s/ Benjamin Mandelman

BENJAMIN MANDELMAN  
Officer in Charge

Enclosure

cc: Jim Denholm, VP of Human Resources  
CUNA Mutual Group  
5910 Mineral Point Rd  
Madison, WI 53705-4498

Daniel D. Barker  
Jackson Lewis  
22 East Miffin Street, Ste. 800  
Madison, WI 53703

Kathryn Bartlett-Mulvihill,  
President/Business Manager  
OPEIU Local 39  
701 Watson Avenue, Suite 102  
Madison, WI 53713

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD

**APPEAL FORM**

To: General Counsel  
Attn: Office of Appeals  
National Labor Relations Board  
1015 Half Street SE  
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

---

Case Name(s).


---

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

---

*(Signature)*

## E-FILING TO APPEALS

- Extension of Time:** This document is used when the Charging Party is asking for more time to efile an Appeal.
    - If an Extension of Time is e-filed, and there are additional documents to be e-filed simultaneously with it, please e-file those documents under the selection **Correspondence**.
    - After an Extension of Time has already been e-filed, any **additional** materials to add to the Extension of Time should be e-filed under **Correspondence**.
  - File an Appeal:** If the Charging Party does not agree with the Region's decision on the case, an Appeal can be e-filed.
    - Only **one (1) Appeal** can be e-filed to **each** determination in the Region's decision letter that is received.
    - After an Appeal has been e-filed, any **additional** materials to add to the Appeal should be e-filed under **Correspondence**.
  - Notice of Appearance:** Either party can e-file a Notice of Appearance if there is a new counsel representing one side or a different counsel.
    - This document is only e-filed with the Office of Appeals after a decision has been made by the Region.
    - This document can be e-filed **before** an Appeal is e-filed.
  - Correspondence:** Parties will **select** Correspondence when adding documents or supplementing the Appeal or Extension of Time.
    - Correspondence is used to e-file documents **after** an **Extension of Time, Appeal or Notice of Appearance** has been e-filed.
  - Position Statement:** The Charging Party or Charged Party may e-file a Position Statement.
    - The Charging Party will e-file this document as a supplement of the Appeal.
    - The Charged Party will specifically file one to support the Region's decision.
    - This document should be e-filed **after** an **Extension of Time, Appeal or Notice of Appearance** has been e-filed.
  - Withdrawal Request:** If the Charging Party decides to no longer pursue their appeal, he/she can e-file a Withdrawal Request to the Office of Appeals.
    - This document should be e-Filed **after** an **Extension of Time, Appeal or Notice of Appearance** has been e-filed.
- 
- The selections of **Evidence** or **Other** should no longer be used.
  - If you need to contact the Office of Appeals, please call **(202)273-3760**.