

Nyon, Switzerland
15.02.2023

sandra.jelinski@lmcu.org

Sandy Jelinski, Chief Executive Officer
Lake Michigan Credit Union
5540 Glenwood Hills Pkwy SE
Grand Rapids, MI 49512

Dear Ms. Jelinski,

On behalf of UNI Finance, part of UNI Global Union representing 20 million workers from over 150 different countries in the skills and services sector, including finance workers, we write to urge you to reinstate Ivan Diaz at the South Division Branch.

We were disheartened and outraged to hear about the news that Mr. Diaz was terminated on February 1st without warning or progressive discipline. The recent American Banker news article, "[Lake Michigan Credit Union fires employee who formed labor union](#)," highlights how it is far too common in the United States for workers to be retaliated against for exercising their right to freedom of association and organizing a union. Regardless of any concocted rationale, the anti-union animus expressed by LMCU management directly at Mr. Diaz in an email distributed to employees, appears to reveal your true motives. Further, the timing of his termination could not be more conspicuous—just weeks after workers at the South Division branch voted in favour of forming a union.

The right to organize a union is a fundamental convention of the International Labour Organization (ILO). Outside of the United States, it is commonplace in countries with independent trade unions for bank and finance workers to have union representation and collective bargaining rights. Over the last several years, union bank workers from Europe, South America, Asia and Africa have met with American bank workers at giant institutions like Wells Fargo, BNP Paribas and Santander whose stories of stressful working conditions, precarious job security, and the fear of getting fired for union organizing were shocking. We expected a not-for-profit credit union like LMCU to behave differently than the giant anti-union American banks.

We will not waver from our steadfast support for American finance workers to form unions. Therefore, we strongly urge you to immediately reinstate Mr. Diaz as a good faith gesture to repair the damage his firing has caused by creating a chilling and instilling fear among other LMCU employees who are considering whether to form a union.

Sincerely,



Angelo Di Cristo
Head of Department
UNI Finance – UNI Global Union