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COMMITTEE ON
EDUCATION AND WORKFORCE
U.S. HOUSE OF REPRESENTATIVES
2176 RAYBURN HOUSE OFFICE BUILDING
WASHINGTON, DC 20515-6100

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October 30, 2026

Shawn Fain
President
International Union, United Automobile, Aerospace and Agricultural Implement Workers of America
8000 East Jefferson Avenue
Detroit, MI 48214

Dear Mr. Fain:

The Committee on Education and Workforce (Committee) is investigating whether members of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) employed by John Deere had a fair opportunity to participate in the August 23, 2026 contract extension vote and sufficient information to verify its outcome. The Committee has received reports raising concerns about voting hours, locations, and the UAW's failure to disclose vote totals. These reports raise questions about whether members had access to the ballot and whether the voting process provided transparency and accountability.

John Deere proposed extending the current collective bargaining agreement, scheduled to expire in October 2027, through 2029. On August 23, 2026, the UAW announced that members rejected the extension.[1]

The Committee recognizes and respects the right of workers to decide whether a proposed collective bargaining agreement serves their interests. This inquiry does not concern whether UAW members should have accepted or rejected John Deere's proposal. Rather, the Committee seeks to ensure that when union members exercise that choice, they have a fair opportunity to participate and can have confidence that their votes are accurately counted and reported.

The Committee has received reports that the Sunday voting hours did not adequately accommodate employees working second and third shifts; that some voting locations were

[1] Bob Tita, *UAW Workers Reject Deere's Contract Extension Offer, Setting Up 2027 Battle*, WALL ST. J., Aug. 24, 2026, https://www.wsj.com/business/uaw-workers-reject-deeres-contract-extension-offer-setting-up-2027-battle-ff5165b0; UAW, UAW DEERE MEMBERS REJECT CONTRACT EXTENSION OFFER (Aug. 23, 2026), https://uaw.org/uaw-deere-members-reject-contract-extension-offer/.

changed from those traditionally used and were inconvenient for members; and that the UAW declined an offer to use John Deere facilities. Union members also reportedly requested vote totals but were unable to obtain them. These reports warrant examination of how the vote was conducted, how ballots were counted, and how the results were communicated to members.

The UAW's constitution provides for membership ratification and expressly allows alternative procedures approved by a UAW Regional Director to encourage greater participation.[2] Its preamble also calls for transparency, democratic participation, and communication by elected union leaders.[3] Union members should be able to trust that these commitments are upheld when voting on matters affecting their wages, benefits, and working conditions.

The *National Labor Relations Act* (NLRA) grants an exclusive bargaining representative authority to represent all employees in a bargaining unit.[4] The *Labor-Management Reporting and Disclosure Act of 1959* (LMRDA) protects union members' equal rights to vote in union elections or referendums, subject to reasonable constitutional and bylaw provisions.[5] The Committee seeks to determine whether additional safeguards are needed to ensure access to, recordkeeping for, and disclosure of contract ratification votes and greater transparency in the reporting of their results.

To assist the Committee in determining whether legislative action is warranted, please provide the following documents and information by no later than November 13, 2026:

1. All documents and communications concerning selection of the date and hours for the August 23, 2026 contract ratification vote, including consideration of employees' work shifts and the officials responsible for those decisions.

2. All documents and communications concerning the selection of voting locations, including changes from previous John Deere voting locations; offers to use John Deere facilities; and the UAW's consideration of, response to, and reasons for declining any such offer.

3. Documents sufficient to show the results of the August 23 vote, both in the aggregate and separately by local union and voting location, identifying the following: (a) the number of eligible voters; (b) the number of ballots cast; (c) the number of votes and percentages for and against the contract extension; and (d) the number of challenged, spoiled, voided, or otherwise uncounted ballots. Provide all tally sheets, tabulations, and certifications supporting those results.

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[2] UAW CONSTITUTION, art. 19, § 3, at 60 (2022), https://region9.uaw.org/sites/default/files/updated-2022-constitution-3.13.23-final-copy.pdf.
[3] UAW CONSTITUTION, preamble, art. 19, §§ 3-4 (2022), https://region9.uaw.org/sites/default/files/updated-2022-constitution-3.13.23-final-copy.pdf.
[4] NLRA § 9(a), 29 U.S.C. § 159(a).
[5] LMRDA § 101(a)(1), 29 U.S.C. § 411(a)(1).

4. Documents sufficient to show the procedures used to administer, secure, count, tabulate, certify, and retain ballots and election records for the August 23 vote as well as documents sufficient to identify by name and title the individuals responsible for each function.

5. Documents sufficient to show the constitutional provisions, rules, policies, and procedures governing the August 23 vote, including those regarding notice, eligibility, voting hours and locations, observers, ballot security, counting, certification, disclosure, inspection, challenges, appeals, and recounts. Identify applicable deadlines and provide any approvals of alternative ratification procedures.

6. All documents and communications concerning efforts to facilitate participation in the August 23 vote, including consideration of longer hours, multiple days or locations, workplace voting, or other alternatives.

7. All documents and communications concerning disclosure of the August 23 vote results to UAW members, including turnout, totals, margins, and results by local union.

8. All documents and communications related to any decision to withhold vote results as well as documents sufficient to identify by name and title each official responsible for any such decision.

9. All documents and communications concerning UAW member complaints, questions, objections, requests for results, challenges, appeals, or recount requests relating to the August 23 vote, and UAW's responses.

10. All documents and communications between the UAW and John Deere-representing local unions concerning scheduling, locations, administration, tabulation, certification, or disclosure of the August 23 vote results.

This inquiry builds on the Committee's ongoing oversight of UAW accountability and transparency toward its rank-and-file members.[6] The Committee has jurisdiction over "labor generally" under House Rule X, including the NLRA and LMRDA.[7] Your responses will assist Congress in determining whether amendments to the NLRA and LMRDA are warranted.

Thank you for your prompt attention to this request. Please contact Committee staff at 202-225-4527 with any questions.

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[6] *See* Letter from Chairman Tim Walberg & Subcommittee Chairman Rick W. Allen to Shawn Fain, President, UAW (Sept. 11, 2025), https://edworkforce.house.gov/uploadedfiles/09.11.25_uaw_oversight_letter.pdf; letter from Chairman Tim Walberg & Subcommittee Chairman Rick W. Allen to Shawn Fain, President, UAW (Aug. 6, 2026), https://edworkforce.house.gov/news/documentsingle.aspx?DocumentID=413678.

[7] RULES OF THE U.S. HOUSE OF REPRESENTATIVES, Rule X, cl. 1(e)(6) (119th Cong.) (2025), https://rules.house.gov/sites/evo-subsites/rules.house.gov/files/documents/houserules119thupdated.pdf; RULES OF THE COMMITTEE ON EDUCATION AND WORKFORCE, Rule 3(a) (119th Cong.) (jurisdiction over the NLRA and LMRDA), https://edworkforce.house.gov/uploadedfiles/119th_ew_rules.pdf.

Sincerely,

Tim Walberg
Chairman

Rick W. Allen
Chairman
Subcommittee on Health, Employment,
Labor and Pensions

Enclosure

Responding to Committee Document Requests

1. The International Union, United Automobile, Aerospace and Agricultural Implement Workers of America's (UAW) response to questions and request(s) should be answered or provided in a separate document and not included inside a narrative response.

2. In complying with this request, you should produce all responsive documents that are in UAW's possession, custody, or control, whether held by you or other past or present employees of UAW, or a representative acting on your behalf. Your response should also produce documents that you have a legal right to obtain, that UAW has a right to copy or to which you have access, or that you have placed in the temporary possession, custody, or control of any third party.

3. Records, documents, data, or information that have been requested and/or are related to underlying requests should not be destroyed, modified, removed, transferred or otherwise made inaccessible to the Committee on Education and Workforce (the "Committee").

4. If any entity, organization, or individual denoted in this request has been, or is also known by any other name than that herein denoted, the request shall be read also to include that alternative identification.

5. The Committee's preference is to receive documents in electronic form (i.e., email, CD, memory stick, or thumb drive) in lieu of paper productions. To the extent responses are provided in paper form, any documents that are stapled, clipped, or otherwise fastened together should not be separated. Documents produced in response to a request should be produced together with copies of file labels, dividers, or identifying markers with which they were associated when this request was issued.

6. Regardless of format, documents produced pursuant to this request should be produced in the order in which they appear in your files and should not be rearranged. Indicate the office or division and person from whose files each document was produced.

7. Regardless of format, documents produced to the Committee should include an index describing the contents of the production and a total page count for the entire production. To the extent more than one CD, hard drive, memory stick, thumb drive, box or folder is produced, each CD, hard drive, memory stick, thumb drive, box, or folder should contain an index describing its contents. Documents produced in electronic format should also be identified and indexed electronically.

8. Electronic document productions should be prepared according to the following standards:

    (a) The production should consist of single page Tagged Image File ("TIF"), files accompanied by a Concordance-format load file, an Opticon reference file, and a file defining the fields and character lengths of the load file.

(b) Document numbers in the load file should match document Bates numbers and TIF file names.

(c) If the production is completed through a series of multiple partial productions, field names and file order in all load files should match.

9. All documents shall be Bates-stamped sequentially and produced sequentially.

10. When you produce documents, you should individually identify the paragraph, question number, or request number in the Committee's request to which the documents respond.

11. It shall not be a basis for refusal to produce documents that any other person or entity—either inside or outside of UAW—also possesses non-identical or identical copies of the same documents.

12. If any of the requested information is only reasonably available in machine-readable form (such as on a computer server, hard drive, or computer backup tape), UAW's staff should consult with the Committee staff to determine the appropriate format in which to produce the information.

13. If compliance with any request cannot be made in full, compliance shall be made to the extent possible and shall include a written explanation of why full compliance is not possible.

14. If UAW does not expect to produce all documents responsive to a request by the date requested, UAW's staff shall consult with the Committee as soon as it is known UAW cannot meet the deadline, but no later than 24 hours before the due date to explain:

    (a) what will be provided by the due date;
    (b) why UAW believes certain materials cannot be produced by the due date; and
    (c) UAW's proposed timeline for providing any omitted information.

15. If any document responsive to this request was, but no longer is, in your possession, custody, or control, or has been placed into the possession, custody, or control of any third party and cannot be provided in response to this request, you should:

    (a) identify the document, including its date, author, subject, and recipients;
    (b) explain the circumstances under which the document ceased to be in your possession, custody, or control, or was placed in the possession, custody, or control of a third party;
    (c) state how the document was disposed of;
    (d) identify the name, current address, and telephone number of the person who currently has possession, custody, or control over the document;
    (e) state the date of disposition; and
    (f) identify the name, current address, and telephone number of each person who authorized said disposition or who had or has knowledge of said disposition.

16. If any document responsive to this request cannot be located, identify the document and describe with particularity the efforts made to locate the document and the specific reason for its disappearance, destruction, or unavailability.

17. In the event that a document or portion of a document is withheld on the basis of alleged privilege, provide a privilege log containing the following information concerning any such document or redaction:

    (a) Bates number(s);
    (b) the alleged privilege asserted and the grounds therefor;
    (c) the type of document;
    (d) the general subject matter;
    (e) any other description necessary to identify the document;
    (f) the date, author, and addressee; and
    (g) the relationship of the author and addressee to each other.

If a claimed privilege applies to only a portion of any document, that portion only should be withheld and the remainder of the document should be produced.

18. Any objections or claims of privilege are waived if you fail to provide an explanation of why full compliance is not possible and a log identifying with specificity the ground(s) for withholding each withheld document prior to the request compliance date.

19. In complying with the request, be apprised that (unless otherwise determined by the Committee) the Committee does not recognize: any purported non-disclosure privileges associated with the common law including, but not limited to, the deliberative-process privilege, the attorney-client privilege, and attorney work product protections; any purported privileges or protections from disclosure under the *Freedom of Information Act*; or any purported contractual privileges, such as non-disclosure agreements.

20. Any assertion by a request recipient of any such non-constitutional legal bases for withholding documents or other materials, for refusing to answer any deposition question, or for refusing to provide hearing testimony, shall be of no legal force and effect and shall not provide a justification for such withholding or refusal, unless and only to the extent that the Committee (or the chair of the Committee, if authorized) has consented to recognize the assertion as valid.

21. If a date or other descriptive detail set forth in this request referring to a document, communication, meeting, or other event is inaccurate, but the actual date or other descriptive detail is known to you or other UAW employees, or is otherwise apparent from the context of the request, you should produce all documents that would be responsive as if the date or other descriptive detail were correct.

22. The time period covered by this request is included in the attached request. To the extent a time period is not specified, produce relevant documents from January 1, 2026, to the present.

23. This request is continuing in nature and applies to any newly-discovered information. Any record, document, compilation of data, or information, not produced because it has not been located or discovered by the return date, shall be produced immediately upon subsequent location or discovery. Such submission shall include an explanation as to why the information was not produced originally.

24. If physical documents are to be delivered, documents should be delivered to the Majority Staff in Room 2176 of the Rayburn House Office Building during Committee office hours (9am-5pm, unless other arrangements are made) and signed by a member of the staff upon delivery.

25. Upon completion of the document production, UAW's written response should include a written certification, signed by President Shawn Fein or his designee, stating that:

    (a) a diligent search has been completed of all documents in your possession, custody, or control that reasonably could contain responsive documents; and
    (b) all documents located during the search that are responsive have been produced to the Committee.

Definitions

1. The term "document" means any written, recorded, or graphic matter of any nature whatsoever, regardless of how recorded, and whether original or copy, including, but not limited to, the following: memoranda, reports, expense reports, books, manuals, instructions, financial reports, working papers, records, notes, letters, notices, confirmations, telegrams, receipts, appraisals, pamphlets, magazines, newspapers, prospectuses, inter-office and intra-office communications, electronic mail (e-mail), contracts, cables, notations of any type of conversation, telephone call, meeting or other communication, bulletins, printed matter, computer printouts, teletypes, invoices, transcripts, diaries, analyses, returns, summaries, minutes, bills, accounts, estimates, projections, comparisons, messages, correspondence, press releases, circulars, financial statements, reviews, opinions, offers, studies and investigations, questionnaires and surveys, and work sheets (and all drafts, preliminary versions, alterations, modifications, revisions, changes, and amendments of any of the foregoing, as well as any attachments or appendices thereto), and graphic or oral records or representations of any kind (including without limitation, photographs, charts, graphs, microfiche, microfilm, videotape, recordings and motion pictures), and electronic, mechanical, and electric records or representations of any kind (including, without limitation, tapes, cassettes, disks, and recordings) and other written, printed, typed, or other graphic or recorded matter of any kind or nature, however produced or reproduced, and whether preserved in writing, film, tape, disk, videotape, or otherwise. A document bearing any notation not a part of the original text is to be considered a separate document. A draft or non-identical copy is a separate document within the meaning of this term.

2. The term "documents in your possession, custody or control" means documents that are in your possession, custody, or control, whether held by you or your past or present agents, employees, or representatives acting on your behalf; documents that you have a legal right to

obtain, that you have a right to copy, or to which you have access; and/or documents that have been placed in the possession, custody, or control of any third party.

3. The term "communication" means each manner or means of disclosure or exchange of information, regardless of means utilized, whether oral, electronic, by document or otherwise, and whether in a meeting, by telephone, facsimile, email, regular mail, telexes, releases, or otherwise.

4. The terms "and" and "or" shall be construed broadly and either conjunctively or disjunctively to bring within the scope of this request any information which might otherwise be construed to be outside its scope. The singular includes plural number, and vice versa. The masculine includes the feminine and neuter genders.

5. The terms "person" or "persons" mean natural persons, firms, partnerships, associations, corporations, subsidiaries, divisions, departments, joint ventures, proprietorships, syndicates, or other legal, business, or government entities, and all subsidiaries, affiliates, divisions, departments, branches, or other units thereof.

6. The term "identify," when used in a question about individuals, means to provide the following information: (a) the individual's complete name and title; and (b) the individual's business address and phone number.

7. The term "referring or relating," with respect to any given subject, means anything that constitutes, contains, embodies, reflects, identifies, states, refers to, deals with or is pertinent to that subject in any manner whatsoever.

8. The term "entity" includes any lawful association, corporation, partnership, proprietorship, trust, institution, or individual that has the legal capacity to: (1) enter into agreements and contracts; (2) assume obligations; (3) incur and pay debts; (4) sue and be sued in its own right; and (5) be accountable for illegal activities.

9. The term "privilege" includes, but is not limited to, any claim that a document either may or must be withheld from production pursuant to any statute, rule, or regulation.

10. The term "employee" means agent, borrowed employee, casual employee, consultant, de facto employee, joint adventurer, loaned employee, part-time employee, permanent employee, provisional employee, contract employee, contractor, or any other type of service provider.

11. The term "UAW" means UAW, including (i) its predecessors, successors, wholly or partly owned direct or indirect subsidiaries, divisions, affiliates, local unions, boards, and joint ventures and (ii) any current, past, or future partners, officers, directors, employees, representatives, or agents of any of the above entities.