

MAJORITY MEMBERS:

TIM WALBERG, MICHIGAN, *Chairman*

JOE WILSON, SOUTH CAROLINA
VIRGINIA FOXX, NORTH CAROLINA
GLENN THOMPSON, PENNSYLVANIA
GLENN GROTHMAN, WISCONSIN
ELISE M. STEFANIK, NEW YORK
RICK W. ALLEN, GEORGIA
JAMES COMER, KENTUCKY
BURGESS OWENS, UTAH
LISA C. MCCLAIN, MICHIGAN
MARY E. MILLER, ILLINOIS
JULIA LETLOW, LOUISIANA
KEVIN KILEY, CALIFORNIA
MICHAEL RULLI, OHIO
JAMES C. MOYLAN, GUAM
ROBERT F. ONDER, JR., MISSOURI
RYAN MACKENZIE, PENNSYLVANIA
MICHAEL BAUMGARTNER, WASHINGTON
MARK HARRIS, NORTH CAROLINA
MARK B. MESSMER, INDIANA
RANDY FINE, FLORIDA



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

MINORITY MEMBERS:

ROBERT C. "BOBBY" SCOTT, VIRGINIA,
Ranking Member

JOE COURTNEY, CONNECTICUT
FREDERICA S. WILSON, FLORIDA
SUZANNE BONAMICI, OREGON
MARK TAKANO, CALIFORNIA
ALMA S. ADAMS, NORTH CAROLINA
MARK DESAULNIER, CALIFORNIA
DONALD NORCROSS, NEW JERSEY
LUCY MCBATH, GEORGIA
JAHANA HAYES, CONNECTICUT
ILHAN OMAR, MINNESOTA
HALEY M. STEVENS, MICHIGAN
GREG CASAR, TEXAS
SUMMER L. LEE, PENNSYLVANIA
JOHN W. MANNION, NEW YORK
YASSAMIN ANSARI, ARIZONA

August 7, 2025

Randi Weingarten
President
American Federation of Teachers
555 New Jersey Avenue NW
Washington, DC 20001

Dear Ms. Weingarten:

The Committee on Education and Workforce (Committee) is examining allegations that senior officers of the American Federation of Teachers (AFT) have misused union funds for personal benefit. The Committee has received reports describing first-class travel, family-related expenses, and large vendor payments that appear unrelated to legitimate representational activities. If substantiated, these allegations reveal a troubling lack of accountability within AFT leadership. It is the Committee's responsibility to conduct oversight to protect union members. As such, the Committee seeks to ascertain the truth of these allegations and whether the alleged conduct may warrant reform of the *Labor-Management Reporting and Disclosure Act* (LMRDA).

Ensuring that unions and their leadership are properly safeguarding their funds and assets is important to the Committee. The LMRDA imposes duties on union officers to manage funds and assets solely for the benefit of the union and prohibits certain financial transactions.¹ As such, the Committee is investigating this matter to better determine whether the LMRDA should be amended to strengthen its financial integrity and transparency requirements.

The magnitude of recent AFT officer reimbursements raises questions about the adequacy of your current treasury oversight practices. AFT's Fiscal Year (FY) 2024 Form LM-2 shows that you received \$42,105 in additional disbursements² on top of your \$457,769 gross salary³ (which,

¹ See 29 U.S.C. § 501 (outlining fiduciary responsibility of officers of labor organizations).

² Under the Department of Labor's Form LM-2 instructions, "disbursements" to officers include all salaries and any direct or indirect payments such as cash, property, goods, services, or other things of value, made to the officer or to another party on the officer's behalf. Such payments must be reported in Schedule 11 for officers. U.S. Dep't of Lab., Off. of Lab.-Mgmt. Standards, Reporting Officer and Employee Payments on Form LM-2, <https://www.dol.gov/agencies/olms/compliance-assistance/tips/lm-2-reporting-officer-employee-payments>.

³ TEACHERS AFL-CIO, FORM LM-2 FY 2024 (Sept. 27, 2024), <https://olmsapps.dol.gov/query/orgReport.do?rptId=898876&rptForm=LM2Form>.

notably, is more than six times the average teacher salary of \$72,030).⁴ Committee sources allege that part of your reimbursements covered personal international travel unrelated to AFT business and that union funds were used to provide you with a full-time private driver.⁵ AFT's LM-2 filings also list disbursements to Alpine Limousine Service, Inc., with payments totaling over \$100,000 in each of the previous two fiscal years.⁶ Alpine advertises "luxurious, reliable, and professional limousine services" featuring private chauffeurs.⁷ Using union funds to pay a luxury private limousine service suggests that AFT is financing personal conveniences for senior officers rather than using union funds appropriately.

Federal law is clear about union officers' fiduciary responsibilities. Section 501(a) of the LMRDA states:

The officers, agents, shop stewards, and other representatives of a labor organization occupy positions of trust in relation to such organization and its members as a group. It is, therefore, the duty of each such person ... to hold its money and property solely for the benefit of the organization and its members and to manage, invest, and expend the same in accordance with its constitution and bylaws and any resolutions of the governing bodies adopted thereunder⁸

Expenditures of union dues on luxury limousine services or other personal conveniences for senior officers are difficult to reconcile with that statutory duty to manage the union's expenses solely for the benefit of AFT and its members. Further, if AFT's governing documents do not self-regulate this type of spending, additional legislative safeguards may be necessary.

Meanwhile, Secretary-Treasurer Fedrick Ingram received a gross salary of \$301,892 in FY 2024, plus an additional allowance⁹ of \$76,200 in 2024 and in each of the previous three fiscal years.¹⁰ This regularity is unusual: every other officer or employee who received more than \$5,000 in annual allowances saw their payments fluctuate from year to year.¹¹ Furthermore, in each of those years, Ingram's allowance exceeded that of any other officer or employee by more than \$30,000. These discrepancies raise questions about how allowances are calculated and utilized.¹² Absent detailed documentation and effective oversight, such expenditures may not be

⁴ NAT'L EDUC. ASS'N, EDUCATOR PAY IN AMERICA (Apr. 29, 2025), <https://www.nea.org/resource-library/educator-pay-and-student-spending-how-does-your-state-rank>.

⁵ It is unclear whether any private driver services were included in the \$42,105 in additional disbursements shown on the FY 2024 Form LM-2.

⁶ See Forms LM-2 available on the Department of Labor's website for June 30 fiscal years ending in 2022, 2023 and 2024 (file number 000012), <https://olmsapps.dol.gov/olpdr/>.

⁷ OUR FLEET, ALPINE LIMOUSINE SERVICE, INC., <https://alpinelimousinenyc.com/#fleet>.

⁸ 29 U.S.C. § 501(a).

⁹ The Department of Labor requires unions to report "the total allowances made by direct and indirect disbursements to each officer on a daily, weekly, monthly, or other periodic basis" in Schedule 11, column (E). U.S. Dep't of Lab., Off. of Lab.-Mgmt. Standards, *Instructions for Form LM-2 Labor Organization Annual Report*, 17 (rev. 2020), https://www.dol.gov/sites/dolgov/files/olms/regs/compliance/GPEA_Forms/2020/efile/LM-2_instructionsRevised2020.pdf

¹⁰ FORM LM-2, *supra* note 6, at Sched. 11.

¹¹ *Id.*

¹² *Id.*

transparent, which may hide the extent of personal benefits, leaving union members' dues vulnerable to misuse.

To assist the Committee in determining whether legislative action is warranted, please produce the documents and information listed below by no later than August 21, 2025:

1. State whether AFT authorizes first-class or business-class air travel for its officers when using union funds, and if so describe the circumstances under which such bookings are permitted;
2. Documents sufficient to show how AFT officer allowances are, or have been, calculated and the process for approving those payments from FY 2022 to present;
3. Documents sufficient to show the current process for approving officer reimbursements;
4. Documents sufficient to show the current policy governing officer compensation, allowances, and reimbursements for use of private car or driver services;
5. For any private car or driver service used by or assigned to an AFT officer since FY 2022 where AFT's payments exceeded \$25,000 in a fiscal year, provide the vendor name, the officer(s) served, the total amount paid per fiscal year, and the related contracts or invoices;
6. Identify each international trip paid in whole or in part with union funds, including cost and purpose, for any officer whose reimbursements exceeded \$40,000 from FY 2022 to present;
7. State whether AFT has paid for travel or lodging for an officer's family member since FY 2022;
8. All documents from FY 2022 to present, including AFT's constitution, bylaws, and resolutions which, in accordance with the LMRDA, dictate how AFT manages, invests, and expends its money and property;
9. Identify the AFT officers or governing bodies charged with ensuring union fund expenditures are appropriate and documented correctly, including on form LM-2;
10. All financial audits, from FY 2022 to present, as required by AFT's bylaws.¹³

¹³ Const. and Bylaws, Am. Fed'n of Tchrs., art. VIII § 3 (July 2024).

Randi Weingarten

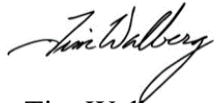
August 7, 2025

Page 4

The Committee has jurisdiction over “labor generally,” as set forth in House Rule X.¹⁴ It also has jurisdiction over the LMRDA.¹⁵ Your responses to the Committee’s requests may provide important assistance to Congress in determining whether legislative changes are warranted.¹⁶

Thank you for your prompt attention to this request.

Sincerely,



Tim Walberg
Chairman



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

Enclosure

¹⁴ RULES OF THE U.S. HOUSE OF REPRESENTATIVES, Rule X cl. 1(e)(6) (119th Cong.) (2025).

¹⁵ RULES OF THE COMM. ON EDUC. & WORKFORCE 3 (119th Cong.) (jurisdiction over LMRDA), <https://docs.house.gov/meetings/ED/ED00/20250115/117778/HMTG-119-ED00-20250115-SD002.pdf>.

¹⁶ See *Trump v. Mazars USA*, 591 U.S. 848, 863 (2020) (internal citations omitted).

Responding to Committee Document Requests

1. The American Federation of Teachers' (AFT) 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 AFT's possession, custody, or control, whether held by you or other past or present employees of AFT, or a representative acting on your behalf. Your response should also produce documents that you have a legal right to obtain, that AFT 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 AFT—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), AFT'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 AFT does not expect to produce all documents responsive to a request by the date requested, AFT's staff shall consult with the Committee as soon as it is known AFT 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 AFT believes certain materials cannot be produced by the due date; and
 - (c) AFT'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 AFT 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, 2021, 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, AFT's written response should include a written certification, signed by President Randi Weingarten or her 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, reflect s, 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 “AFT” means AFT, 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.