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January 8, 2026

Alex MacDonald  
Co-Chair, Workplace Policy Institute  
Littler Mendelson P.C.  
815 Connecticut Ave. Suite 400  
Washington, DC 20006

Dear Mr. MacDonald:

Thank you again for testifying before the Subcommittee on Health, Employment, Labor, and Pensions at the hearing titled "Ensuring Union Leaders Represent Members, Not Agendas." Enclosed are additional questions following the hearing. Please provide a written response no later than January 29, 2026, for inclusion in the hearing record. The response should be sent to Katerina Kerska of the Committee staff who can be contacted at (202) 226-9435 or [Katerina.Kerska@mail.house.gov](mailto:Katerina.Kerska@mail.house.gov).

We appreciate your contribution to the work of the Subcommittee.

Sincerely,

A handwritten signature in blue ink that reads "Rick W. Allen".

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

**Questions for the Record from  
REPRESENTATIVE BOB ONDER (R-MO)**

**Committee on Education and Workforce  
HELP Subcommittee hearing titled: “Ensuring Union Leaders Represent Members, Not  
Agendas”**

**Wednesday, December 17, 2025  
10:15 A.M.**

**Question(s) for Alex MacDonald, Co-Chair, Workplace Policy Institute, Littler Mendelson  
P.C.**

1. Some may criticize the *Endorsement Transparency Act* by claiming that compelling unions to disclose survey results violates the “free speech rights” of the union. Mr. MacDonald, labor unions have First Amendment rights like any other group. How do you respond to the concern that my legislation would affect a union’s speech rights?
  
2. Other critics of the *Endorsement Transparency Act* have suggested that political decisions such as endorsing a U.S. presidential candidate should be made exclusively by union leadership, the union bosses, because they are supposedly more informed about the issues. How would you respond to that criticism?