

Dear Mr. McGorty:

On July 16, 2026, a comment was posted on Mr. Lehman's public Facebook page, in direct response to his campaign statement on the federal criminal investigation into UAW President Shawn Fain. The comment consisted of an AI-generated image depicting Mr. Lehman bound with rope, gagged, with blood running from his mouth. Behind him, a masked man is aiming a rifle at his back. It depicts him as a hostage awaiting execution.

The post was made by Raymond L. Jensen Jr., recent UAW Region 9 Assistant Director, the region to which Mr. Lehman belongs. Mr. Jensen's total compensation in 2025, as reported in the union's LM-2 filing with the Department of Labor, was approximately \$202,000. His Facebook profile prominently displays an "I Support Shawn Fain" campaign badge. The significance of these facts cannot be evaded. When a highly paid functionary of the incumbent administration, publicly identified with the president's re-election campaign, posts an image of the opposition candidate gagged, bleeding, and under the gun, the message transmitted to the UAW membership is unmistakable: extreme violence against Will Lehman is encouraged and enjoys the sanction of the union leadership.

This behavior violates the LMRDA. Title 29 U.S.C. § 411(a)(1) and (2) guarantee Mr. Lehman's right to express his views on candidates and union affairs and § 530 makes it a federal crime to use or threaten force or violence to restrain, coerce, or intimidate a union member for the purpose of interfering with the exercise of those rights. The image posted by Mr. Jensen violates these provisions.

Your office has an explicit responsibility to investigate this matter and to take appropriate action.

The monitor's own conduct has contributed to the present situation. Mr. Lehman's earlier complaints of harassment and interference—which are the subject of our scheduled meeting on July 23—were not seriously investigated. From this inaction, the UAW leadership drew the conclusion that it could threaten Mr. Lehman with impunity. Mr. Jensen evidently shared that confidence. He posted this image publicly, under his own name, wearing the UAW president's campaign colors, without the slightest apparent fear of consequence. In this context it is also notable that your office has recently determined Mr. Fain and the entrenched UAW leadership has perpetrated a

toxic climate of retribution, and that Mr. Fain himself has personally threatened to “slit throats” of his opponents.

It now falls to the monitor to forcefully and unequivocally disabuse the UAW and Mr. Fain of the notion that their conduct will go unpunished by the monitor law firms.

In 1969, the leadership of the United Mine Workers cultivated precisely such an atmosphere against the dissident presidential candidate Jock Yablonski. The campaign of intimidation ended with Yablonski, his wife, and his daughter murdered in their beds on the orders of UMW President Tony Boyle, the assassination financed with union funds. It was that crime, above all, which established why federal supervision of union elections exists—the very authority under which your office operates. Even if Mr. Fain and the UAW leadership contemplate no such action, the message contained in the image Mr. Jensen posted on Mr. Lehman’s page is unmistakable, and it is being read by others. In fact, Jensen’s posting was first brought to Will Lehman’s attention by co-workers who had read it on his campaign page. We have no way of knowing how many other UAW members—hundreds or even thousands—have already seen Jensen’s provocative image.

Accordingly, on behalf of Mr. Lehman, we demand the following:

1. A full-scale investigation of the posting, encompassing not only Mr. Jensen’s conduct but the knowledge, encouragement, or acquiescence of the UAW leadership, including whether any officer or staff member was aware of, endorsed, or circulated the image.
2. A public repudiation of the threat by the UAW; a formal apology to Mr. Lehman; and an unequivocal, public declaration by the union that it recognizes and fully supports Mr. Lehman’s right to conduct his campaign, and that threats against him will not be tolerated. This declaration—in both video and printed form—must be circulated to the entire UAW membership.
3. As your office investigates the matter, an immediate public statement by your office warning that such threats will not be tolerated and announcing that an investigation has been initiated.
4. The immediate suspension of Raymond Jensen from his position without pay, pending completion of the investigation, with all appropriate legal and disciplinary sanctions to follow upon a formal determination of his responsibility.

5. Referral of the matter to the Department of Labor's Office of Labor-Management Standards and, as warranted, to federal law enforcement for evaluation under 29 U.S.C. § 530 and applicable criminal statutes governing the transmission of threats.
6. The adoption and communication of affirmative measures, consistent with the Monitor's mandate under the Consent Decree and the LMRDA, to guarantee that the remainder of the 2026 election is conducted free of intimidation—including notice to all UAW staff that participation in threats or harassment directed at any candidate will result in discipline and referral for prosecution.

In light of these events, the scope of the July 23 meeting must be enlarged. That meeting was convened to review the Monitor's handling of Mr. Lehman's earlier complaint. It must now also encompass a full accounting of the specific measures the Monitor has taken in response to this latest threat. We expect that by that date you will be in a position to report concretely on each of the demands enumerated above. The two matters are not separable. The inadequate response to the first complaint is the soil in which this threat grew, and the meeting must address both the earlier event and the latest threat.

Attached to this letter are: (1) a screenshot of Mr. Jensen's comment as it appeared on Mr. Lehman's Facebook page, (2) a photo of Jensen's profile picture, and (3) a photo of Jensen with Fain. We have additionally preserved the direct URL of the comment, archived captures of the page, and Mr. Jensen's publicly available employment and compensation records from the union's LM-2 filings, all of which will be provided upon request. We ask that your office take immediate steps to preserve the original post and any related communications, and that you direct the UAW to issue a litigation hold covering Mr. Jensen's communications concerning Mr. Lehman.

The Monitor's response to this incident will be understood—by Mr. Lehman, by the UAW membership, and by Solidarity House—as a measure of whether the protections of the Consent Decree are real.

Sincerely,
Eric Lee