



RE-ELECT Terry HARR AFM INTERNATIONAL EXECUTIVE BOARD

June 18, 2007

A dark cloud of unresolved conflict hangs over our Union – a conflict that was manufactured unnecessarily after the 2003 Convention and now threatens the Union's existence. Many

of you have joined with me in an effort to mediate the parties. Unfortunately, some of your elected officials resist such efforts because they benefit politically from allowing it to continue. The effects upon us are disastrous, misdirecting our time and dissipating our energy. Employers benefit as well, exploiting our internal chaos to their advantage. The AFM becomes weaker, smaller and more expensive. Unless our internal differences are quickly settled, I am afraid we will never be able to move forward and address our most serious problem – *membership loss*.

Here is what I believe we need to repair, reinvigorate and reclaim our AFM:

Honest Leadership. There is a crisis of trust and credibility toward our leadership that destroys solidarity. We can restore trust by electing leaders who are not afraid of open, honest dialogue in an atmosphere devoid of fear or threats of political retaliation. Our members need a strong Union that can come together to meet challenges, not one that is paralyzed and deliberately divided for political gain.

Straight Talk. Our internal political and financial difficulties seem to defy solution, yet they exist because the AFM's leadership created them. Resolving our problems demands more than mere platitudes, trendy new programs and expensive meetings. It requires straight talk from those who possess the strength and ability to motivate this Union to redefine the way we act – to act positively in support of each other.

Right on the Money. The costs of the Union's chronic internal problems are being felt today in this room. You are being asked to raise more money to pay for this unresolved conflict, despite the fact that the conflict itself represents a large, reducible cost. Enormous legal fees, higher overhead, lower morale, increased stress, employee turnover, reduced collaboration, damaged credibility, negative attention, fractured alliances, and growing distrust all result in recruitment difficulty, membership loss and lost revenue. Do your members want dues increases to pay for more of this? I certainly don't.

Putting the Union First means *putting the members first*. We can no longer afford to elect leaders who continually place their own selfish personal and political interests ahead of our member's interests. We need leaders who will use the inherent strengths of the Union to focus our members' power together and move it forward, who won't bleed it for personal or political purposes.

Looking to the Future. I want a stronger American Federation of Musicians, not a weaker, divided one. Without this Union, our members – your friends and mine – will suffer. The strength of a Union depends on its Unity. Our financial health depends on cost reduction, institutional efficiency, aggressive recruitment and effective organizing. None of this can be achieved without resolving the divisive internal conflicts that threaten to destroy our Union. You can help by supporting my candidacy for International Executive Board. ***I'll be right on the money with honest leadership and straight talk, and I'll always put the Union first.*** Please vote for me and together,

Let's Give Peace a Chance!

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