

Steve G. Young
AFM President
Emeritus



73 Grandview Place
Montclair, NJ 07043

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Dear Delegates,

The continued existence of our proud union is at stake in this extremely important Convention election. Only you can help ensure its future by voting for the only person running for AFM President who can put the broken pieces of our union back together again. That person is **Ray Hair** and he is probably our last chance to be able to have a united AFM again.

I have known Ray since we were both elected to the IEB in 1987. We were both younger independent thinkers committed to making our union better – and that never changed. Over the years we had our differences but they never stood in the way of what we both believed in – working for the members and locals. I have always been impressed with the commitment Ray has had as both a local officer and a member of the IEB. With the help of his supporters in Dallas-Ft. Worth and mine in Boston, we both made significant and positive changes to our locals and continued to do so at the Federation level. Ray is not interested in personal gain, but the future of the AFM that we both have worked so hard to ensure.

Please think long and hard about how you will cast your vote if you are yet not convinced that Ray is best person to become the next AFM President. Please understand the true character and nature of the current leadership and do not believe the false facade that has been created. It is especially important to look at the promises and claims of accomplishments made by the current leadership, and to really examine the facts. Has leadership lived up to promises and actually accomplished true gains for members and locals over the past nine years? My theme has always been that facts — not fiction — should be the driving force in how we conduct business as a union. Unfortunately, fiction and broken promises have taken precedence over facts and integrity since 2001. Harsh words – yes – but the facts when truly examined will support them.

In my June 2001 AFM Convention speech I had stated: “We are at a crossroad. The path that we must take is a greater interdependence and integration of effort between locals and the Federation – and between locals...let not the past imprison us, for together we must forge ahead with vigor and determination. We must not permit petty differences and internal discord to destroy our common dream of a stronger union. We must create a stronger alliance between ourselves....For essentially the Federation is only a reflection of your combined strength.”

I still care greatly about our union. The extreme divisiveness we have now more than at any other time in our recent history begs for new leadership. I firmly believe that **Ray Hair** deserves your vote and will do his utmost to make all of us proud of our union again. I urge you to cast your vote for Ray.

In solidarity,

Steve Young
AFM President Emeritus