

From the Office of the President

Dear Local Officer:

In September, I wrote to all local officers asking for their thoughts on recruitment and retention and the impediments that confront the union in this area. Their ideas would then be submitted to the International Executive Board for review. Many local officers in the US and Canada chose to respond to my request and provided excellent observations and thoughts. These responses were added to the AFM staff's internal discussions on the same matter.

Members of the IEB reviewed the submissions by local officers and Federation staff and added their own thoughts on this important topic. The IEB was so enthusiastic about this matter that it decided to hold a special meeting in October and a "call to arms" was published in *International Musician*.

After the October meeting, the IEB held another special meeting in December for discussion of the officers' ideas and new ideas that had since surfaced. At this meeting, it was decided that the AFM should consult with a public relations firm in order for the union to move forward. Accordingly, there is a meeting of the IEB scheduled in February and the sole topic of discussion will be an attempt to create a full plan of action.

I hope this update is helpful. If you have any questions in the meantime, please do not hesitate to contact my office.

Sincerely,

Thomas F. Lee  
President  
AFM

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