



First - Best - FRIEND

New Member Mentorship Program.

100% Committed! First Friend/Best Friend: 10 Steps to Success!

You will receive a checklist of employees covered by PFT contracts at your school that includes: their names, job titles, if they are a member, if they are a PAC contributor, and if they have signed a recommit card. **Please review and make updates and forward your changes to chris_george@pft400.org.** You will get a second list with updates from the board within a few weeks of being back at school that may include more new hires.



- Building reps and/or new member greeters **should personally introduce themselves** to every new professional, paraprofessional, and technical-clerical employee at your school.
The new member should get a **"union mentor" who can answer at least basic questions** and help them through their first years in a union-positive way. In a larger school it would be overwhelming for the building representative to be that person for all new hires, so **other experienced members should pitch in and coordinate** with the building rep.
- Link to our **calendar @ pft400.org**. Text the word **pft400 to 69238** for PFT Messages.
- Give them a list of **upcoming dates** of important events. Explain which would be most helpful to them. Listen to them. Spend meaningful time with them.
- Invite them to the first membership meeting of the year** and let them know who from your building will be there; we don't want the meeting to seem intimidating.
- Invite them to participate in Labor Day.** There's no better way to demonstrate the unique solidarity of our union than this annual event.
- Give them a **tour of your school**, including where the PFT bulletin board is located.
- Please continually **update your PFT bulletin board with materials** from building representative meetings. If it is in a space where no one sees it, consider moving it.
- If they sign a new commit card, please **get their t-shirt size** to chris_george@pft400.org.
- Continuity** – in addition to these materials welcoming them to your school and our union, you want to make sure the contact continues as they settle into their new job.