

AFM SSD Sample Orientation Plan, 2018

Legend: **Red=Action**
 Green=Goal
 Blue=Sample Conversation or Template
 Purple=Other Items to Have

Auditions

Representative from the Local or OC to attend auditions.

Talk to musicians in the warmup room after each round

Welcome Conversation at Audition #1

Introduction to union, gather audition data

Have business cards/brochures

Oversee audition and deliberation process

Have copies of the CBA just in case

Talk to the winner(s)

Welcome Conversation at Audition #2

Introduction to union. Establish contact and role.

Have copies of the CBA, info on joining the Local, etc.

New Member Orientation

Prior to orientation meeting

Introduce yourselves as OC

Invite to meeting

Welcome Conversation at Rehearsal

Split up new people among OC

Follow up with OC as to who has contacted whom, status, etc.

Follow up with new person as needed

Re-evaluate contact method, person making contact, etc. as needed

Orientation meeting

Full orchestra meeting or smaller groups over lunch, coffee, etc.

Complete the introduction to Union and orchestra.

Educate new group of musicians about achieving power by working in union.

Orientation for New Orchestra Members

Customize for your orchestra

History, attendance, dress, grievances, campaigns, etc.

Give to take home:

New Musician Information Packet

Customize for your orchestra

Copy of CBA

Copy of Players' Association Bylaws

List of Community Resources

Follow-Up

Follow-Up conversation

Welcome Conversation After Orientation

Follow up on receipt and knowledge of information.

Gauge overall interest.

Record workplace issues and any other information that may be relevant to organizing (attitude towards union and reason, outside occupation, carpool, spouse, hobbies, etc.)

Have copies of the CBA, Association Bylaws, info on joining the Local, etc.

Further Follow-UP

All New Musicians

Follow up with OC and Local as to who has contacted each person, status, etc.

Follow up with each person as needed, no more than one concert later.

Re-evaluate each person and why they chose their particular status.

Re-evaluate each person and their status, workplace issues, etc. over time

New Members

Give them something to be a part of.

Create multiple entry points for people to become involved.

Inclusion leads to Ownership

Ownership leads to Solidarity

Solidarity leads to Powah!

Non-Members

Make your Union something they want to be a part of.

If we don't organize, someone else will.