

UNION TERMINOLOGY AND DEFINITIONS: CHEAT SHEET

NYSUT LOCAL #: 21-005

AFT LOCAL #: 2489

1. **AFL-CIO**: American Federation of Labor-Congress of Industrial Organizations; the largest federation of unions in the United States.
2. **AFT**: American Federation of Teachers; national teachers' union affiliate.
3. **BOARD OF DIRECTORS (GOVERNING BOARD)**: The governing body of the BSCTA; contains members of the Executive Board and the duly-elected building reps from all 7 buildings.
4. **BOE**: Board of Education.
5. **BSCTA**: Bay Shore Classroom Teachers' Association; our local teachers' union for active, in-service members.
6. **BSRTA**: Bay Shore Retired Teachers' Association; the retiree chapter of the BSCTA.
7. **CABINET**: Bay Shore UFSD's Central Administration and governing unit.
8. **CADET RIGHTS**: a union member is not required to answer any questions in any investigation that precedes a 3020-a hearing. Therefore, if a tenured teacher has any reason to believe that they are being asked questions regarding a situation that could result in disciplinary action, he/she can, "assert Cadet." By doing so, the teacher cannot be held as insubordinate for refusing to answer questions.
9. **CBA**: Collective Bargaining Agreement; a written legal contract between an employer and a union representing the employees.
10. **DOE**: Department of Education; the public school system of NYC.
11. **ED-21**: Educational District #21 of NYSUT; comprised of several local teachers' unions on the South Shore of Suffolk County, including the BSCTA.
12. **EXECUTIVE BOARD**: The 4 elected officers and 6 chairpersons of the BSCTA.
13. **GRIEVANCE**: a formal complaint that is raised by an employee towards an employer within the workplace; a specific violation of the collective bargaining agreement (contract).
14. **HOLT LETTER**: counseling letter/memo from the District to instructional and non-instructional staff members whose conduct fails to conform to expectations but does not necessarily warrant suspension, termination, or other such discipline.
15. **LIFE**: Long Island Federation of Educators; formed to promote and protect Long Island educators' needs.
16. **LIPC**: Long Island President's Council; confederation of local Long Island teachers' associations; created to further/protect the interests of LI teachers.

17. **LITBF:** Long Island Teachers' Benevolent Fund; provides scholarship and grant opportunities for union members throughout the year on an annual basis.
18. **LRS:** Labor Relations Specialist; works with NYSUT local unions; provides assistance with contract negotiations, rep training, grievances, and much more.
19. **NEA:** National Education Association; national teachers' union affiliate.
20. **NYCOSH:** New York Committee for Occupational Safety and Health; a membership organization founded on the principle that workplace injuries, illnesses and deaths are preventable; NYCOSH works to extend and defend every person's right to a safe and healthy workplace.
21. **NYSTRS:** New York State Teachers' Retirement System (separate organization from NYSUT); manages our retirement/pension funds (Tiers 1-6).
22. **NYSUT:** New York State United Teachers; state-wide union affiliate of the BSCTA.
23. **OSHA:** Occupational Safety and Health Administration; OSHA's mission is to "assure safe and healthy working conditions for working men and women by setting and enforcing standards and by providing training, outreach, education and assistance" (www.osha.gov).
24. **PDF:** Professional Development Fund; helps offset the cost of inservice/graduate courses and conferences.
25. **RA:** Representative Assembly; the annual NYSUT convention for members to propose and vote on resolutions and constitutional amendments.
26. **Roth IRA:** a retirement account that encourages you to save by offering you a tax benefit. Unlike with a traditional IRA, your contributions to a Roth IRA are not tax-deductible. But those contributions and your investment earnings grow tax-free, meaning there's no tax on your Roth IRA withdrawals in retirement.
27. **SRP:** School Related Professional (called "Paraprofessional" in Bay Shore).
28. **Supplemental Benefits:** voluntary benefits that allow someone to enhance their primary coverage with supplemental health and insurance solutions (i.e. Critical illness and Disability).
29. **Traditional 403b:** commonly referred to as a Tax-Deferred Annuity (TDA) or Tax-Sheltered Annuity (TSA) plan, it is a retirement savings plan available to employees of certain public education organizations.
30. **UCOMM:** the local business that maintains our BSCTA website.
31. **UFT:** United Federation of Teachers; NYC/DOE teachers' association for all 5 boroughs.
32. **UUP:** United University Professions; union for SUNY employees.
33. **WEINGARTEN RIGHTS:** the right of each union member to have representation at any investigatory interview or a meeting that could lead to disciplinary action.
34. **3020-a:** Hearings to discipline or remove tenured teachers in NYS for alleged incompetency or misconduct are commonly referred to as the 3020-a process, referring to Section 3020-a of Educational Law, which establishes rights to due process for teachers who have obtained tenure.
35. **529 Plan:** a tax-advantaged plan designed to encourage saving for future education/tuition costs.