

# Acronym Challenge Answers

## **Your Union**

- CCFT** The name of Cuesta's faculty union - *Cuesta College Federation of Teachers*
- AFT** The name of the national teacher's union of which Cuesta's union is a local member - *American Federation of Teachers (we are local # 4909)*
- CFT** The name of the teacher's union in California, a parent union of Cuesta's - *California Federation of Teachers*
- COPE** The union's political action committee - *The Committee on Political Education*
- CoR** The group that consists of members representing various campus divisions - *Council of Representatives for CCFT*
- EB** The group that oversees the union and includes the President, Vice President, Secretary, Treasurer, Grievance Officer, and Lead Negotiator - *Executive Board*

## **Faculty Contract**

- CBA** Our contract which is negotiated with the district every two years and has been ratified - *Collective Bargaining Agreement*
- MOU** A document that outlines an agreement between two or more parties but does not contain legally enforceable promises - *Memorandum of Understanding*
- TA** A proposed collective bargaining agreement that has not yet been ratified - after this is ratified, it becomes part of the contract - *Tentative Agreement, Authorization*

## **Benefits**

- COLA** An increase to salary based on the rise in the cost of living- *Cost of Living Adjustment- This is a factor in negotiating salary.*
- STRS** California's teacher's retirement program- *State Teacher Retirement System (CalSTRS)*
- PERS** The public employee's retirement program - *Public Employee's Retirement System (CalPERS)*

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