

Common IEA/NEA Acronyms

Acronym:	What it Means or Refers To:
Affiliate	A local union that is chartered with a state and national union or a state union that is chartered with a national union (example: Seattle Education is an affiliate of the Washington Education Association and the National Education Association). Other terms commonly used are local, chapter, and council.
Asp Ed / AE	Aspiring Educators: College and/or University student members of the Association
AFT	American Federation of Teachers
Arbitration	
BOD	Board of Directors
CAPE	Collaborative Assistance for Professional Educators
Caucus	Meeting or group of members organized to further a special interest or cause (ex. Women & Minorities Caucus, ESP Caucus)
CBA	Collective Bargaining Agreement
CBC	Collective Bargaining Council
CF	The IEA Children's Fund, a 501(c)(3) nonprofit corporation, accepts donations from members and the general public. Requests are made by IEA Members; the Fund grants requests for the purchase of shoes, winter coats, groceries, eye glasses, dental work, medicine, and more.
CTL	Center for Teaching & Learning (sponsors PD classes)
DA	IEA Delegate Assembly
EEL	Educators Employment Liability
EFT	"Electronic Funds Transfer"/Also called AutoPay (formerly eDues) and refers to EFT method of paying membership dues. Also EasyPay refers to EFT campaign to raise funds for IEA PACE.
EIOC	Eastern Idaho Organizing Center (Regions 4/5/6)
EMBERS	Provides PD, peer mentoring, and leadership opportunities to help late-career educators remain engaged and motivated in their final years in the classroom
ESP	Education Support Professional (classified members)
ETS	Educational Testing Service
FMCS	Federal Mediation and Conciliation Service
FMLA	Family Medical Leave Act
FTE	Full Time Equivalent
FYMP	Future Year Membership Processing
GEMs	Growing Engaged Members
GOTV	Get out the vote
GR	Government Relations
GR/PACE	Government Relations/Political Action Committee for Education
HCR	Human & Civil Rights
IASA	Idaho Association of School Administrators
IASBO	Idaho Association of School Business Officials
IBE	Idaho Businesses Education
IDEA	Individuals with Disabilities Education Act
IEA	Idaho Education Association
IEASO	Idaho Education Association Staff Organization
IEP	Individualized Education Plan
IGNITE	Idaho's Growing Network of Inspired & Thriving Educators
ISBA	Idaho School Boards Association
KEYS	Keys to Excellence in Your Schools
LEA	Local Education Association
LJS	Leaders for Just Schools
LTD	Long Term Disability

LUP	Local Union President or Local Unit (Association) President
MBC	Member Benefits Corporation (may also be listed IEA-MBC)
Mini-DA	Regional meetings to prepare delegates for IEA's annual Delegate Assembly
MLTP	Minority Leadership Training Program
NBI	New Business Item - Voted on by delegates at Delegate Assembly
NCLB	No Child Left Behind
NCSEA	NEA's National Council of State Education Associations
NCUEA	NEA's National Council of Urban Education Associations
NEA	National Education Association - IEA's parent organization
NEAFCPE	National Education Association Fund for Children and Public Education
NEA-RA	National Education Association Representative Assembly
NIEARC	North Idaho Education Association Retired Chapter
NOC	Northern Organizing Center (Regions 1/2)
NWPE	Northwest Professional Educator's Association
PACE	Political Action Committee for Education
PCB	Policy, Constitution, and Bylaws
PD	Professional Development
PERC	Public Employee Retirement Coalition
PERSI	Public Employee Retirement System of Idaho
PSC	Professional Standards Commission
RA	Representative Assembly - NEA's annual convention
RESET6	Retired Educators Supporting Education and Teachers, Region 6
RTI	Response to Intervention
SBOE / SBE	State Board of Education
SDE	State Department of Education
SI	Summer Institute (IEA & CTL's annual PD conference)
SLC	Student Leadership Conference
SPARKS	Retreat for early career educators (0-5 years)
SPARKS-ESP	Retreat for education support professionals at all stages of careers
SWEA-R	Southwest Education Association - Retired
TDA	Tax Deferred Annuity
TNT	The Norther Tier - NEA small affiliate states which includes six states: Alaska, Idaho, Montana, North Dakota, South Dakota, and Wyoming
TSA	Tax Sheltered Annuity
WeROC	Western Region Organizing Center (Regions 3/7/8/9)
UEP	United Education Profession
YRO	Year-Round Organizing

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Common Union Terminology

Affiliate:

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Arbitration:

A process for resolving disputes or bargaining impasses where an outside, neutral arbitrator determines if there was a violation of the collective bargaining agreement (grievance arbitration) or decides the outcome of contract issues that were not settled at the bargaining table (interest arbitration).

Association/Union:

A group of employees (in the NEA, education employees) who unite and have legal rights to form a democratic group that advocates for better conditions at their workplace on behalf of themselves and others. NEA comprises many state and local level unions (or associations).

Association/Building Representative (AR):

A union member who serves as a leader at the building or campus level. An AR engages new members, organizes colleagues for collective actions, and may represent members in discussions or grievances with management. The AR is the bridge between a work site and the larger local. This role is sometimes referred to as a steward.

Bargaining for the Common Good:

An innovative bargaining and organizing strategy where unions use collective bargaining campaigns or other forms of advocacy as an opportunity to organize local stakeholders around a set of bold demands that broaden the scope of traditional collective bargaining to benefit not just the bargaining unit, but the community as well.

Bargaining Rights:

The legal authority of a union to negotiate a collective bargaining agreement. The level of bargaining rights that unionized workers have is determined by a collective bargaining law in states that have one. Those rights vary from state to state.

Bargaining Team:

A group of union leaders and members who are appointed or elected to serve as the representatives of the union for the purposes of collective bargaining.

Bargaining Unit:

A group of employees with a common interest who are recognized as part of a union. In states where collective bargaining is permitted, the bargaining unit would consist of union employees, both members and nonmembers, who are covered by a collective bargaining agreement.

Collective Action:

A group of people taking some form of action together to achieve a common purpose or demand.

Collective Bargaining:

An exchange of ideas between unions and management who must negotiate in good faith over the terms and conditions of employment such as salary, benefits, and working conditions. Collective bargaining can also be used to secure student-centered demands like a full-time nurse in every school, recess, or fewer standardized tests. (See Bargaining for the Common Good.)

Collective Bargaining Agreement (or Contract):

The resulting legal, binding agreement that codifies the language that was agreed upon in collective bargaining. It becomes effective after union members ratify the tentative agreement.

Collective Bargaining Statute:

In the public sector, collective bargaining statutes provide the legal framework for collective bargaining in each state (or at the federal level). It provides employees and unions the right to organize and negotiate the terms and conditions of employment and requires the employer to enter into a written agreement. A collective bargaining statute may note whether strikes are permitted or prohibited.

Delegate Assembly (or DA):

The IEA annual meeting where elected delegates vote to decide the policy, priorities, and budget of the union. This may also be called representative assembly and/or a convention in some unions.

Duty of Fair Representation (DFR):

In states with a collective bargaining statute, it is the legal responsibility of the union (or association) to represent all members of the bargaining unit in collective bargaining and grievances, not just its dues paying members.

Exclusive Representation:

When a group of employees organize for the purposes of collective bargaining, they elect or authorize a union to represent them in contract negotiations, grievances, and other employee and labor relations matters. For an association to become the exclusive representative, it must be certified by the labor board and/or formally recognized by the employer.

Grievance:

Generally, a violation of the collective bargaining agreement where a formal written complaint is filed with the employer by the grievant (employee or association). Grievance procedures are negotiated and included in the collective bargaining agreement. If unable to resolve at an early step in the process, the dispute is typically resolved in binding arbitration.

Impasse:

A stalemate in collective bargaining negotiations typically triggers a mandatory dispute resolution or impasse procedure. Impasse procedures vary by state, but they usually start with mediation where a state or federal mediator is brought into negotiations to attempt to broker a deal on the unresolved issues. If mediation does not result in an agreement, one or more of the following impasse procedures may be in effect: fact finding (where an outside, neutral party makes recommendations on contract issues that neither side must accept); interest arbitration (see arbitration); and a strike (see strike).

Labor Board/Labor Commission:

Impartial government agency responsible for administering and enforcing the collective bargaining law. Often referred to as a Public Employee Relations Board, or PERB, the labor board/commission conducts union representation elections, oversees and administers bargaining impasse procedures, and decides on unfair labor practices and other proceedings under the bargaining law.

Labor-Management Collaboration:

Structures and processes for joint problem solving and decision making. Associations and employers may use interest-based bargaining for contract negotiations and collaborative approaches for meet-and-confer processes where bargaining does not take place. They may use interest-based processes to guide labor-management committees.

Meet and Confer:

In a state where an employer is not legally required to collectively bargain with a union and chooses not to, they may discuss issues and solicit input.

Memorandum of Understanding (MOU):

A signed agreement that can be either a stand-alone agreement or a supplement to the existing collective bargaining agreement. Such an agreement can also be referred to as a memorandum of agreement (MOA).

Ratification:

The process of a union being formally certified, or recognized, as the representative of an employee bargaining unit. In states with statutes, typically the employer can either choose to voluntarily recognize the union when a significant amount of interest to establish a union is shown by the employees or, the more common process, a secret-ballot election is held. In non-statute states, the employer must voluntarily recognize the union.

Representative Assembly (or RA):

The NEA annual meeting where elected delegates vote to decide the policy, priorities, and budget of the union. This may also be called a convention in some unions.

Right to Work:

Laws that prohibit unions from negotiating contract provisions that require all employees covered by a collective bargaining agreement to join or pay for the cost of union representation, often called agency fees. In 2018, the U.S. Supreme Court ruled in *Janus vs AFSCME* that agency fee provisions were unconstitutional for public sector employees.

Strike:

An authorized employee work stoppage, most frequently associated with local collective bargaining, over economic items and/or other contract provisions. Strikes sometimes occur in protest of unfair labor practices.

Strike Authorization:

A process where local association members vote to approve a strike or to give the bargaining team the authority to call a strike.

Scope of Bargaining:

Defined by statute, case law, or precedence in states where a collective bargaining law exists. Subjects of bargaining are designated as:

- *Mandatory*: issues that both parties are legally obligated to negotiate in good faith;
- *Permissive*: issues that can be brought to the bargaining table by either party but that neither party is legally obligated to negotiate; and
- *Prohibited*: issues that cannot legally be negotiated or included in a collective bargaining agreement and are not legally enforceable by law.

Tentative Agreement (TA):

An agreement reached by the union and employer bargaining teams. Both sides must ratify the TA before it can become effective. The terms of the existing collective bargaining agreement that are not affected by the TA remain in full force and effect.

Unfair Labor Practice (ULP):

A violation of the collective bargaining statute. A bargaining law gives employees the right to join a union and engage in union activities without fear of retaliation for doing so. It also requires unions and employers to bargain in good faith. ULPs are filed with the labor board, which determines if rights were violated or if duties and obligations were not met.

Union:

See association/union.

UniServ Director:

Term NEA and its affiliates use for a staff person who supports the state and local union and individual union members through varying roles and responsibilities such as collective bargaining, contract enforcement, member representation and upholding employee rights, member organizing, and political action. Your UniServ Director is your first line of defense should an incident occur, that might threaten your reputation, certification, or even your livelihood. This type of staff position is also commonly referred to as a labor relations consultant or field/business representative.

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