

Welcome to **ACSS**



ASSOCIATION OF CALIFORNIA STATE SUPERVISORS

What is ACSS?

The Association of California State Supervisors is the oldest and largest statewide professional organization for state supervisors, managers, and confidential employees. ACSS works to ensure that our members' professional careers are productive and protected and they enjoy more exclusive benefits at a lower cost than any other comparable organization in the state.

ACSS benefits you in these primary ways:



REPRESENTATION – ACSS's team of professional legal experts are dedicated to helping you through tough career issues. We are on your side and defend your rights in the workplace in regards to wages, hours and working conditions.



POLITICAL ACTION AND LEGISLATION – ACSS is your voice in the Capital. Our political team lobbies in favor of bills and measures that are beneficial to the careers of excluded employees. We work to elect employee-friendly policy-makers who understand and value the important job you do.



MEMBER BENEFITS – Members are entitled to receive discounts on tickets, insurance, and many other exclusive savings. ACSS offers more member benefits than any other supervisory organization. Our Member Benefits program can improve your quality of life through the benefits offered.



ACSS CHAPTERS:

- 502 - North Eastern CA
- 503 - Sacramento and Yolo
- 504 - North Western CA
- 505 - Bay Area
- 507 - Santa Clara and Monterey
- 508 - Central Valley and Sierras
- 509 - San Joaquin Valley
- 511 - Los Angeles County
- 512 - Southern-Central Coast
- 513 - San Diego and Orange
- 514 - San Bernardino/Riverside

For over 30 years, ACSS has been protecting and representing the best interests of managers, supervisors, and confidential employees of the State of California. ACSS contributed to the creation of the **Supervisor's Bill of Rights for Excluded State Employees** in 1990, which marked the seminal piece of legislation that gave excluded state employees the right to form, join, and participate in employee organizations of their own choosing.

Quick Fact:

ACSS is the **ONLY** association that represents excluded employees from **ALL** departments within the State of California!



ACSS is a member-driven incorporated labor organization. We are led and operated by excluded state employees just like you!

Led by members like YOU!

EXECUTIVE COMMITTEE

Elected by the Board of Directors.

BOARD OF DIRECTORS

Composed of representatives from the 11 ACSS Chapters.

PRESIDENT'S FORUM

Composed of the 11 Chapter Presidents.

COMMITTEES

Composed of volunteer members.

Bylaws and Policy Committee

Fiscal Committee

Legislative Committee

PAC Committee

Membership Development Committee

ACSS holds formal board meetings bi-annually. In addition, every three years, ACSS holds an election and special board meeting called **Delegate Assembly** where new Chapter Officers and Board Members are elected to serve a three-year term.

ACSS is comprised of **11 Chapters** throughout different regions of California. Your Chapter is determined by the county in which you live.

Our experienced team of **Labor Relations Representatives (LRR)** throughout the state of California can help you in your local area. Your designated labor representative is determined by the county in which you work. Call us today to talk with your LRR!

ACSS HEADQUARTERS: (800) 624-2137

"ACSS is you and I, and all of our intelligent, amazing colleagues who contribute to good government in dozens of ways, year after year. Together, we will continue to grow our organization and make it better in the future than it is today."

- Frank Ruffino, ACSS Past President (2015-2019)

Representation

ACSS' Labor Relations Representatives (LRRs) and attorneys are experts in the field of labor representation across all departments in the State of California. They are your guide and your voice that stand by you and stand up for you in your time of need. You are not alone.



INDIVIDUAL REPRESENTATION

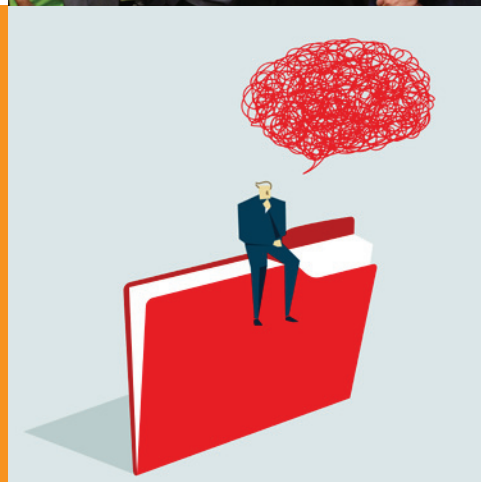
Navigating career issues alone, on top of your daily workload, can be overwhelming. Let ACSS' Labor Relations Representatives (LRRs) and attorneys help guide you through your issue to enforce fairness and stand up for your rights in the workplace.

We can help you on an individual level with:

- Salary reduction issues
- Rejection on probation issues
- Demotion and termination issues
- Promotions/merit appeals
- Geographic transfer issues
- Discrimination issues
- EEO complaints
- Suspension issues
- Layoff appeals
- Grievances

...and more!

Call [\(800\) 624-2137](tel:8006242137) to talk to YOUR regional Labor Relations Representative!



"Most of our members contact us when they are going through something very difficult in their career. It's personal. When their career is on the line, being able to help them through the maze is what makes me love doing my job. It's nice to know I can help them through that."

- Gerald James
ACSS Assistant Director
of Representation

ACSS PROVIDES REPRESENTATIONAL SERVICES IN OVER **300** INDIVIDUAL CASES PER YEAR

NOTABLE MEET AND CONFER ACHIEVEMENTS:

CDCR

California Department of Corrections and Rehabilitation (CDCR) planned an extensive realignment within the department. The realignment plan called for significant layoffs. As a result of the Meet and Confer meetings, ACSS worked with CDCR on the realignment plan in mitigating the impact of layoffs, transfers, reassignments, and addressed compensation issues for ACSS members affected by the plan.

DCA

The Administration notified ACSS of a planned large-scale departmental reorganization program where the Department of Real Estate merged into the **Department of Consumer Affairs (DCA)**. ACSS held several Meet and Confer meetings with the Administration and advocated on behalf of the affected supervisors and managers. As a result of ACSS efforts, members affected by the reorganization retained their benefits and many avoided layoffs and demotions.

CalTrans

ACSS filed a group grievance against the California **Department of Transportation (CalTrans)** for not fairly compensating employees who were called back to work after working a full shift. After Meet and Confer meetings with CalTrans, ACSS' grievance was granted. As a result, all CalTrans employees covered by the grievance were awarded fair compensation for "call back" time and back pay for prior "call back" hours worked.



GROUP REPRESENTATION

ACSS meets with the Employer (the State of California) to advocate on behalf of ACSS members and their interests on decisions that affect the hours, wages, and working conditions of the members. Since we do not participate in collective bargaining, we achieve results with the **Meet and Confer** process.

In conducting Meet and Confer meetings with the state on your behalf, ACSS is your voice. We frequently encourage and request your valuable input and opinions on specific issues to bring to the table during meetings with the Administration. Your opinion matters!

We can help members on a group level with:

- Advocating for fair and equitable salary and benefits
- Health benefits and pension issues
- Enhancement of retirement benefits
- Pay inequality issues
- Protecting the health and safety rights of employees
- Classification change issues
- Leave policy issues
- Changes in working conditions and hours

...and more!

ACSS RECEIVES AND ADDRESSES OVER

400

MEET AND CONFER NOTICES PER YEAR

Political Program

ACSS maintains an active political program dedicated to improving your career and compensation. ACSS members DO have a unified voice in the Capitol. We sit down face to face with elected officials and educate them on how their decisions affect us.



LEGISLATION

ACSS lobbies for the interests of excluded employees before the Legislature and the Administration. We also work with registered lobbyists who provide insightful political and governmental affairs services to ACSS. In addition, we collaborate with other organizations who share similar interests in protecting the rights of state workers. This allows us to exchange important information on the issues that matter to you, and to share that information with you!

- We sponsor and support legislation to improve your pay, benefits, pension and working conditions.
- We oppose legislation that would adversely impact you, your career and your family.
- We draft legislation benefitting excluded employees.

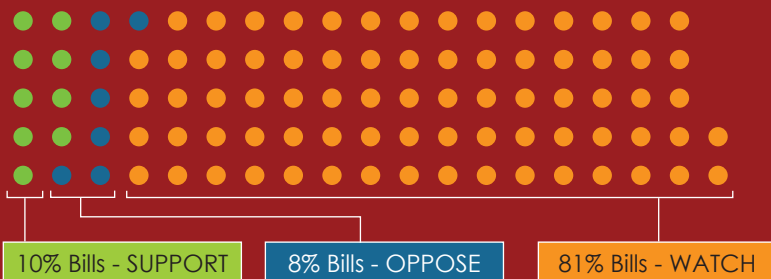
We've led the fight for your rights for decades. We fight on your behalf to:

- ensure that your salary, wages and working conditions are fair
- protect your pensions and rightful state employee benefits

WHAT IS COMPACTION?

Salary compaction is when supervisors and managers earn less than their staff. It happens when salary increases for rank-and-file employees outpace salary increases for managerial and supervisory positions. When the differential between management and rank-and-file pay is too small, it reduces incentive for employees to accept the additional responsibilities of being a manager. ACSS is continually fighting to establish and maintain at least a 10% pay differential between excluded employees and the staff they supervise.

ACSS monitors current legislation. On average, ACSS follows over **80** bills.



LOBBY DAY

At Lobby Day, the goal is for ACSS members to educate our legislators about the issues that affect the careers of excluded employees. ACSS members march into the Capitol Building to show lawmakers, the media, and the general public that we want our careers to stay productive and protected!

Lobby Day occurs annually in March.

If you are interested in attending Lobby Day, contact your Chapter President.



POLITICAL ACTION

ACSS works to elect policy-makers who understand and value the important job you do and stand up to defeat measures that threaten your interests. And we have a highly successful win rate! Visit the ACSS website to view our complete list of endorsed candidates.

Political Action Committee (PAC)

The ACSS Political Action Committee (PAC) is the easiest way for you to support candidates and issues that will benefit your career, compensation, and benefits. Supporting the ACSS PAC strengthens our voice in political and legislative activities. By donating as little as \$2 a month, you can help ensure that the State is working for you, not against you.

Join the PAC now and support the fight for better careers!

www.ACSS.org/PAC



"It is important to me that ACSS keep me apprised of anything that may effect my pension or my pay. It is important that we be represented and protected, just like other rank and file staff."

- Stacy Reid, ACSS Member since 2012
Department of Corrections & Rehab.

Member Benefits

As an ACSS member, you are entitled to receive discounts on tickets, insurance, and many other exclusive savings! ACSS offers more member benefits than any other supervisory organization. Our Member Benefits program can improve your quality of life through the benefits offered by the CSEA Member Benefits Department.



DISCOUNTED GROUP INSURANCE PLANS

The insurance plans are offered through the top insurance companies in the nation - at a group rate or with an association discount. ACSS Members can choose from a wide variety of plans offered through CSEA's discounted group insurance at affordable rates. Most plans guarantee acceptance! Visit www.cseabenefitsprogram.com for more information.

- Accident Protection
- Group TermPLUS Life
- Group Ordinary Life
- Group 10-Year Level Term Life
- Cancer Care
- Cancer CarePLUS
- Emergency Assistance Plus
- 6-Month Short Term Disability
- Long Term Disability
- Group Travel Accident Protection
- Long Term Care
- Pet Insurance
- Discount Prescription Card
- Emergency Roadside Service
- Epic Hearing Plan
- Final Expenses
- Home and Auto Insurance

TRAVEL BENEFITS AND DISCOUNTS

- Rental Cars
- Hotels
- Vacations
- Travel Insurance

OTHER ASSISTANCE BENEFITS

- Legal Club
- Identity Theft Protection
- Survivor Benefit - \$5,000

ELECTRONICS

- Computers
- Phones and cellular service plans



Visit www.calcsea.org for more information on YOUR Member Benefits!

DISCOUNT TICKETS

Aquarium of the Bay
Aquarium of the Pacific
Aquatica Sea World*
CA Academy of Sciences
Davey's Locker Sportfishing
Disneyland
Gilroy Gardens
Global Winter Wonderland*
Golfland Sunsplash*
Great America
iFly Indoor Skydiving, Hollywood
K1 Speed
Knotts Berry Farm
Legoland
Madame Tussauds Wax Museum -
Hollywood, San Francisco
Medieval Times Dinner & Tournament
Pacific Park, Santa Monica Pier
Palisades Tahoe*
Pirate's Dinner Adventure, Buena Park
Raging Waters, Sacramento*
Red and White Fleet of San Francisco
Roaring Camp Railroads
Sacramento Kings Basketball*
Sacramento Republic Football Club*
San Diego Safari Park
San Diego Zoo
San Francisco Dungeon
Santa Cruz Beach Boardwalk
Sea World San Diego
See's Candies*
Sierra At Tahoe Ski Tickets*
Universal Studios Hollywood
Warrior's Basketball*

*Seasonal

PURCHASING POWER PROGRAM

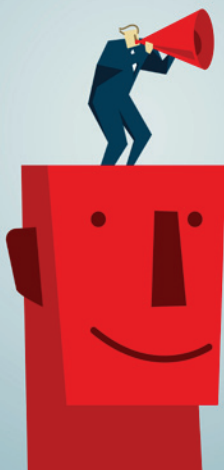
Purchasing Power allows ACSS members to purchase goods through payroll deduction. A non-cash, non-credit buying program with 18-month payment terms.

- Computers
- Televisions
- Electronics
- Furniture
- Appliances
- Luggage and handbags
- Health and fitness and recreation equipment
- Baby and kids items
- Jewelry and watches
- Outdoor equipment
- ...and more!



\$5,000 SURVIVOR BENEFIT

Receive a \$5,000 survivor benefit life insurance policy FREE immediately upon joining! ACSS underwrites this policy and your beneficiaries collect when they need it most.



Get Involved!

SUBSCRIBE TO ACSS NEWS

ACSS provides weekly news about important issues that affect excluded employees. Get the news and upcoming events delivered to your email inbox each week! Also, by subscribing you will receive monthly news about member benefits, discounts and special offers exclusively for ACSS members.

Subscribe for FREE at www.ACSS.org/Subscribe.

ATTEND A CHAPTER MEETING

By getting involved in your local Chapter meetings, you can let your voice be heard and support other excluded employees just like you. Ask questions and get answers from our experienced ACSS Labor Relations Representatives. Learn about your local Chapter activities, membership benefits and other ACSS-related news.

Chapters meet on a regular basis in-person* and virtually. In-person meetings host a FREE dinner for those who attend. For virtual meetings, you can attend remotely via your computer or mobile device.

Visit www.ACSS.org/Events to find out when YOUR local Chapter will be meeting!

**In-person meetings occur only when health and safety protocols allow for groups of large gatherings.*

REQUEST A WORKSITE MEETING

ACSS' Member Outreach Coordinators visit state departments and agencies throughout California to talk about ACSS, the issues affecting ACSS members, and answer questions for potential new members.

Visit www.ACSS.org/Contact to schedule a Member Outreach Coordinator to visit YOUR department.



Frequently Asked Questions

WHY DO I NEED ACSS?

Now that you are no longer in Rank and File, you are no longer covered by Collective Bargaining and a Memorandum of Understanding (MOU). ACSS is here to help in case something negative happens at your job and you need to be represented. We will stand by you.

HOW DO I PAY THE DUES?

Dues are taken directly as a deduction from your paycheck. Dues max out at \$36, but are calculated based on your salary.

DOES MY DUES MONEY PAY FOR THE BENEFITS?

No! Your dues money is not used to fund discount tickets, insurance and other member benefits offered by our CSEA Member Benefits program.

IS MY DUES MONEY DONATED TO LEGISLATORS?

No! Your dues money is not used to fund campaigns of ACSS' endorsed legislators and other political activity. Join the ACSS PAC and donate \$2 per month (or more) to ensure your money directly supports politicians that support excluded employees.

WHAT IS CSEA AND HOW IS ACSS RELATED?

CSEA (California State Employees Association) is the central support of ACSS. ACSS is an affiliate of CSEA. CSEA provides Member Benefits, accounting, payroll, human resources, and IT services to ACSS. For more information on the Member Benefits available to ACSS members, visit the CSEA Member Benefits homepage at www.calcsea.org/benefits.

CAREER REPRESENTATION
POLITICAL ACTION
MEMBER BENEFITS



"I believe that ACSS is doing a very good job of helping me with my steps into management. I have worked closely with my Labor Relations Representative and she has been invaluable in helping me out in a number of different situations."

*- Raymond Smith
ACSS member since 2015
Dept. of Veterans Affairs*



*"This was about my future
- this is where the decisions
were made that affect my
job and my life. I had a
voice and I was able to
make a difference."*

- Elnora Fretwell
ACSS Executive Vice President
CalSTRS

JAN. 1, 2022
A C S S
MEMBERSHIP:

10,856
MEMBERS

*"I'm glad to be part of
ACSS because I find
comfort in having someone
'have my back,' should I
need it."*

- Julie Dillon
ACSS member since 2013
Dept. Corrections & Rehab.

ACSS Welcomes You!

HELPFUL LINKS

Who is my Labor Relations Representative?

www.ACSS.org/Representation/Labor-Relations-Reps

What Chapter am I in and who is my Chapter President?

www.ACSS.org/Chapters

What ACSS events are happening near me?

www.ACSS.org/Events

What's going on in the ACSS news?

www.ACSS.org/News

How do I subscribe to the e-Newsletter?

www.ACSS.org/Subscribe

Where do I find the ACSS Bylaws and Policy File and forms for members?

www.ACSS.org/Resources

My contact info has changed. How do I notify ACSS Headquarters?

www.ACSS.org/Contact/Update-Your-Info

What bills and measures are ACSS following?

www.ACSS.org/Legislative-Report

Where do I find more information on Lobby Day?

www.ACSS.org/LobbyDay

How do I contribute to the Political Action Committee (PAC)?

www.ACSS.org/PAC

Which legislative candidates does ACSS endorse?

www.ACSS.org/Candidate-Endorsements

What are my rights as an excluded employee?

www.ACSS.org/Representation/Know-Your-Rights

The
LARGEST
and MOST
EXPERIENCED
ORGANIZATION
REPRESENTING
CALIFORNIA'S
EXCLUDED
EMPLOYEES



**ASSOCIATION OF
CALIFORNIA
STATE SUPERVISORS**
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acss@ACSS.org | www.ACSS.org

Join NOW at www.ACSS.org/Join!

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