



ACSSQUARTERLY

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STATE SUPERVISORS ASSOCIATION OF CALIFORNIA
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MANAGING CHANGE AT CSEA

BY ACSS PRESIDENT ARLENE ESPINOZA

A HOST OF POTENTIAL CHANGES MAY SOON IMPROVE ACSS' ABILITY TO MEET YOUR NEEDS.

I'm pleased to report to you that ACSS Lobby Day 2012 was a great success. Every legislator in the Capitol heard a unified message from dozens of ACSS members: Protect our pensions, stop balancing the budget on the backs of supervisors and managers, and don't let special interests silence the voice of the state's most skilled employees.

Inside this issue of *ACSS Quarterly* you will find an article from ACSS Executive Director Rocco R. Paternoster outlining the important changes we made to our Lobby Day activities this year, and how they will help in moving our political activity forward throughout this important election year.

I'd like to address another set of changes that may soon impact ACSS.

As I have already discussed in a previous President's Report, ACSS' "business service" provider—the California State Employee Association (CSEA)—is also going through a series of important and progressive changes.

(cont. on pg. 2)



(cont. from front cover)

These changes are the culmination of a long restructuring process, and will result not only in greater ACSS autonomy in regard to budget and personnel decisions, but in ACSS holding greater accountability for the use of your dues dollar in ways that serve your needs.

Long-term ACSS members may recall that prior to 1980 CSEA was considered a “soup to nuts” organization. CSEA was a unified provider of diverse services that revolved around the key priorities of legislative and representation work.

“CSEA now exclusively provides business services such as tech support, member benefits, payroll, and accounting to the affiliates.”

Throughout the years, a multitude of external and internal factors dramatically shifted the composition of CSEA. The diverse needs of the various groups represented by CSEA—supervisors and managers, rank and file employees, university employees, and retirees—led CSEA to incorporate separate affiliates to better meet those needs—ACSS, SEIU Local 1000, California State University Employee Union, and California State Retirees, respectively.

As a result of those factors and many more, CSEA now exclusively provides business services such as tech support, member benefits, payroll, and accounting to the affiliates. CSEA no longer has any role in representation, political action, or matters relating to your salary, benefits, or working conditions.

ACSS members will not experience any negative effects as a result of those last steps in restructuring CSEA. In fact, ACSS is poised to provide improved service to its members as a result.

The final steps of the CSEA realignment will be presented officially to ACSS delegates this fall at General Council in Los Angeles. By recognizing the realignment, our delegates will allow CSEA to “reboot” and realign their bylaws with their current mission in an orderly fashion.

Agilene S Espinoza

WORKING WITH YOU TO IMPROVE YOUR CAREERS

BY ACSS SENIOR LABOR RELATIONS REPRESENTATIVE NELLIE D. LYNN

In the course of a normal year, your ACSS addresses hundreds of issues affecting state excluded employees. Invariably, our success in all of these actions is directly tied to active participation from members like you—your stories are what impact the state’s decision makers most.

Whenever an announcement is made that your working conditions may be impacted, ACSS requests an official “meet and confer” with department heads to come to a solution that protects your rights. Most recently, your fellow members have been working with ACSS staff to protect excluded employee rights at the State Compensation Insurance Fund (SCIF) and the Department of Mental Health (DMH).

ACSS staff and members met with SCIF and DPA to discuss the impact of the SCIF layoff plan and the changes announced to the consolidation plan for 2012. Thanks in part to our members’ personal stories, ACSS secured the extension of the same benefits previously obtained for excluded employees facing involuntary transfers for the additional office moves in 2012. ACSS also secured a transition package for excluded employees facing layoff, and relocation reimbursement for excluded employees who voluntarily transferred to a position more than 50 miles away prior to the layoff date.

On March 1, 2012, DPA provided ACSS with official notice of DMH staffing

reductions. ACSS requested a meet and confer and is scheduling with DMH and DPA now. ACSS members and activists from Patton State Hospital, Metropolitan State Hospital, and Atascadero State Hospital have taken an active lead in this process by working at each hospital to inform excluded employees of ACSS’ efforts on their behalf and to help identify specific issues from each hospital.

Now more than ever, it is crucial for ACSS members to take an active role in protecting their careers.

Stay informed, get involved, spread the word to your coworkers and urge them to join the fight to prevent their rights from being violated.





ACSS EXECUTIVE DIRECTOR ROCCO R. PATERNOSTER ANSWERS A MEMBER'S QUESTIONS DURING LOBBY DAY

LOBBY DAY 2012: THE MOMENTUM OF SUCCESS

BY ACSS EXECUTIVE DIRECTOR ROCCO R. PATERNOSTER

Over the past several years President Espinoza has implemented a series of program and infrastructure changes to better serve the needs of ACSS members. The momentum of these improvements is becoming ever more apparent, including in ACSS' Political Action Program, as most recently demonstrated at our annual lobbying event.

Lobby Day 2012 was the culmination of months of hard work and—I am pleased to report—was our most successful event to date. Much of the success of Lobby Day 2012 was due in no small part to the coordinated efforts of ACSS staff and ACSS chapter leaders. Through this coordination and the implementation of uniform practices, we had a record breaking number of members register to attend the event.

A key component of our successful Lobby Day was the overhauled training session the night before. This year's training focused more on building member skills to improve the impact of our message. The training included a close examination of issues relating to pensions, state revenue proposals, and ongoing attacks against public employees. As a result, we were better equipped at the Capitol to establish and convey a uniform message educating legislators on the issues most important to ACSS members.

In order to improve the dissemination of your message to state lawmakers, I oversaw an aggressive streamlining and automation of our internal processes. This included how we provided information to our members both electronically and at our chapter meetings; the manner in which we set up member appointments with individual legislators; and the process of reporting on the lobbying visits themselves.

It is important to note that Lobby Day is only a small part of ACSS' overall political action. We need members like you to build on the success of our messaging at the Capitol by making the voice of state supervisors and managers heard in your legislators' district offices.



ASSEMBLYMEMBER JOAN BUCHANAN (LEFT) ACCEPTS AN AWARD FROM ACSS PRESIDENT ARLENE ESPINOZA IN RECOGNITION OF HER WORK TO RECTIFY THE STATE'S IMBALANCED POLICIES TOWARD SUPERVISORS AND MANAGERS.

MORE PHOTOS @

acssonline.org/lobbyday

STILL THINKING ABOUT LOBBY DAY?
DON'T FORGET ACSS ELECTIONS!

CHAPTER ELECTIONS 2012

Important dates:

- **APR. 20**
ACSS HQ sends out ballots
- **MAY 21**
LAST DAY HQ accepts ballots
- **MAY 30**
Chapter presidents and candidates notified of election results
- **MAY 30**
Election protest period begins
- **JUNE 11**
LAST DAY HQ accepts protests



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