



ACSS QUARTERLY

Q4 2015

*Newly elected ACSS
President Frank Ruffino
introduces himself and
provides inspiration
about his vision for the
future of ACSS.*



PRESIDENT'S CORNER

It is humbling, inspiring, and a privilege for me to begin my term as President of the Association of California State Supervisors (ACSS). As I step into this role, it's a special honor to serve you.

I'm grateful to our outgoing president, Arlene Espinoza, and all past presidents who have led ACSS to where we are today. They deserve an enormous thank you from all of us. Also, I feel extremely fortunate to work with a remarkable team of dedicated staff, from our executive director and headquarters staff to our superb labor relations representatives who do so much to help our members across the state. This talented group of people, and their commitment to supporting and representing our members, is unmatched. I am also excited to have a fantastic board of directors and a cooperative team of executive officers, to work with for the next three years.

At this time ACSS is in a good place, thanks to many. Membership continues to rise, we have increased our political involvement and visibility through our robust Political Action (PAC) and Legislative Programs; and we are financially sound. But, despite ACSS' successes, our work is far from finished, and the accomplishments of yesterday only set a new baseline from which we must grow. My goal, simply stated is to take ACSS to the next level.

The primary goals over the coming three years include:

- Resolving Compaction
- Ensuring rightful salary increases
- Not paying to prefund retirement health care
- Stopping additional attacks on state workers pay and benefits
- Continuing to strengthen the four identified pillars of ACSS' strategic business plan by taking these pillars to the next level

I envision ACSS reaching that next level by the following methods. First, we must increase our membership by continuing to demonstrate the value and importance of membership. We can do this by reaching out to prospective members, especially newly promoted supervisors.

Next, we will continue to build political activity and influence by continuing to be recognized by the Governor and top legislative leaders as the leading organization of state



supervisors and managers. We will also continue efforts to resolve salary compaction and fight to preserve pensions and retirement benefits. In addition, ACSS will develop stronger community involvement and continue strategic partnerships with other public/labor organizations.

This year marks the 25th Anniversary of the Supervisors Bill of Rights, which ACSS sponsored legislation back in 1990. I have appointed an ad-hoc committee to plan festivities to commemorate this amazing milestone as we prepare to celebrate 25 years of advocacy on behalf of State Excluded Employees. In my term, ACSS' plan is to strengthen the Supervisors Bill of Rights, to give even more rights and protections to supervisors and managers.

ACSS will also continue improving membership development and training. We will continue to develop greater opportunities for member involvement. It is important for ACSS to focus on ways for members to improve their personal development for promoting. In the future, we plan to create more events to recognize and celebrate the contributions and achievements of our colleagues.



Lastly, ACSS will continue to increase worksite visibility and activities. ACSS will continue advocacy efforts at the agency/departmental level, especially with CalHR.

Ken Blanchard, a leadership & management expert claims, "The greatest leaders mobilize others by coalescing people around a shared vision". I will strive to work behind the scenes to connect members and increase our branding campaign while bringing ACSS to the next level.

ACSS is the sum total of our members. ACSS is you and I, and of all our intelligent, amazing colleagues who contribute to good government in dozens of ways, year after year. Together, we will continue to grow our organization. It's all about making ACSS even better in the future than it is today.

Thank you for your continued support and thank you for all that you do for our state and our communities. I will keep you posted on our progress and would love to hear from you. Please don't hesitate to let me know what you think that will make us even better. Send an email, or pick up the phone if you would like to discuss any issues with me.

Sincerely,

Frank P. Ruffino
ACSS President



NEW EXECUTIVE BOARD

The ACSS Delegate Assembly met on July 18, 2015 and established a new Executive Board Committee:



ACSS PRESIDENT

Frank P. Ruffino
Department of Veterans Affairs



ACSS EXECUTIVE VICE PRESIDENT

Elnora Fretwell
State Teacher's Retirement System



VP OF GOVERNMENTAL AFFAIRS

Todd D'Braunstein
Department of State Hospitals



VP OF MEMBERSHIP DEVELOPMENT

Arlene Espinoza
Department of Motor Vehicles



SECRETARY/TREASURER

Pam Robison
Department of Developmental Services

UPCOMING EVENTS

CSEA GENERAL COUNCIL Oct. 10 - 11, 2015
Sacramento

ACSS BOARD MEETING Jan. 22 - 24, 2016
Culver City

LOBBY DAY Mar. 7 - 8, 2016
Sacramento

ACSS WORKSHOP May 14, 2016
Sacramento

ACSS BOARD MEETING Sept. 23 - 25, 2016
Berkeley





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Q4
2015

First Name Last Name
 Address 1
 Address 2
 City, State ZIP

KNOW *your* RIGHTS

ADDITIONAL LEAVE | ANNUAL LEAVE | BEREAVEMENT LEAVE | CATASTROPHIC LEAVE | DOMESTIC LEAVE | ENHANCED INDUSTRIAL LEAVE | FAMILY ACTIVITY LEAVE | FAMILY CRISIS LEAVE | FAMILY MEDICAL LEAVE | FAMILY SCHOOL PARTNERSHIP LEAVE | INDUSTRIAL DISABILITY LEAVE | INFORMAL LEAVE | JURY DUTY | MILITARY LEAVE | NON-INDUSTRIAL DISABILITY LEAVE | PARENTAL LEAVE OF ABSENCE | PAID BY PERSONAL HOLIDAY | PERSONAL LEAVE | PREGNANT DISABILITY LEAVE | SICK LEAVE | TRANSFER LEAVE OF CREDITS FOR FAMILY MEMBERS | TEMPORARY LEAVE OF ABSENCE | UNPAID LEAVE

Do you know your rights when it comes to leave of absences?

ACSS' fall "Know Your Rights" presentation at Chapter meetings highlights some of the types of leave available to State excluded employees, such as annual leave versus traditional vacation and sick leave, non-industrial disability leave, bereavement leave, and catastrophic leave.

For more information or to download brochures, visit www.ACSS.org/Representation/Know-Your-Rights.

GET INVOLVED!

Come to your local ACSS Chapter's next meeting:

- 509 - Oct. 13 (Bakersfield)
- 513 - Oct. 16 (El Centro)
- 503 - Oct. 28 (Sacramento)
- 509 - Nov. 16 (Porterville)
- 507 - Nov. 17 (Moss Landing)
- 514 - Nov. 19 (Ontario)
- 504 - Dec. 1 (American Canyon)
- 503 - Dec. 4 (Sacramento)
- 505 - Dec. 10 (Oakland)
- 511 - Dec. 10 (Monterey Park)
- 513 - Dec. 11 (TBD)
- 514 - Dec. 11 (TBD)
- 508 - Dec. 17 (Stockton)
- 512 - Dec. 22 (TBD)

For more info, visit www.ACSS.org/Events

Contact ACSS Headquarters:
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