



# ACSSQUARTERLY

## Q4 2012

# NO NON 32

# GET INVOLVED WHILE YOU STILL CAN

BY ACSS PRESIDENT ARLENE ESPINOZA

## AMID PENSION ATTACKS AND PAY CUTS, EXCLUDED EMPLOYEES FACE AN EVEN GREATER THREAT TO THEIR CAREERS.

In more than twenty years working as a state supervisor I have witnessed dozens—if not hundreds—of attacks on our careers. I fought back against Pete Wilson's original PLP on supervisors and managers, against Schwarzenegger's 3-days per month furlough, and against the recent repeated attacks on public employee pensions.

*So when I say that the single greatest long-term threat to our careers is appearing on the General Election ballot in November, you should know that I'm not exaggerating.*

The debate over Prop. 32 is raging all around us. You've probably seen the ads and may have even started talking about it with friends and family members.

If you haven't yet, I'm hoping that you will start talking to people once you finish reading this article.

If Prop. 32 passes, the ultra-wealthy and corporate interests will have free reign to funnel cash into our government, but even minor political action on our part will require navigating an enormous maze of red tape specifically designed to prevent us from getting your career issues rectified by elected officials.

In fact, during a public hearing on Prop. 32 in September, Senator Ted Lieu decried it as "a naked power grab" by wealthy elitists such as the infamous Koch brothers.

Prop. 32 is such a blatant attempt to silence your political voice that traditionally conservative outlets such as the Sacramento Bee have called it "clearly part of a nationwide effort by conservative groups to hamstring [labor's] political influence."

Obviously, we cannot allow this to take place.

We all need to vote "NO" on Prop. 32, but we also all have a responsibility to talk about Prop. 32 with friends, family, and coworkers. We need to work together to spread the word about why folks should vote "NO" on this ploy by the wealthy to gain more power.

ACSS is  
*Voting:*


	YES	NO
PROP. 30	<input checked="" type="radio"/>	<input type="radio"/>
PROP. 32	<input type="radio"/>	<input checked="" type="radio"/>

I know we're all busy—and still reeling from a 5% pay cut and attacks on our pensions—but if we don't work together to defeat Prop. 32 we'll face even worse setbacks.

Get informed and get involved!

Check out the ACSS calendar to find upcoming regional meetings and dinners: [www.ACSSonline.org/EVENTS](http://www.ACSSonline.org/EVENTS)

Print out our "No on 32" flyer to post in your workspace or breakroom: [www.ACSSonline.org/ADVOCACY](http://www.ACSSonline.org/ADVOCACY)

We can't afford to sit this one out. If we work together now we can stop this power grab in its tracks. 

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*ACSS President Arlene Espinoza has been an excluded employee at the DMV for more than two decades. She has led ACSS since 2009.*



# YOUR ISSUES, YOUR SOLUTIONS

BY ACSS EXECUTIVE DIRECTOR ROCCO R. PATERNOSTER


In past issues we have examined the considerable internal changes ACSS has undertaken over the past three years to better serve you, the hardworking supervisors and managers of the state's workforce. In conjunction with these changes ACSS has also retooled the way it works with the state in addressing the issues that are most important to you.

More importantly, internally we have sought to improve the way in which we ensure that your voice is heard and the issues most important to you are addressed. In addition, we have also improved our ability to get information back to you on issues you have identified as important so that you can keep abreast of ACSS' efforts on your behalf.

In ensuring that your voice is heard, ACSS has begun a new communications program dedicated to surveying and polling ACSS members. These surveys and polls seek to gather information from you on hot topic issues in state politics, the latest discussions with CalHR, and long standing issues like pay disparities between supervisors and those that they supervise. Once we gather this information from you we often reach out

to participants to get a more detailed accounting. We take the information you share and/or correlate the data received for presentation to CalHR or a given state department. We also present the issues and facts to legislators, other state employee groups, or the general public in our efforts to educate people about the particular issues facing ACSS members.

In seeking to get timely and topical information back to you as a member we have increased our communications to you. I'm hoping that the majority of you reading this are also subscribed to receive our Monday newsblast discussing and highlighting the latest issues facing supervisors and managers. We regularly post news items to our website in an effort to keep you apprised of the issues important to you. We are also increasing our outreach to members so that they can participate in legislative visits and meet and confer sessions with state departments.

Stay connected and keep us informed of what is most important to you and your career. 

SIGN UP FOR EBLASTS @ [acssonline.org/SUBSCRIBE](https://acssonline.org/SUBSCRIBE)

## MEET CHAPTER 514 PRESIDENT ANGELA APPIAH

BY ACSS MEMBERSHIP COORDINATOR DIANE WOLFF



*Over the next year, ACSS will be sitting down with leaders from our 11 statewide chapters for some informal interviews. Look for new interviews to be added monthly on ACSSonline.org*

**Angela Appiah is the newly elected president of Chapter 514, encompassing San Bernardino and Riverside counties. ACSS Membership Coordinator Diane Wolff sat down with President Appiah.**

**DW: When did you start working for the state and where do you currently work?**

I started working for the state in 1997. I currently work for Metro-

politan State Hospital as a Program Director.

**DW: What's the biggest challenge you face as a supervisor?**

One of my biggest challenges I face as a supervisor is developing trust and communication with those I supervise—being able to convey that we are a team and everyone plays an intricate role in the team's success. The budget crisis, layoffs, and staff redirection and realignment of services for MSH/DSH has created a real morale problem.

(cont. on back cover)

ACSSQUARTERLY





*In this issue:*

- THE GREATEST THREAT WE'VE SEEN IN YEARS
- MAKING YOUR CONCERNS HEARD
- BALLOT MEASURE STANCES
- MEET CHAPTER 514 PRESIDENT ANGELA APPIAH

**Q4**  
**2012**



### ARE YOU READY FOR THE HOLIDAYS?

ACSS MEMBERS CAN USE  
**PURCHASING POWER**  
TO GET THE GIFTS THEY NEED  
USING PAYROLL DEDUCTION.

*Log on, Start saving*  
**calcsea.org/Benefits**

(cont. from pg. 3)

#### **DW: What are the challenges of running one of the most rural ACSS chapters?**

I believe one of the hardest challenges of being in a rural area is many of the facilities are spread out so far that it is hard to facilitate a meeting. I believe to overcome the challenge I will need to increase our meetings from quarterly to bi-monthly.

#### **DW: Why did you take on a leadership role with ACSS?**

I got involved in a leadership role because I wanted to be a voice for EVERY supervisor. I wanted people to know that as employees within the state we all have different challenges but together we stand and divided we fall. As supervisor's/employees with the same goal we can fight for one another. We can share our stories to help one another.

#### **DW: What would you say to someone who is hesitating about joining?**

The professional labor relations team alone should justify joining ACSS. Add to

that our statewide political action and the hundreds of discounts we get on things like rental cars and iPhones and it's pretty obvious folks should join. But as the biggest association for managers and supervisors in the state, we are also a great support system for each other.

#### **DW: What is your biggest concern about the Governor's budget cuts?**

All the layoffs and pension and pay cuts are simply unacceptable when too many supervisors already earn less than those whom they supervise. Employees once stood at the door trying to get hired by the state, now we're actively discouraging the best and brightest from promoting because the state isn't compensating its most skilled and dedicated employees as it should be. In order for the state to turn around, that's going to have to change. 