



ACSSQUARTERLY

Q42014

Increasing ACSS' Visibility

**Illuminating our NEW
Organizing Program**



***Like a beacon
through the fog,
ACSS is showing you
the path to a
successful career***

INSIDE:
LETTER FROM
ACSS PRESIDENT
ON SB 216 AND
COMPACTION

ORGANIZING

In April 2014, ACSS launched its new Organizing program. The Organizing program focuses on increasing the visibility of ACSS in the workplace, personally reaching out to members, building relationships with State departments, and recruiting new members. To attain these goals, ACSS goes out into the field to various State department workplaces, training seminars and special events. ACSS currently has one new Organizer to service the Sacramento and Northern California area. Within the fourth quarter of 2014, ACSS will employ another Organizer position in the Southern California region to mirror these monumental efforts and increasing ACSS' presence even further.

There are four main avenues in which ACSS implements its Organizing Program: New Employee Orientations; Supervisory Training seminars; Visibility Events; and Worksite Meetings.

✱ **NEW EMPLOYEE ORIENTATIONS** are ripe for first-time exposure, educating and recruiting of new members. An ACSS Organizer attends these orientations to explain to newly appointed supervisors the benefits of ACSS, probation, and how ACSS can help them in their career as an excluded employee.

✱ In **SUPERVISORY TRAINING SESSIONS**, ACSS attends and presents information on the value of ACSS membership to current employees and potential members who must complete their required 80 hours of training. In addition, our presence in these sessions builds relationships with the human resources staff of various State departments. Building collaborative relationships with human resources departments of state agencies is important not only for ACSS' ability to attend events like these, but also reinforces our presence as a legitimate and credible organization that HR recommends to their employees and allows us to rely on those established relationships when representing ACSS members.

✱ Also, ACSS attends as many **FAIRS AND SPECIAL EVENTS** as possible throughout the state. Recently, ACSS set up a booth at the Coalinga Hospital for a Wellness Fair and also attended an Informational Fair. At our event booths, our knowledgeable staff members strike up conversations with passer-bys about job issues, our legislative and political efforts and benefits of membership. The booths allow us to get up close and personal with people in public, making our presence recognizable. It also makes it easy for people who are curious about ACSS to inquire approach us in an informal manner. Rank and file workers also see us and talk to us at our booths and our presence lets them know that we are here to help them if and when they promote to a supervisor or manager position.

✱ With overwhelming fervor and success, **WORKSITE MEETINGS** are our newest approach of delivering the value and message of ACSS directly to supervisors and managers. Never before have we had so much

success and support positioning our organization directly in the heart of the State departments. Members and potential members appreciate how easy it is to attend, have lunch, and engage in relevant career-related discussions without leaving their worksite. The meetings have become so popular that some people have driven from a different city just to attend. Many current members express gratitude and appreciation for ACSS' bringing the news to them. Topics covered during these worksite meetings range from the benefits of joining, updates on current issues that directly affect excluded employees, and elaboration of our political efforts. The worksite meetings have been an important part of ACSS' ongoing efforts to become the most prominent organization supervisors and managers think of when they need representation in their career.

As ACSS rolled out the Organizing Program, Charlotte Hoar came aboard to fill this exciting new position of Organizer at ACSS Headquarters in Sacramento. She has jump-started the Organizing Program with a passion. Coming from years of labor organizing and representation experience, she has a wealth



of knowledge about state rules, regulations, and processes. In her first 3 months at ACSS, she has done a tremendous job increasing ACSS' exposure by conducting over 24 Worksite Visits and recruiting over 49

new members. Charlotte's charisma makes the meetings lively and her dedication and attentiveness to members makes the audience feel comfortable to talk about the issues that managers and supervisors face in the workplace.

Charlotte's most memorable moment at one of her worksite meetings was when a State supervisor attended and mentioned that he was having a particular issue at his workplace. The member was surprised and relieved to hear that the issue had also been experienced by other employees who attended the meeting, and he immediately felt like he was not alone. Charlotte brought that specific issue to the attention of our Assistant Director of Representation, Nellie Lynn, and the issue swiftly turned into a "Meet and Confer" meeting with that State department to represent the supervisory employees and attempt to rectify the issue. It is stories like these that prove how important it is for ACSS to increase its presence in the workplace, representing the rights of managers, supervisors and excluded employees.

"I love talking to members and hearing about the important work they do. It sounds so cliché, but the jobs they do are so interesting and it is really fulfilling for me."

- Charlotte Hoar, ACSS Organizer

To schedule a Worksite Meeting at your workplace, email choar@ACSS.org.



MEETINGS

OPEN NOMINATION CHAPTER MEETINGS:

Nov 19	502 Northern CA
Dec. 2	504 Sonoma/Napa
Dec. 2	507 Santa Clara/Monterey
Dec. 5	503 Sacramento
Dec. 11	505 Bay Area
Dec. 11	511 Los Angeles
Dec. 12	513 San Diego
Dec. 16	509 Porterville
Dec. 18	514 San Bernardino

For more details, click on the events calendar at www.ACSS.org

CHAPTER ELECTIONS

Step up and help lead the state's largest and most effective organization dedicated to protecting the careers of state supervisors, managers, and confidential employees! It's that time of year... Chapter Elections are around the corner. Be a leader and a guide for the ACSS Organization. Your members will be counting on you to lead the way and help improve the careers of state excluded employees. By participating in the governmental process of ACSS at the Chapter level you are helping to advance the employment and professional interests of excluded state employees.

Your Chapter's Open Nominations meeting is the time to nominate yourself or others for a wide variety of positions, including:

Chapter President
Chapter Vice President
Chapter Secretary/Treasurer
Member of the ACSS Board of Directors
Delegate to the ACSS Delegate Assembly

Check the ACSS Events Calendar for YOUR Chapter's Open Nomination meeting in December.

STAND UP AND BE A LEADER!

LETTER FROM ACSS PRESIDENT ON SB 216 AND COMPACTION

ACSS President Arlene Espinoza addresses her reactions to the veto of SB 216 and the future of salary compaction.

I wanted this to be a different letter. I wanted to write - YEAH we did it, SB 216 is now law! However, this is not that letter.

I know many of you are as disappointed and frustrated as I am because the governor did not sign SB 216. However, this is not the end of ACSS' fight to end compaction. I do not see this veto as a failure. I view this as an opportunity to keep the spotlight on compaction and other issues of importance to excluded employees.

In the Governor's veto letter he acknowledged the problem. His message was "I understand that the intent of this bill is to ensure that the salaries for managerial employees are higher than the employees they supervise. My administration has made progress on this issue within the past 12 months and will continue to meet with representatives of excluded employees to discuss compaction issues as appropriate."

For over a decade the legislature and the governor didn't understand the idea of compaction, let alone a compaction problem existed. Now, compaction is a term they use and understand. They know, as an employer, California is facing a serious problem. How are they going to fill vacant supervisory classifications with well qualified candidates who are willing to earn less to do more?

We continue to meet with the Governor's Administration. We continue to bring them the data they should have on areas where compaction problems remain unsolved. We will not stop there, though. We will take this compaction fight to the Departments and Agencies. They want this compaction problem corrected as much as we do. Our goal is to team up with these Departments to work out a solution and take the solution to CalHR.

We have reminded CalHR about the continuous need for them to work with ACSS and excluded employees on issues which will have an impact on our jobs. The Excluded Employee Bill of Rights gives us this right.

This not the end, this is another beginning. Compaction still needs a better more permanent solution. Together we will build the next rung in our ladder to victory for managers, supervisors and confidential employees. 🌱

-By Arlene Espinoza, ACSS President

Arlene S Espinoza

ACSSQUARTERLY





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Q4
2014

First Name Last Name

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City, State ZIP

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