



ACSSQUARTERLY

Q4 2017

For the Win



ACSS President Frank Ruffino reflects on the past and highlights recent wins to illustrate how far ACSS has come.

On September 23rd, 2017 ACSS Board Members, Chapter Officers and Staff convened for the 3rd quarter ACSS Board Meeting in Santa Ana. During the meeting, ACSS President Frank Ruffino discussed many of the recent wins of the Association in his "President's Report". The following are excerpts from his report that highlight these wins.



ACSS President Frank Ruffino

"ACSS has experienced so many accomplishments that I am not sure where to start. I am so excited to bring this news to you. We are going to start off by celebrating wins, celebrating collaboration, and celebrating this team who has excelled beyond our expectations..."

RECOGNITION, RESPECT AND COLLABORATION

ACSS has made a tremendous amount of progress toward resolving compaction recently. Many years ago, ACSS was virtually unknown to lawmakers and state departments. Throughout the years, our presence has grown, our voices have gotten louder, and our message has been spread by the ACSS team and its members. Today, we are a recognized force supporting the rights of excluded state workers and in our continued efforts to resolve salary compaction.

"First of all, we had big win with CalHR. Right now, the issue of Salary Compaction is at a historic low point. We have fewer classifications impacted by salary compaction today than at any other point in history. I remember a moment around 15 years ago when our former ACSS President Tim Behrens and former ACSS President Olin King and I met with the Department of Personnel Administration (DPA, now called CalHR). At the time, the DPA asked us 'What is this compaction issue? Bring us some proof.' So we took this huge pile of papers to them. Tim Behrens presented the stack of papers of the compaction issue cases to the DPA Director. I want you to visualize a pile THIS big." At this point of the meeting, Frank Ruffino holds his hands about two feet apart. "It was huge! Imagine a pile this big proving the extent

of compaction!"

Frank continues, *"When we met with CalHR a few weeks ago our pile was smaller than this."* Frank holds up a very thin manila folder in one hand. *"The issue of Salary Compaction is not completely resolved yet. But, we ARE making progress. We are taking baby steps and this Administration has been working with us closely to achieve results."*

"Former ACSS President Olin King was also there years ago when we walked into the DPA office and we couldn't find anyone who wanted to meet with us. We then spoke with an Assembly Member about the incident at DPA, and he did not believe our story. Former President King asked the Assembly Member 'Can you please accompany us so that you can witness it yourself?' That assembly member was Jerome Horton. Assemblyman Horton agreed to come with us and he witnessed exactly what happened and saw how ACSS was treated. After introducing himself as a member of the Legislature, suddenly everyone at DPA was available to meet with us!"

"The point I am making is that today we are witnessing a mutual respect and professional collaboration with this Administration and with CalHR. This level of mutual professional respect has never existed before in the history of this organization."

CALHR IS LISTENING

President Ruffino also discussed the ongoing efforts of ACSS to help keep more money in the pockets of excluded employees. OPEB (Other Post-Employment Benefit) prefunding of retirement health benefits has been a dark shadow looming over state workers. Unfortunately, the reality is that OPEB has officially been launched and deductions will start occurring in the near future. ACSS worked hard to defer this process as long as possible.

"With our Other Post-Employment Benefit (OPEB) contribution, (the contributions that every state employee will soon start contributing to their retirement healthcare) we asked the Administration to NOT globally implement health care cost sharing in 2017. It was a difficult process, but CalHR agreed to abide by our request, and we won. Those of you who are supervisors and managers in Unit 4 are not paying until July 1, 2018. Because of our persistent advocacy, CalHR has agreed to defer OPEB for some managers and supervisors."

BUILDING NEW RELATIONSHIPS

ACSS has also already started working with the new CDTFA (formerly part of the Board of Equalization). This will lead to an ongoing positive presence and collaboration within the new department.

"With the formation of the new CDTFA (California Department of Tax and Fee Administration), we met with Director Nicolas Maduros



recently, which was also a win. The director is committed to working with us. He is new to state service and came from the Obama Administration where he worked as a chief of staff to their small business administration. He is new to California, but not new to politics. Director Maduros immediately recognized ACSS. It is fantastic that he agreed to meet with ACSS promptly. The meeting was productive and we look forward to working with Director Maduros and the Administration.”

POLITICAL POWER AND PRESENCE

ACSS is proud to be the oldest and largest STATE-WIDE organization representing excluded employees from ALL state departments. The Administration and the Legislature now recognizes us as the driving force advocating for state excluded employee rights.

“Wins in the political world continue to build our political presence. Today we have greater political power and influence than at any other point in the history of this association, and at all levels. Not just at the Governor’s level, but also with the Speaker of the House and with the Pro-Tem in the Senate. More importantly, we have political presence with the chairs of public employment. The leadership of each legislative body knows who ACSS is.”

MEMBERSHIP AT AN ALL-TIME RECORD

“Big wins also happened with our Membership Development. When I first became president in 2015, the goal was to reach 9,000 members. Today, not only did we reach it, but we are already over 9,000 members. This achievement would not have been possible without the tireless efforts of ACSS staff and leadership.”

BROADER REPRESENTATION

In July 2017, ACSS added two attorneys to assist with legal representation of members. Members now have more efficient access to career representation services from ACSS.

“We also have a win for our members. ACSS made the decision to improve representation of members and member advocacy. We listened to members who have asked for more legal representation and legal help in their areas. We now have two new staff attorneys, which is another great win for this Association.”

A HISTORIC WIN

“The most important and historic win was another win with CalHR. We asked for CalHR to negotiate excluded employees salaries before rank-and-file. The policy for the past 30 years has favored negotiating with rank-and-file employees first and then deal with supervisors after. We urged CalHR to negotiate with excluded employees first out of respect for its management team. And they did! As a result, what happened in September of 2016 was a historic moment for ACSS and excluded employees. It was a symbolic moment. We received our 3% raise before rank-and-file,

before SEIU was threatening to strike, and before collective bargaining was over. That was a big moment – a departure from past practice and huge win for our members. Hopefully that momentum is going to yield more results and continue in the future.”

TEAMWORK

“Without a doubt, ACSS is a winning team. It takes a good team that works together to be successful. I want to celebrate collaboration. Let’s celebrate the wins of ACSS! Make sure at your worksite to quote me and spread the word that ACSS is a winning team.”

Olin King stands up and addresses the crowd:



ACSS Former President Olin King


“ACSS has always been at the table. I want to congratulate ACSS leadership and commend them for the good work that they have done. And you stand on the shoulders of those who went before us, past presidents, who have started this fight and you have continued it. I

want to commend all of those involved who have continued this process. Thank you very much for your service and keep up the good work.”

After both President Ruffino and Former President King spoke, the Board Meeting continued on with business as usual. However, the tone was set and during the rest of the day people seemed optimistic about ACSS’ continued efforts. All attendees seemed to share that sentiment.

Even though ACSS has many recent accomplishments to be proud of, we will continue to fight to help establish fair and equitable pay for all excluded employees. ACSS continues to meet with CalHR on a quarterly basis to get updates on progress and fights for raises on behalf of excluded employees. ACSS also meets regularly with many other state departments. We carefully analyze data and concentrate efforts on excluded employee classifications that are most negatively affected by salary compaction. And, we meet with political leaders and legislators to discuss compaction and possible solutions.

YOU can make a difference to help salary compaction, as well. The most important things you can do as a member to help fight salary compaction is to attend Lobby Day, donate to the ACSS PAC fund (Political Action Committee) and encourage others to join ACSS.

If you are in need of career representation, call ACSS at (800) 624-2137 TODAY! 




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**Q4
2017**

NOMINATIONS MEETINGS

Get involved and be a part of the ACSS team by coming to your Chapter's Open Nominations meeting!

At this meeting, nominations are accepted for the 3 Chapter Officer positions (Chapter President, Vice President and Secretary/Treasurer) and delegates for Delegate Assembly. **YOU DO NOT NEED TO BE PRESENT AT THE MEETING TO NOMINATE YOURSELF.** If you wish to nominate yourself or a fellow member but cannot attend the meeting, please contact your Chapter President to submit your nomination to the Nominations Committee on or before the Nominations Meeting date.

All members nominated at the meeting must be an active member in good standing and willing to serve the 3-year term of office.

Voting takes place from April 20, 2018 to May 21, 2018. Delegate Assembly will be held on July 13-15, 2018, at the Sacramento Arden West Hilton.

For more info about Chapter Elections, visit www.ACSS.org/Events/ACSSElections.



GET INVOLVED!

Come to your local ACSS Chapter's next meeting:

- * 511 - Oct. 19 (Los Angeles)
- * 509 - Oct. 24 (Visalia)
- * 508 - Nov. 2 (Stockton)
- 513 - Nov. 3 (San Diego)
- 514 - Nov. 16 (Ontario)
- * 507 - Nov. 21 (Campbell)
- 502/503 - Dec 1 (Sacramento)
- * 512 - Dec. 1 (Templeton)
- * 504 - Dec. 5 (American Canyon)
- * 502/503 - Dec. 6 (Sacramento)
- * 505 - Dec. 7 (East Bay Area)
- 511 - Dec. 7 (Los Angeles)
- * 513 - Dec. 8 (San Diego)
- 509 - Dec. 9 (Visalia)
- * 514 - Dec. 15 (TBD)

(* indicates Nomination Meeting)

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

Contact ACSS Headquarters:
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