



# ACSS QUARTERLY

Q3 2023

## ACSS & CalHR

### ACSS Advocacy with CalHR Continues and Evolves

For years the ACSS message to the Department of Human Resources (CalHR) was simple – eliminate salary compaction and ensure supervisors and managers make more than their subordinate employees. With substantial strides made in eliminating salary compaction, the ACSS Board of Directors looked to further strengthen the communication and advocacy with CalHR with the goal of having long-standing salary inequity issues positively addressed.

When the Newsom Administration took office and appointments to CalHR leadership positions were made, ACSS President Todd D’Braunstein and CalHR Director Eraina Ortega met and established a framework for ACSS to present issues to CalHR for resolution. Since 2019, ACSS and CalHR have had Quarterly Meetings with Deputy Director and Chief of Labor Paul Starkey. CalHR has also restructured how they respond to ACSS issues and proposals by having the assigned Labor Relations Officers for each of the bargaining units responsible for supervisory and managerial employee issues.



#### QUARTERLY MEETINGS BETWEEN ACSS AND CALHR

The Quarterly Meetings with CalHR are designed to discuss statewide issues impacting supervisors and managers and to keep the CalHR review of ACSS’ proposals on track. The discussion of policy issues has led to gains for supervisors and managers. For example, when the Newsom Administration called for the weekly testing of unvaccinated state employees during the pandemic, the role of supervisory and managerial employees organizing and conducting the testing was first discussed in a Quarterly Meeting. Following that discussion, ACSS made a formal proposal under the meet and confer process for a \$250 per month pay differential for excluded employees performing Testing

*...continued on page 2*

## ACSS Strategic Plan 2023

### Defining a Purpose, Vision and Goals for the Future to Benefit Members

Since August 2022, ACSS leaders have met on four separate occasions to develop and refine a **Strategic Plan** for the future of the Association. The last time ACSS was engaged in a thorough Strategic Planning session was over a decade ago. ACSS was overdue to reassess the program and create a new modernized plan. We have been working closely with Leading Resources Inc., an outside consulting firm, called, to develop this new plan. In December 2022, the Strategic Plan



was presented to the public during a virtual webinar and the plan was formally adopted. Since the adoption of the plan, implementation has taken place on carrying out the goals and expectations. Here is a synopsis of the main concepts of the new Strategic Plan:

*...continued on page 2*

## ACSS Advocacy with CalHR Continues and Evolves


...continued from page 1

Administrator Duties. CalHR agreed to ACSS' proposal and issued Pay Differential 459 - Testing Observer Pay Differential for excluded employees, putting up to thousands of dollars in the pockets of ACSS members performing these tasks.

### REORGANIZATION OF CALHR LABOR RELATIONS OFFICE AND ACSS INPUT IN ADVANCE OF COLLECTIVE BARGAINING

Chief Deputy Starkey reorganized the CalHR Labor Relations Office to be more responsive to excluded employee issues. ACSS' issues, including grievances, are now reviewed by the Labor Relations Officer (LRO) over the related bargaining unit. The result has been detailed and substantive responses addressing our issues and in some cases, a quick resolution of important pay and benefit items.

The CalHR restructure of the LRO assignments also facilitates ACSS' ability to submit proposals for supervisors and managers in conjunction with bargaining for related units. Through an agreement with Chief Deputy Starkey, ACSS proposals are submitted directly to the LRO responsible for negotiating the labor contract for the related rank-and-file employees. This process is designed to ensure CalHR can review the need for supervisory and managerial salary adjustments while also reviewing the impact on the rank-and-file positions in a class series. Through recent bargaining and budget cycles, various ACSS salary proposals and advocacy have led to higher Special Salary Adjustments for the whole class series. While ACSS can only advocate for excluded employees, this process ensures ACSS can make and support salary adjustment arguments for supervisors and managers, and we do not have to rely on a rank-and-file organizations to make a salary adjustments for a class series a priority.

Under the Newsom Administration, supervisors and managers have received at least the same salary increases received by rank-and-file employees. While a number of salary inequity issues remain, CalHR continues to review and in many instances resolve those ongoing issues. ACSS will continue working with CalHR and departments on improving salary and benefit issues for supervisors and managers. With a solid working relationship with CalHR in place, these issues can be resolved more efficiently for the benefit of ACSS members. 

## ACSS Strategic Plan Purpose, vision, and goals

...continued from page 1

### ACSS' PURPOSE:

ACSS's purpose is to effectively advocate for and represent California state supervisors, managers and other excluded employees.

### ACSS' VISION:

ACSS's vision is that all California state excluded employees receive fair and equitable representation, compensation and benefits

### Goal 1: Increase Membership

ACSS's success is based on the numbers of members we represent. We will continue to focus on coordinated campaigns to attract new members and retain existing ones.

### Goal 2: Build Member Engagement


Another key to ACSS success is member engagement. We want to assure strong levels of member activity at each chapter and each work site, resulting in high levels of activism at ACSS.

### Goal 3: Sustain Our Legislative and Advocacy Successes

ACSS needs to maintain a strong presence and voice both in Sacramento and at the District level so that policy makers and legislators acknowledge the importance of ACSS and support our priorities.

### Goal 4: Strengthen Our Organization

Strengthening our organization means strengthening board and chapter leadership while also increasing customer service and communication at all levels and building mutual accountability and transparency and continually measuring our progress.

As ACSS evolves, we plan to carry out the purpose, vision, and goals that this new Strategic Plan entails. As a member of ACSS, you can expect an increase in communication, transparency, and involvement from ACSS that ultimately benefits you and all managers, supervisors and confidential employees of the State of California. It is a great time to be a member! If you know of fellow colleagues (managers, supervisors or confidential employees) that are not members of ACSS, please spread the mission and vision of ACSS and encourage them to join now! [www.ACSS.org/join](http://www.ACSS.org/join) 



## In-Person Chapter Meetings are back!

### Attend a Chapter Meeting in your local area

When the pandemic hit, ACSS in-person Chapter Meetings came to a halt to best protect our members and help prevent the spread of Covid-19. During that time, ACSS implemented virtual meetings to continue chapter business, networking amongst our members, and keep members informed of issues important to them. Now that we are returning to our pre-pandemic lifestyles, in-person Chapter Meetings are once again being scheduled in your areas.

While virtual meetings are appropriate for some instances, in-person Chapter Meetings are preferred over virtual meetings and are the best way to connect with fellow members, participate in discussions, and receive important ACSS and Chapter information.

Chapter meetings are held in the evenings during the work-week at a

restaurant or hotel and generally follow a structured agenda:

1. Introductions
2. Special guest presentations
3. News and announcements
4. Chapter business
5. Interactive Q&A session with an ACSS Labor Relations Representative


In a recent survey, members expressed the benefits of attending a Chapter Meeting:

- Understanding what ACSS is currently doing to help the rights and wages of Excluded Employees
- Networking and socializing with colleagues and other members
- Learning more about ACSS and the exclusive benefits that come with membership
- The free dinner



- Discussing job-related issues with a professional Labor Relations Representative
- Asking questions openly and getting honest answers

If you haven't attended a Chapter meeting in the past, we encourage you to register for one soon. **99%** of past attendees said they would attend another Chapter meeting in the future. As always, dinner is FREE for members and potential members!

Visit the ACSS Events Calendar ([www.ACSS.org/Events](http://www.ACSS.org/Events)) to find out dates for the next in-person meeting happening in your local area. 


## Did You Know?

### Excluded Employees have rights!

#### WHAT IS AN EXCLUDED EMPLOYEE?

An excluded employee is defined as a state employee who does not have collective bargaining rights under the Ralph. C Dills (Dills Act). CalHR generally designates an employee as excluded if they are a manager, supervisor or confidential staff member.

Even though excluded employees are not in bargaining units it's important to know that ACSS has the right to advocate for our members through the meet and conder process. This includes discussions on salaries, benefits and workplace policies.

Just like rank-and-file employees, excluded employees have the right to representation. Unlike rank-and-file unions, your membership in the Association of California State Supervisors is voluntary. 



## Contact Your Labor Rep

### Need representation? Contact your local Labor Relations Representative!

**Dianne Schaumburg**, Northern California  
(916) 326-4257, [dschaumburg@acss.org](mailto:dschaumburg@acss.org)

**Zee Syed**, Sacramento Area  
(916) 326-4257, [zsyed@acss.org](mailto:zsyed@acss.org)

**Regina Jenkins**, Bay Area and North Coast  
(415) 935-0375, [rjenkins@acss.org](mailto:rjenkins@acss.org)

**Hope Farmby**, Los Angeles and Coastal  
(818) 726-4814, [hfarmby@acss.org](mailto:hfarmby@acss.org)

**Paula Negley**, Southern California  
(858) 292-0151, [pnegley@acss.org](mailto:pnegley@acss.org)

For all other areas, contact ACSS Headquarters and a Labor Relations Representative will be assigned to you.  
(916) 326-4257, [acss@ACSS.org](mailto:acss@ACSS.org)

[www.ACSS.org/Labor-Relations-Reps](http://www.ACSS.org/Labor-Relations-Reps)

## CHAPTER MEETINGS

In-Person meetings are back! Along with virtual meetings, ACSS Chapters are resuming In-Person meetings. Dinner is FREE for ACSS members!

### Attend your local ACSS Chapter's next meeting:

- 509 - July 12 (S. Central Valley)
- 513 - July 21 (Orange County)
- 507 - Aug 15 (Santa Clara)
- 503 - Sept. 20 (Sacramento)
- 505 - Sept. 21 (Bay Area)
- 514 - Sept. 21 (Southern CA)
- 504 - September (Northern CA)
- 511 - September (Los Angeles)

[www.ACSS.org/Events](http://www.ACSS.org/Events)



**ASSOCIATION OF CALIFORNIA STATE SUPERVISORS**

3000 Advantage Way, Suite 210  
Sacramento, CA 95834

FIRST CLASS  
PERMIT

First Name Last Name

Address 1

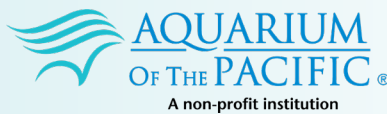
Address 2

City, State ZIP

## MEMBER BENEFITS

*As an ACSS Member, you are eligible to take advantage of these exclusive benefits.*

*Get discounts on tickets to select theme parks and museums this summer!*



CALIFORNIA  
ACADEMY OF  
SCIENCES



To purchase tickets, visit [www.calcsea.org/benefits](http://www.calcsea.org/benefits)

## CONTACT US

3000 Advantage Way  
Suite 210  
Sacramento, CA 95834

(800) 624-2137 | (916) 326-4257

[www.ACSS.org](http://www.ACSS.org)

[acss@ACSS.org](mailto:acss@ACSS.org)

## HELPFUL LINKS

**Events Calendar**

[www.ACSS.org/Events](http://www.ACSS.org/Events)

**Subscribe to our e-News**

[www.ACSS.org/Subscribe](http://www.ACSS.org/Subscribe)

**Join ACSS**

[www.ACSS.org/Join](http://www.ACSS.org/Join)

**ACSS Chapter Info**

[www.ACSS.org/Chapters](http://www.ACSS.org/Chapters)