



# ACSSQUARTERLY

Q42013

**“ I WAS LOOKING OUT ACROSS THE ROOM AT WHAT SEEMED TO BE A WALL OF PEOPLE WHO WERE ALL AGAINST ME—THEIR LAWYER, MY SUPERVISOR, THE EMPLOYEE RELATIONS OFFICER, AND THE HIRING AUTHORITY. AT THAT MOMENT, I FELT TERRIFIED AND COMPLETELY ALONE”**

*READ HOW ONE ACSS MEMBER FOUGHT  
BACK AGAINST BAD MANAGEMENT*



## ACSS & I FOUGHT BACK WHEN MY RIGHTS WERE VIOLATED... AND WON!

I would like to voice an experience that I have personally undergone over the last year of my life.

One of my managers violated my rights. I tried to reason with them, and I was ignored. I reached out to ACSS and they were there for me; to listen to my concerns and to stand beside me.

When it was time to appear in front of the Administrative Law Judge to hear my complaint on two separate occasions, ACSS was there for me.

When I was on the witness stand on the second day, I was looking out across the room, at what seemed to be a wall of people who were all against me—their lawyer, my supervisor, the employee relations officer, and the hiring authority. At that moment, I felt terrified and completely alone.

Then I looked over and realized that I was not alone, in my defense and standing beside me—ACSS was there.

I am so grateful that I did not have to endure this painful experience all alone; because ACSS was there for me.

My professional ACSS labor relations representative allowed me to have the strength and courage to stand up for my rights and to object to management's wrongful decisions. Thank you ACSS for all of your support and hard work.

— S. Lincoln

## DID YOU KNOW?

*You have the right to representation!*

Just like rank and file employees, supervisors, managers, and confidential employees **have the right to representation.**

## THE DIFFERENCE IS YOU DECIDE WHETHER TO JOIN ACSS OR NOT.

Unlike rank and file unions, your membership in the Association of California State Supervisors is voluntary.

Once you join ACSS, however, you'll enjoy crucial protection on the job. Our team of full-time professional labor relations representatives can help you through any rough patches that may arise throughout your career.

### Your ACSS legal team can help with:

- **Adverse actions;**
- **EEO investigations;**
- **Out-of-class grievances;**
- **Negative performance evaluations;**
- **Rejection on probation;**
- **And much more!**





VICTOR WELLS (LEFT)  
CORPORATION EXAMINER IV  
DEPARTMENT OF BUSINESS OVERSIGHT



LINDA MAXWELL  
ACCOUNTING ADMINISTRATOR I  
DEPARTMENT OF CHILD SUPPORT SERVICES



FRANCINE DAVIES  
STAFF SERVICES MANAGER I  
DEPARTMENT OF CONSUMER AFFAIRS

**MEET SOME OF THE WINNERS OF  
OUR 2013 KINDLE SWEEPSTAKES!**

**THESE MEMBERS RECEIVED A BRAND  
NEW KINDLE FIRE HD 7" TABLET  
COMPUTER AND A CUSTOM ACSS CASE.**

**SEE MORE WINNERS @**  
*acssonline.org*

**ACSSQUARTERLY**



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**CALIFORNIA**  
STATE SUPERVISORS

1108 O Street, Suite 317  
Sacramento, CA 95814

FIRST CLASS  
PERMIT

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FIGHTS BACK  
AGAINST BAD  
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WINNERS!

**Q4**  
**2013**

First Name Last Name

Address 1

Address 2

City, State ZIP



## JOIN ONLINE NOW AND RECEIVE A **FREE GIFT!**

Thousands of state supervisors, managers, and confidential employees from every department rely on ACSS to protect their careers and fight for better pay and benefits.

Enter the promo code **Q4NEWS** when you join and we'll send you a complimentary ACSS travel mug.

**ACSSonline.org/JOIN**