



ACSS' Representation Program Helps Members Achieve Favorable Outcomes

ACSS' purpose is to effectively advocate for and represent its members. Our mission is to ensure that all excluded employees receive fair and equitable representation, compensation, and benefits. Each year ACSS' skilled team of Attorneys and Labor Relations Representatives (LRRs) assist members with hundreds of formal grievances and appeals. While many of these appeals and issues are favorably resolved by ACSS through settlement agreements beneficial to the members, on occasion, cases require escalation to a full evidentiary hearing. As an ACSS member, you have an advantage with ACSS on your side. If you are experiencing a difficult time in your career, ACSS is here to guide you through the process. You are not alone.

Here are some examples of how ACSS has helped members this year:

CDCR Employee Reinstated with one full year of back-pay salary

A member at the California Department of Corrections and Rehabilitation (CDCR) found that her new state position did not match what she was told when being hired and she wanted to return to her prior classification at her prior state agency. When the member made a written request to return to her old department, CDCR construed this request as a resignation from state service.

ACSS filed an appeal with the Department of Human Resources (CalHR) seeking to set aside the "resignation" and return the member to work. When a quick settlement could not be achieved, the matter proceeded to a hearing before a CalHR Administrative Law Judge. Following three days of testimony and legal briefs on the issues, the Judge issued a decision ordering the member to be reinstated with nearly one-year of back salary.

...continued on page 2



Step Up and Become a Leader!

Attend your Local Chapter's Open Nominations Meeting

ACSS Delegate Assembly 2024 is only a year away! This triennial event showcases how any ACSS member can have the opportunity to represent their fellow members, take on a leadership role within ACSS to help make positive changes, and take an active role in a 100% member-led organization. Delegate Assembly is an extraordinary occasion for member-elected Delegates to make a difference and shape the future of this organization. If you want to elevate yourself to a leadership role and make real change happen, now is the time to step up and nominate yourself for a leadership position at your local Chapter's upcoming Open Nominations Meeting!

Open Nominations

Your local Chapter will announce and invite you to an Open Nominations Meeting in December/January. At the meeting, you may nominate yourself or others as a Delegate to serve as a representative of your Chapter at Delegate Assembly (See page 3 for more information on Delegate Assembly.). You may also also nominate yourself or others for a Chapter Officer or a Board Member position during this time. After that, your name will be added to the ballot and ACSS staff will guide you through the Elections process.

...continued on page 2

ACSS Representation Program

Members receive valuable assistance when faced with difficult career issues

...continued from page 1

Caltrans member retires with lump sum instead of dismissal

A member at the Department of Transportation was served a dismissal. Although the member disagreed with the dismissal, ultimately the member was content to retire. Before retiring, the member reached out to ACSS for help. ACSS negotiated a settlement providing this member with a significant lump sum in exchange for withdrawal of the appeal from dismissal and a release.


CCHCS member gets leave credits restored

A member at California Correctional Health Care Services (CCHCS) spent 14 months sending dozens of emails to her personnel staff attempting to get her leave credits restored. After coming to ACSS, this member's leave credits were fully restored within two weeks – just in time for them to be utilized for a planned surgery.

CDFA members reinstated through settlements

Two members at the Department of Food and Agriculture (CDFA) were served with demotions to rank-and-file positions with accompanying salary reductions of over 45 percent. The demotions would also require the members to either relocate or endure significant daily travel to new worksites. ACSS negotiated settlement agreements placing the members back into supervisory positions with much smaller salary reductions and the continued ability to telework.

As you can see from these examples, it is evident how the knowledgeable, experienced, and dedicated team of ACSS' Attorneys and LRRs work tirelessly for our members to achieve positive results. If a non-member were faced with a difficult situation like these mentioned above, the non-member would have to pay substantial attorney's fees to get issues like these resolved. While not all cases proceed to the extreme level of a full evidentiary hearing, our members are grateful to have ACSS on their side to provide representation and help resolve their workplace issues at any level.

Membership with ACSS is vital, even when your job is going well. You can never predict when something is going to go wrong in your career. ACSS is here to help you through those difficult situations when they arise. If you are not a member yet, join today! Visit www.ACSS.org/Join. 

ACSS Needs You!

Nominate yourself for a Leadership position

...continued from page 1

ACSS Elections

ACSS Elections occur in April/May of 2024 and are conducted completely online! Election results are released in June. If you are elected, ACSS will take care of travel and accommodations for you to participate in Delegate Assembly in October 2024 in Sacramento.

Training and Guidance


We understand you are busy. However, leadership positions require a minimal amount of volunteer time and ACSS staff will help train you. In addition, your fellow veteran Chapter Officers will also help guide you towards success in your leadership position. You are not in this alone! ACSS Leaders are a solid group of unified and devoted agents of change that come together to support its members.

What are the benefits of becoming an ACSS Leader?

Becoming an ACSS Leader strengthens your abilities for career advancement, professional development, as well as personal improvement. By being an ACSS Leader, you will gain insider knowledge about the latest things happening for Excluded Employees, ahead of your peers. Not only will you be educating yourself, but you will become a resource for your colleagues. It will give you the opportunity to become invested in ongoing advocacy, legislative, and lobbying efforts. As an ACSS Leader, you will meet more like-minded excluded employees and leaders, which helps you relate to other people's struggles and allows you to see the big picture. Even if you are hesitant, start small and gain confidence in that position. As you get more familiar with the Chapter and officer duties within the Association, it becomes easier. Eventually, more doors will open and bring more opportunities to develop your skills as a leader.

Make Change Happen

You have the power to make change happen. The best way to make those changes happen is to get involved. ACSS was founded by and is currently governed by State Employees just like you! We need your expertise, passion, and dedication to help make this organization run optimally. Nominate yourself at your local Chapter's Open Nominations meeting. Your local Chapter will announce and invite you to their Open Nominations Meeting in December/January.

For more information on Nominations, Elections, and Delegate Assembly, visit www.ACSS.org/DelegateAssembly. 



What is Delegate Assembly?

ACSS' Triennial Event

Delegate Assembly is an important event in ACSS that occurs every three years. Its purpose is to elect appropriate leaders and improve the association by refining the way the Association functions. Preparation for this event occurs in the fall season prior to a Delegate Assembly year when Nominations for new leadership take place. In the spring of the following year, an official election of the Nominated Candidates occurs via online ballots. The result of the elections is a comprehensive body of well-qualified Delegates and Officers who have been elected by their peers to represent the members and make an impact within the organization.

Delegate Assembly is a **three-day event** that will take place in October 2024. On the first day, there is a training session for Delegates and Officers to inform them of the rules and procedures of the upcoming Assembly. There may also be ad-hock committee meetings in an informal setting to review policies and issues that may require discussion during Delegate Assembly. The first day also includes an evening meet-and-greet event for the Delegates to socialize and network.

The second day of the event is the Assembly of the Delegates. All the elected Delegates gather to discuss bylaw resolutions and other Association business. Delegates have the important task of voting on these proposed resolutions that affect the future of the




Association. Another important task of the Delegates is to vote for who will serve in the next 3-year term as Board Members.

On the last day of the event, a Board Meeting is held. This is the first meeting of the newly elected Board Members. The primary purpose of this meeting is for the Board Members to vote for the Executive Officers. These Executive Officers are Board Members who have an additional role and function at the highest level of the Association. They consist of the ACSS President, ACSS Vice President, VP of Membership Development and VP of Governmental Affairs. The Secretary/Treasurer is appointed separately.

Since 1990, ACSS has been governed by Excluded Employees just like you! It is the Members who step up to make a difference and shape the future of this organization.

This triennial event truly showcases how any ACSS member can have the opportunity to represent their fellow colleagues, take on a leadership role to help make positive changes, and participate in a 100% member-led organization.

Members may nominate themselves or others as a Delegate to serve as a representative of their Chapter at Delegate Assembly. Members may also nominate themselves or others for Chapter Officer positions during this time. Look for an Open Nominations Meeting announcement from your local Chapter in December/January. For more information on Nominations, Elections, and Delegate Assembly, visit www.ACSS.org/DelegateAssembly. 

Host an ACSS Meeting at your Work Location!

ACSS staffs two Member Outreach Coordinators that regularly visit State departments and agencies in Northern and Southern CA to talk about ACSS, the issues affecting ACSS members, and answer questions for potential new members.

Our Outreach Coordinators provide information about the benefits of joining ACSS and explain what ACSS does. Members receive news and updates on ACSS' efforts to protect and represent the rights of excluded State employees. Members appreciate the Outreach Coordinator's availability to genuinely connect with them, while listening to their concerns and answering questions.

ACSS will provide lunch or snacks for your meeting! Contact Charlotte or Maureen to schedule a meeting at your department today!



Charlotte Hoar, Northern California
(916) 326-4388, choar@acss.org

Maureen Douglas, Southern California
(818) 990-0174, mdouglas@acss.org

www.ACSS.org/Worksite-Meetings

CHAPTER MEETINGS

Chapters hold in-person and virtual meetings on a quarterly basis. Attend the next Chapter Meeting in **your** local area! For in-person meetings, dinner is **FREE** for ACSS members and potential members.

Q4 Chapter Meetings*:

- 509 - Oct. 11 (Visalia)
- 507 - Oct. 17 (Salinas)
- 508 - Oct. 19 (Merced)
- 511 - Oct. 19 (Los Angeles)
- 513 - Nov. 17 (San Diego)
- 502 & 503 - Dec. 1 (Sacramento)
- 505 - Dec. 7 (Bay Area)
- 509 - Dec. 13 (S. Central Valley)
- 511 - Dec. 14 (Los Angeles)
- 514 - Dec. 21 (San Bernardino)

**Meeting dates are subject to change. Please visit www.ACSS.org/Events for the most current schedule.*



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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 exclusive benefits just for you!

Get ready for the holidays by purchasing gifts and goods via payroll deduction.



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HELPFUL LINKS

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www.ACSS.org/Chapters



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