

# KNOW *your* RIGHTS

2018

## EXCLUDED EMPLOYEE BILL OF RIGHTS

The Excluded Employee Bill of Rights was sponsored by ACSS and signed into law in 1990.

### The Bill of Rights:

- Ensures that supervisors, managers and confidential employees have a right to join organizations that will represent them in their employment relationship with the state.
- Allows ACSS to be the voice of members in dealing with the Department of Human Resources (CalHR representing the Governor), the State Personnel Board, and other state departments on all matters relating to employment conditions including wages, hours and benefits.
- Secures the right of ACSS to represent members individually and collectively.
- Provides the basis for representation in the Legislature and in the courts.

In 2004, ACSS secured a major statutory change to the Excluded Employee Bill of Rights by adding group level Meet and Confer rights.

The state employer must provide advance notice of policy determinations or any course of action that could impact employees working conditions. ACSS and the State then “Meet and Confer” to discuss alternatives and impacts.

## MEET AND CONFER PROCESS

Under the Excluded Employee Bill of Rights, ACSS is guaranteed the right to Meet and Confer with CalHR or state departments on “all matters relating to...employment conditions and supervisory employer-employee relations including wages, hours and other terms and conditions of employment.”

The state employer must provide advance notice to ACSS of items that may impact wages or working conditions of supervisory employees.

This advance notice requirement allows ACSS to evaluate potential impacts on members. We reach out to members in the affected departments to determine the impact of the proposed changes and to develop alternatives.

Members benefit by having their issues collectively presented by ACSS and considered by the state in the formal Meet and Confer. Members can even remain anonymous if they wish.

Following the Meet and Confer with the state, ACSS confirms our understanding with CalHR or the impacted department and then communicates the outcome to affected ACSS members.

**IF YOU HAVE A CAREER ISSUE, CALL US FIRST @ (800) 624-2137**



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