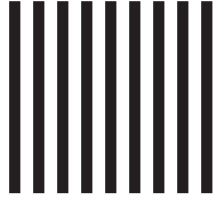


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## THANK YOU, ACSS!

*"I would not have been successful in passing probation without the assistance of your outstanding labor rep. He steered me through this difficult time in my career."*

— Fred Anderson III

*"ACSS gives me the opportunity to network and socialize with other state supervisors. Sharing experiences with them is invaluable to me on my job."*

— Pam Robison

*"I spent months trying to fix a problem with a paycheck deduction. When I called ACSS, their labor rep got it done right away. Thanks, ACSS!"*

— Nowita Moore

*"ACSS represented me on a charge, and now it's like it never happened. It's good to know somebody has your back. If ACSS is on your side, you do have a chance."*

— Bridget Early

## YOU'RE UNIQUE *So Are We*

As a state manager or supervisor, your job is unique — and the challenges you face are different from the challenges encountered by the rank-and-file employees you oversee. As a member of the state's management team, you don't just deal with your own problems — you must find solutions that work for your managers, your subordinates and your department.

It's not easy ... so let us help.

The Association of California State Supervisors was created to offer expert representation and an array of benefits uniquely designed for you — a state employee excluded from collective bargaining.

ACSS is the largest and most experienced organization representing the state's excluded employees. For more than 20 years, we have successfully fought for better salaries, benefits, rights and recognition for the dedicated men and women who, like you, have accepted the challenge of entering or promoting into leadership roles in state government.

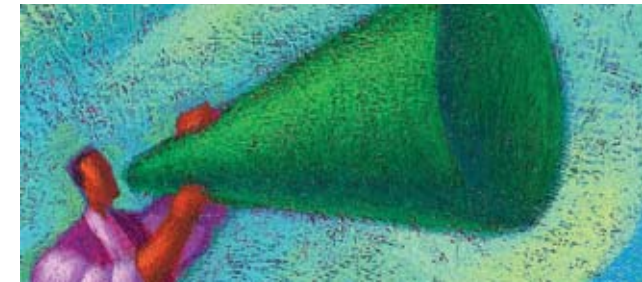
You do an exceptional job and you deserve exceptional representation. You deserve ACSS.

## ACSS is Career Insurance

Just as you need auto insurance to safeguard you on the road, you also deserve security on the job. ACSS staff will advise and represent you from probation through promotions — for the lifetime of your state career. We provide personal counsel when you need it and up-to-the-minute information on our Web site and in our periodicals.

Call us at 800-624-2137 to request one or more of our timely reference publications:

- Your Road Through Probation
- How to File an Effective Grievance
- The Benefits Book for State Employees
- Layoffs? A Guide for Excluded Employees
- Excluded Employees' Bill of Rights

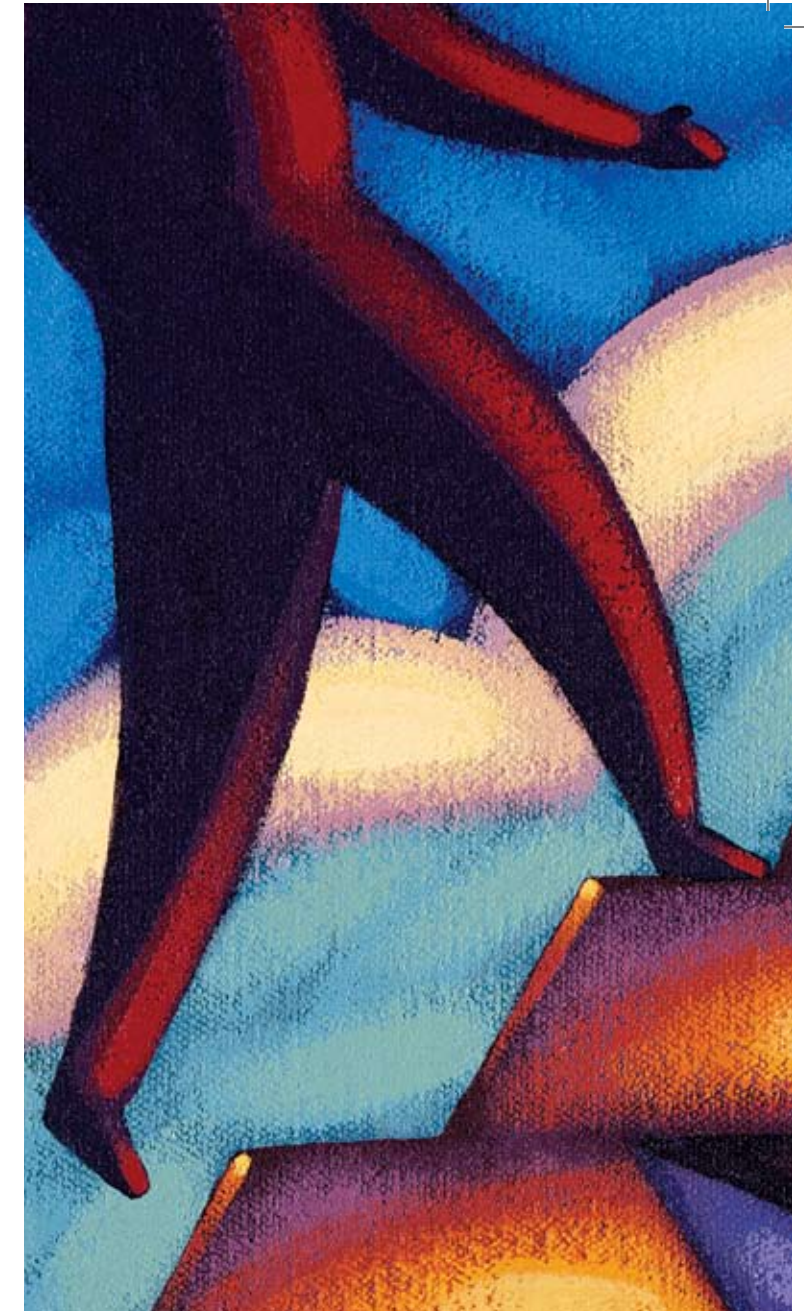


To enroll in ACSS now, fill out and return the attached application. For more information on our dues schedule, please visit [www.ACSSonline.org](http://www.ACSSonline.org) or call us at 800-624-2137.



Association of  
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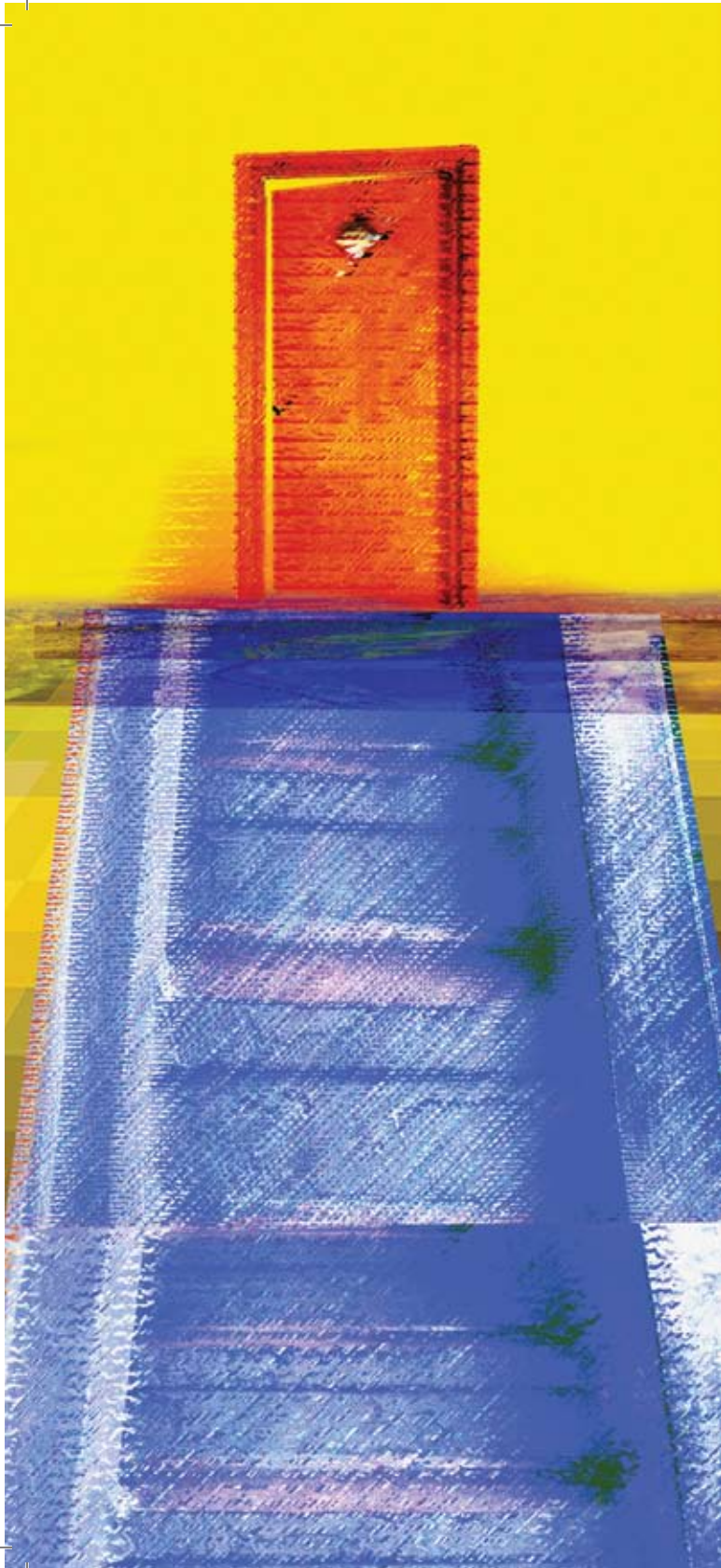
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[www.ACSSonline.org](http://www.ACSSonline.org)



# STEP UP JOIN ACSS TODAY

Association of California State Supervisors





## ACSS WORKS FOR YOU

Our mission is to help you do your job better ... and to make your job better for you.

While we're always looking for new and inventive ways to support your career, ACSS continues to provide select core benefits to every member.

### PROFESSIONAL REPRESENTATION

ACSS professional labor specialists give immediate and valuable advice to hundreds of supervisors, managers, confidential and exempt employees every year, and we represent many of them in adverse actions, grievances, rights issues and other formal appeals before state agencies and boards. Our win rate is outstanding. As a member, you will be assigned a labor representative based in your area. This professional advocate, backed by an ACSS attorney and knowledgeable staff, will be available to counsel you, explain complicated law and suggest a positive course of action. Our labor reps maintain their credentials with ongoing training that keeps them on the cutting edge of workplace issues and solutions. As a member of ACSS, you receive this representation for free.

### LEGISLATIVE ADVOCACY & POLITICAL ACTION

ACSS sponsors and supports legislation to improve your pay, benefits, pension and working conditions, and we oppose legislation that would adversely impact you, your career and your family. We are authorized by state law — a law we sponsored — to confer with legislators and state agencies on your behalf. We also work to elect employee-friendly policymakers who understand and value the work you do ... and we are proud to claim a high success rate. Everything we do revolves around one goal — protecting and supporting you and your career.

### NETWORKING

As a member of ACSS, you'll discover a network of other state supervisors, managers and professionals who provide support, resources, camaraderie and career contacts through chapter and board meetings, legislative events and political and social gatherings.

### INFORMATION UPDATES

As a member of ACSS, you will regularly receive information on issues critical to your success as a career state leader — from updates on personnel policies and legislation related to your job to no-nonsense advice on handling sensitive supervisory issues specific to California state government. With your membership, you will receive quarterly issues of the ACSS magazine, Today's Supervisor, as well as informative newsletters and up-to-the-minute email notices. You also will have 24-hour access to our Web site, [www.ACSSonline.org](http://www.ACSSonline.org), for continual updates on the issues that concern you.

### \$10,000 DEATH BENEFIT

ACSS provides a \$10,000 death benefit policy for every member — free to you with your membership. We know protecting you means protecting your family, too.

### LOW-COST INSURANCE AND OTHER DISCOUNTS

As an ACSS member, you are eligible to participate in excellent group auto and homeowner insurance plans and discount buying programs we sponsor exclusively for you. Through our benefits program, you can enjoy discounts on travel, entertainment, car rentals, life insurance, auto parts, home supplies and more. After all, you work hard — you deserve a break.

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ACSS Form 1  
(11/09)

Signature

Date

By writing my initials in this box, I instruct ACSS not to withhold any funds for political activities.

Unless instructed to the contrary below, ACSS is hereby authorized to withhold from my pay an additional \$2 per month for ACSS political activities, including but not limited to deposit in any political committee sponsored by ACSS or any activity designed to promote, support, oppose or otherwise affect the election of candidates, ballot measures or other causes as determined by ACSS pursuant to its governing documents.

I hereby apply for membership in the Association of California State Supervisors, an affiliate of the California State Employees Association, and I authorize ACSS to establish with my employer the withholding of dues and any benefit deductions from my pay warrant. I understand my membership rights are set forth in the ACSS and CSEA bylaws, policies and procedures, and I hereby authorize and appoint ACSS and its agents to represent me in matters pertaining to wages, hours and other terms and conditions of employment in a manner consistent with those documents. As a member of ACSS, I agree to abide by the ACSS bylaws, policies and procedures. I understand that if I transfer into a classification represented by another CSEA affiliate or if I retire from state service, my membership will automatically transfer to the appropriate CSEA affiliate.

Recruiter's Name

Credit to Recruiter, Reward to Applicant

Recruiter's ACSS ID or Home Phone #

Work Address

Work Phone

Monthly Salary

State Agency/Department Name

Classification

Home Address

City

State

Zip

Phone

Email

Last Name

First Name

Initial

Social Security No.



Association of  
**California State Supervisors**  
1108 O Street, Suite 317 | Sacramento, CA 95814  
800.624.2137 | F 916.326.4364 | [www.ACSSonline.org](http://www.ACSSonline.org)

**MEMBERSHIP APPLICATION**

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