

# SEIU 521 Layoff School

05.13.2026



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# OUR LAYOFF FIGHTBACK GOALS



**Save as many  
union jobs as  
possible**



**SEIU 521  
members  
understand  
their rights**



**SEIU 521  
members  
feel supported**



**Hold the  
County  
accountable  
for a fair  
process**

- County identified proposed deletions
- SEIU receives seniority & vacancy information
- County checks vacancies & claims positions for layoffs
- County provides training for their layoff team
- SEIU layoff team starts meeting with impacted departments to define units (Article 5.8b)

# May

# June

- **June 1** layoff notices go out to impacted employees
- County provides layoff training for impacted employees
- **June 11** Deadline for inplacement
- **June 15-18** Bidding
- Week of June 15 - SEIU 521 Resource Fair
- **June 18,23** BOS 1st and 2nd reading of salary ordinance

- **July 5** last day employees can occupy a deleted position
- **July 6** First day of new position for laid-off employees
- **July 8** Reemployment list created

# July

# How the Layoff Process Works



# Definitions

## **Inplacement**

If the worker does not have seniority rights or “bumping” rights in their current or former classification, the county will try to find a vacant position in a classification. This does not apply to employees who have not completed a primary probationary period in the county.

## **CEO Offer**

Not a contractual right, but is inplacement for those who have not completed a primary probationary period in the county. This is at the discretion of the county.

## **Displacement**

“Bumping” in the worker’s current or former classification

## **Underlying Status**

Worker who held a former classification in which they completed their probationary period

# Early Stages

## The County:

- Deletes positions
- Reviews vacancies, seniority
- Begin to identify which workers are subject to reassignment, displacement, administrative transfer, inplacement, or layoff

## Seniority:

1. Provisional workers
2. Probationary workers
3. Permanent workers

Least senior gets impacted first.

*Workers in unclassified positions that are deleted are released and is not considered a layoff*

## What workers need to prepare:

- Seniority corrections
- Verify your status
- Have you held permanent status in another classification
- Are you bilingual certified
- Other certifications and licences
- Take inventory of transferable skills

## This Allows

- Union to define a unit within the dept/agency
- Voluntary transfers by seniority (same class, same dept/agency)
- Reassignment opportunities before layoffs occur
- One worker voluntarily moving into a vacancy may save another worker's job

## This should happen

- AFTER vacancy information becomes available
- BEFORE bidding is complete
- BEFORE formal layoffs are final

## Questions for Workers

- Would you voluntarily transfer?
- Would you change shifts/location
- Would you accept another department

**If there are enough vacant positions to absorb the impact, the union may invoke Article 5.8(b)**



1 The employee in the deleted position (not least senior) will be administratively transferred into a vacant position within the dept/agency vacated by the least senior worker.

2 A more senior worker may displace (bump) a less senior worker (same class, same dept/agency)

3 That least senior worker will then be able to bid on vacant positions in the county.

4 If there isn't a position available (least senior), worker may return to a former classification, and go through the same bid process.

5 If worker does not have sufficient seniority for a position (same or lower class) and no vacant code, the county may consider **Inplacement\***

6 If a worker is officially laid off, worker will be placed into a **Reemployment list**.

## Article 5.8(a) Reassignment & Displacement

Before anyone is laid off, the County must review reassignment options, return rights, and displacement rights.

# How Bidding Works

01

Impacted workers participate in bidding for available positions based on seniority.

02

- Do not ignore bidding notices, even if you're on vacation or on leave.
- Notify the union & county if designating a proxy
- During bid meetings, worker has 10 minutes to decide
- Beforehand: rank your choices, think about the worksite, shift, supervisor, full/part time, differences between classifications

03

Tentative Bid Schedule:

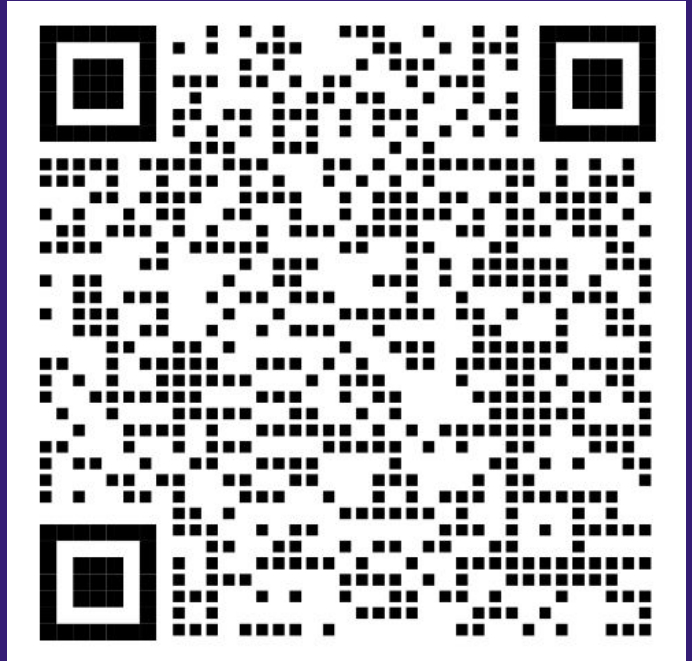
**June 15-18**

**1** Stay connected with your union. Forward any notices you receive from the County to [LayoffSCCO@seiu521.org](mailto:LayoffSCCO@seiu521.org)  
Or call our Member Resource Center 833-734-8521

**2** Review and verify your seniority information carefully.  
Update your licences, certifications, resumes

**3** Review approved vacancy list.  
**<https://seiu521.click/fy27claimed>**  
*\*This list often gets updated and changes availability*

# What Workers Should Do Right Now



**<https://seiu521.click/scclinktree>**

# Rapid Response for Union Members: [unionrapidresponse.org](https://unionrapidresponse.org)





**SEIU** LOCAL  
521

**WE WON'T SIT THIS ONE OUT!**

**GET OUT THE VOTE THIS JUNE 2**

**THE STAKES COULD NOT BE HIGHER!**  
**WITH COSTS RISING, DANGEROUS CUTS THREATENING OUR  
SOCIAL SERVICES AND PUBLIC EDUCATION - WE DON'T HAVE  
THE LUXURY OF SITTING THIS ONE OUT.**

**WE RISE & VOTE  
FOR OUR FUTURE**



- + PROTECT UNION JOBS**
- + DEFEND VITAL PUBLIC SERVICES**
- + SAVE OUR DEMOCRACY**

**Volunteer in  
SAN JOSE**



**MEMBER ENDORSEMENTS & KEY DATES:**

**SEIU521.ORG/2026ELECTION**