



Important Information About Upcoming Bid Process

Dear Member,

If you are impacted by the current layoffs and eligible to participate in the upcoming bid process, you should have already received—or will receive shortly—a notice from the County with your scheduled bid date and time.

We know this is one of the most stressful parts of the layoff process. The decisions you make during bidding can affect your work location, shift, classification, commute, schedule, and future career opportunities. Because of that, we encourage you to take time now to understand all of your options before your bid appointment.

Before your scheduled bid, we recommend that you review and rank your preferred options, understand the consequences of declining positions, learn the difference between a lateral transfer and a demotion, and prepare any questions you may have. The more prepared you are before your turn, the easier it will be to make an informed decision under time constraints.

Visit our [SEIU 521 Linktree](#) – to view the [Vacancy Dashboard](#) and the [June 2026 Bid Schedule](#). <https://linktr.ee/seiuscc>

Please remember that all impacted employees must participate in the bid process, even if you are on vacation, out sick, or on an approved leave of absence. If you cannot attend, you may designate a proxy to bid on your behalf. To do so, you must notify both the County Layoff Team and the Union Layoff Team in advance. If you do not attend and have not designated a proxy, the County will make a selection on your behalf.

SEIU 521 Resource & Career Fair

In addition, we encourage you to attend our Resource & Career Fair on June 17. Whether you are exploring your options, preparing for transition, or simply want additional support, the fair will offer career coaching, employment resources, financial preparedness information, and opportunities to connect directly with employers who are hiring. Even if you ultimately remain in the County, the information and resources available can help you make informed decisions during this uncertain time. See attached flyer and [RSVP Here - Resource Fair](#).

What to Expect During Bidding

The County and SEIU 521 Layoff Teams will conduct the bidding process using two rooms, organized by classification.

In “Room A”, workers will meet with County and SEIU 521 representatives to review the process and wait for their turn. Employees will be called in seniority order.

When it is your turn, you will move to “Room B”. There, you will receive the bid sheet and have an opportunity to review available positions and ask questions before making your selection. Whenever possible, SEIU 521 will have layoff team members from the same bargaining unit available to help answer questions and provide information about the available options.

Each worker will have up to 10 minutes to make a selection. Layoff team members will track the allotted time. If no selection is made within the 10-minute period, the County will make a selection for the employee.

Once a selection is made, the worker will sign the bid sheet next to the chosen position. If a proxy is bidding on behalf of a worker, the proxy will write the worker’s name next to the selected position and then sign their own name.

SEIU 521 Layoff Team members will document the date, time, and seniority number associated with each selection. After the bidding process is complete, the County will provide information about next steps, including when workers can expect to hear from their new supervisor or manager.

If you have questions before your bid appointment or need assistance understanding your options, please email LayoffSCCo@seiu521.org . We are committed to helping you navigate this process and make the most informed decision possible.

In solidarity,

SEIU 521 Layoff Team



SEIU 521
MEMBER
RESOURCE CENTER
1-833-SEIU-521
RIGHTS | REPRESENTATION | BENEFITS

NEED FURTHER ASSISTANCE?

 **CALL US | 1-833-734-8521**

 **ONLINE | www.seiu521.org/mrc**

FIND ADDITIONAL KNOW YOUR RIGHTS GUIDES ON OUR MEMBERS ONLY WEBSITE: MEMBERS.SEIU521.ORG