

SEIU 521 Layoff School

Delay Deletion
08.25.2026



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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 proposed over 600 deletions
- Hundreds of workers participate in our **Fight-Back Actions**
- SEIU engages the County and impacted employees through the layoff process
- **All union jobs saved**
- Workers kept their positions or transitioned to new positions

May-June

September Group

- **August 31** Depts deliver layoff letters to employees
- **September 4** Deadline to submit Inplacement info
- **September 7** County hosts training for workers
- **September 14-16** Bidding occurs
- **September 30** Last day employees can occupy a deleted position
- **October 3** Reemployment list created

- **Sept 10** Depts deliver layoff letters to employees
- **Sept 14** County hosts Layoff Training for employees
- **September 23-25** Bidding occurs
- **Sept 17** Deadline to submit Inplacement info
- **October 11** last day employees can occupy a deleted position

October Group

All Dates for the January 2027 Group is TBD and subject to change.

January 2027 Group

- **November 19** Depts deliver layoff letters to employees
- **December 1** Deadline to submit Inplacement info
- **Week of December 14** County hosts training for workers
- **TBD** Bidding occurs
- **January 3** Last day employees can occupy a deleted position
- **January 4** Reemployment list created

As soon as SEIU 521 receives confirmed dates, we will notify all impacted workers in this group.

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**.
There may be a change in code status and/or return-to-former class

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 or the county will decide for you.
- Beforehand: rank your choices, think about the worksite, shift, supervisor, full/part time, differences between classifications

03

Tentative Bid Schedule:

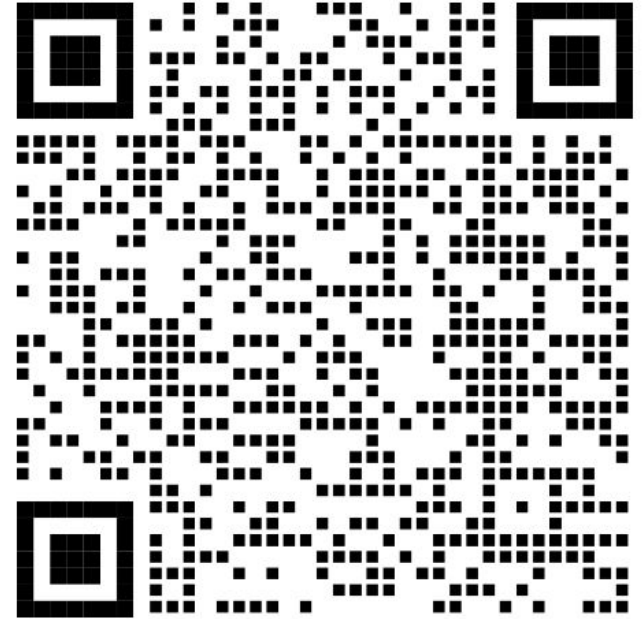
September 14 & 23

1 Stay connected with your union. Forward any notices you receive from the County to 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/scclinktree>
**This list often gets updated and changes availability*

What Workers Should Do Right Now



<https://seiu521.click/scclinktree>

SEIU
LOCAL 521

COUNT ME IN!
DEFEND OUR VICTORIES
SECURE OUR FUTURE



UNITE

FIGHT

WIN