

CDCR Dental Assistant: Post & Bid



Training Overview

AGENDA

9:30 a.m. – 9:45 a.m.	Welcome & Overview
9:45 a.m. – 10:15 a.m.	Ice Breaker
10:15 a.m. – 10:35 a.m.	Reflection
10:35 a.m. – 10:55 a.m.	Timeline Match Activity
10:55 a.m. – 11:05 a.m.	Break
11:05 a.m. – 11:45 a.m.	P&B Jeopardy
11:45 a.m. – 12:30 p.m.	Lunch
12:30 p.m. – 1:00 p.m.	Case Study
1:00 p.m. – 1:45 p.m.	Mock Meet & Discuss Prep
1:45 p.m. – 2:00 p.m.	Break
2:00 p.m. – 3:25 p.m.	Mock Meet & Discuss
3:25 p.m. – 3:50 p.m.	P&B Quiz
3:50 p.m. – 4:30 p.m.	P&B Worksite Action Planning

Ice Breaker

Tell us:

RED - something about yesterday

ORANGE - something you do well

YELLOW - something about your childhood

BLUE - something you learned last week

BROWN - something you can't live without

GREEN - something you watch/listen to

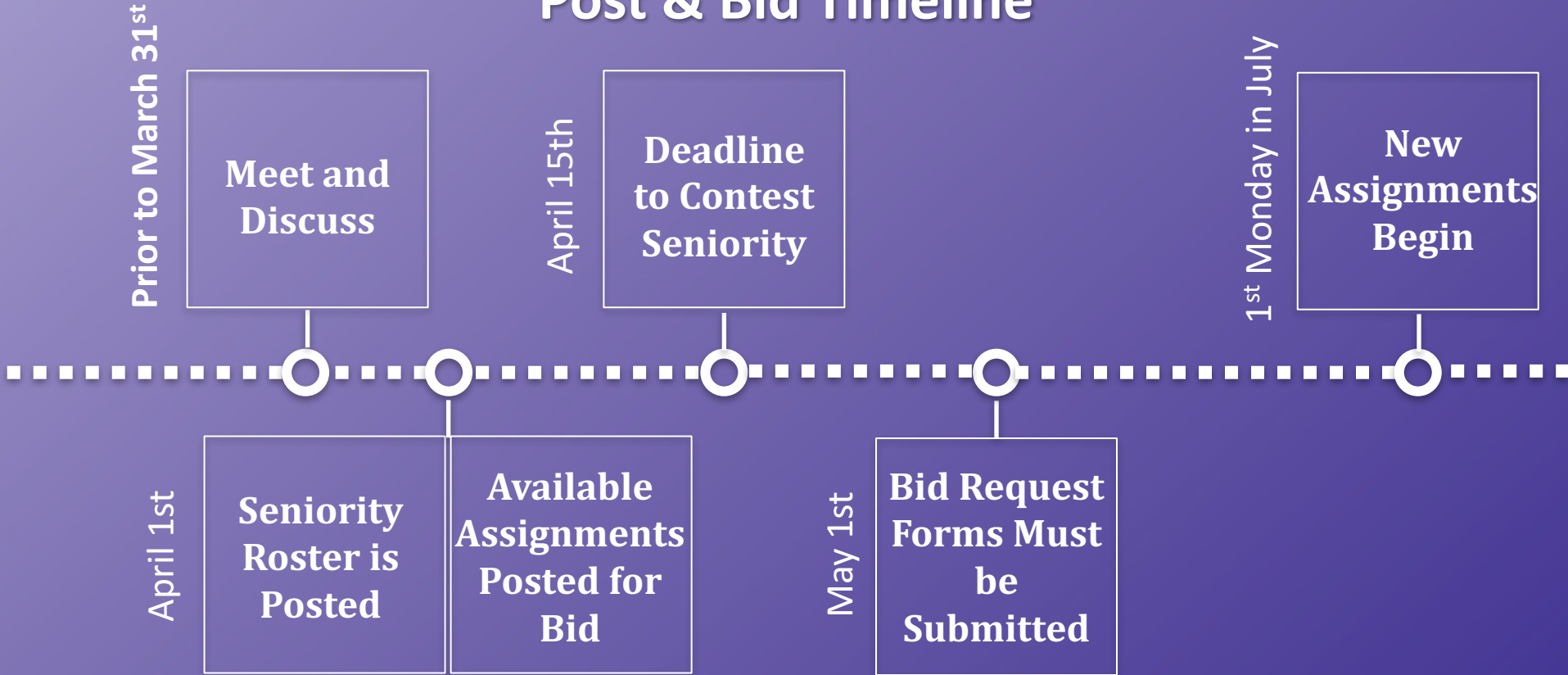


Reflection

What do you need to get out of this training to successfully implement post and bid?

Timeline

Post & Bid Timeline



Eligibility Case Studies



A Dental Assistant
has received 3 LOIs
for various reasons
throughout the
year.

Article 20.16.20 IX



Dental Assistant Rogers, the most senior Dental Assistant, received an adverse action for falsifying documentation. Post and bid is in the next two weeks.

Article 20.16.20 IX (A)



Dental Assistant Miller received an adverse action for swearing at her supervisor for the 3rd time in 1 year. Post and Bid is 7 months away.

Article 20.16.20 IX (A)



Dental Assistant
Anderson has 4
needs
improvements in
his recent
evaluation.

Article 20.16.20 IX (C)

Mock Meet & Discuss Prep

1. Identify up to two speakers and note takers
2. Review PAS, MAR, and seniority scores (for accuracy)
3. Determine percentages by shift/RDO/location
4. Review materials with the team and confirm identified positions for bid vs management

Mock Meet & Discuss

Quiz

How long is the bid cycle?

A: 12 month

B: 24 months

C: 6 months

D: 18 months

Who has the responsibility for the implementation and maintenance of the post and bid procedure at each facility?

A: The OT in nursing

B: Supervising Registered Nurse

C: The warden

D: Health Program Manager III, Supervising Dentist, or their designee

What are the Dental Assistant post and bid ratios?

A: 80% Union & 20% Management

B: 70% Union & 30% Management

C: 90% Union & 10% Management

D: 100% Union

True or False - If someone participates in the interim bid, less than 12 months from the new 12 month bid cycle, they are eligible to bid.

True. The bid cycle is renewed every 12 months. Past interim bids do not disqualify you from participating in the new cycle.

Seniority is defined as:

A: A point for each qualifying month of full-time Department service in the Unit.

B. How old you are

C: A point for every month of full-time state service

D: How long you've worked in your lifetime

Which of the following could result in a denial of bid:

- A. Employees who have adverse action taken against them**
- B. Employees who receive yearly evaluations which have two or more categories marked below standard.**
- C. An employee is on limited duty status and it is determined that the duties of the posted positions are in conflict with the work limitation(s) described by his/her physician.**
- D. All the above**

True or False - Post and Bid disputes can be arbitrated.

False

True or False. Bids can be denied solely based on personal relationships.

False

Worksite Action Plan

Thank you for Coming