



Post and Bid FAQs

1. What Article of the Current Contract explains Post and Bid, by Seniority for RNs/LVNs/CNAs, in CDCR-CCHCS institutions?
 - RNs – Article 20.9.17
 - LVNs – Article 20.12.20
 - CNAs – Article 20.15.20

2. Who is eligible to bid?
 - All permanent, Full-Time RNs/LVNs and Permanent Full-Time CNAs at institutions with 20 or more. Probationary employees are excluded. They must be working in the institution in which they are bidding. There are no inter-institutional bids.
 - RNs- - Article 20.9.17, Section A and Subsection 3, a and b
 - LVNs – Article 20.12.20, Section I and Subsection C, i and ii
 - CNAs – Article 20.15.20, Section I and Subsection C, i and ii

3. Are there any assignments excluded from the Post and Bid?
 - Yes, certain RN positions are excluded. The excluded assignments are specified in the Contract as Dialysis, PACU, ICU, UM, and surgical assignments.
 - RNs- - Article 20.9.17, Section A, Subsection 4

4. What are special qualifications?
 - There can be special qualifications for a particular position including but not limited to licensure, certification and education. In order to bid for the positions, the employee must possess the requisite qualifications before bidding on the position.
 - RNs - Article 20.9.17, Section A, Subsection s
 - LVNs – Article 20.12.20, Section I, Subsection e
 - CNAs – Article 20.15.20, Section D

5. What is a 24 month Post and Bid by seniority?
 - Per the contract language, seniority is defined/calculated as one (1) point for each qualifying month of Full-Time Departmental Unit 17/Unit 20 service, with ties broken by one (1) point for each qualifying month of Full-Time State service.
 - The process of bidding on a position, shift and days off every 24 months begins in October, ends in November and is implemented the second Monday in January, on first watch.
 - RNs - Article 20.9.17, Section B
 - LVNs – Article 20.12.20, Section II
 - CNAs – Article 20.15.20, Section II

6. If I transferred from DJJ to DAI where are my seniority points?
 - CDCR/CCHCS is the 'Department', which encompasses the two (2) divisions (DJJ & DAI-CCHCS). Therefore, if you transfer from DJJ to DAI your seniority points follow you as you are still part of the 'Department.'

7. What information should be provided to the employee by management at the start of the Post and Bid cycle?
 - An accurate seniority list
 - The following must be provided on the form used for posting assignments
 1. Identification Posting Number
 2. Unit (or ward) or other assignment
 3. Shift
 4. Days off or rotation pattern and cycle
 5. Time Base
 6. Deadline for submittal and where to be submitted
 7. Special qualifications
 - RNs - Article 20.9.17, Section D, Subsections 1 through 7
 - LVNs – Article 20.12.20, Section IV
 - CNAs – Article 20.15.20, Section IV

8. What is the difference between a 24 month bid cycle and an interim bid?
 - The 24 month Post and Bid cycle is for bidding on positions by seniority every two years and is designed to afford the employee the opportunity to change positions, shifts and days off. The Interim bid process is for filling of vacant positions within the two year bid cycle.
 - RNs - Article 20.9.17, Section C
 - LVNs – Article 20.12.20, Section III
 - CNAs – Article 20.15.20, Section III

9. Can I be removed from a post I successfully bid for?
 - There are two (2) reasons you can be removed from a bid assignment; 1) If an employee fails to demonstrate they have the knowledge and skills required to perform the duties of the position. However, it must be documented that they are not qualified; or if; 2) the positions is truly eliminated.
 - RNs - Article 20.9.17, Section K
 - LVNs – Article 20.12.20, Section VI
 - CNAs – Article 20.15.20, Section XI

10. How do I bid in the 24 month bid cycle?
 - Verify your Seniority score by October 15. Decide which positions you want to bid on and submit the bid form by 4 p.m. on November 1, with your preferences in descending order.
 - RNs - Article 20.9.17, Section B
 - LVNs – Article 20.12.20, Section II
 - CNAs – Article 20.15.20, Section II

11. Can I file a grievance if the process of the 24 month Post and Bid cycle is in dispute?
 - Yes. Normal disputes are addressed through a grievance process to the Director's level and cannot be arbitrated.
 - However, if the bid process (i.e., incorrect seniority list, not positions all positions, management percentage too high, making up positions, "unfunded assignments", etc.) is changed or altered without negotiation, a grievance or unfair labor practice can be filed.
 - RNs- - Article 20.9.17, Section M
 - LVNs – Article 20.12.20, Section XIII
 - CNAs – Article 20.15.20, Section XIII
12. What time frames are associated with the Post and Bid?
 - The Seniority list and the positions list are posted on October 1. Seniority scores must be disputed before October 15. The bid forms are due by 4pm on Nov 1. The positions are assigned by seniority until all positions are filled.
 - RNs - Article 20.9.17, Section M
 - LVNs – Article 20.12.20, Section II, Subsection D
 - CNAs – Article 20.15.20, Section II, Subsection D
13. What if I bid for a position and the results are a violation of the CDCR/CCHCS Nepotism policy?
 - No bid will be denied based solely on personal relationships; however, the situation needs to be investigated immediately. The situation shall be corrected within 90 days. A grievance may need to be filed.
 - RNs - Article 20.9.17, Section L, subsections 1 through 3
 - LVNs – Article 20.12.20, Section XII
 - CNAs – Article 20.15.20, Section XII
14. If I bid for one position, but am consistently floated to other positions, is there a provision in the contract concerning this?
 - Yes. They must have a rotational system set up at each facility to distribute floating equitably.
 - RNs - Article 20.9.17, Section J
 - LVNs – Article 20.12.20, Section X
 - CNAs – Article 20.15.20, Section X
15. Suppose I am on Worker's Compensation, Leave of Absence, EIDL, or any other form of leave: can I bid?
 - Yes. You must assume the assignment within 60 days of the posting of. If you do not, you can be assigned at management discretion.
 - RNs - Article 20.9.17, Section E
 - LVNs – Article 20.12.20, Section V, Subsection C
 - CNAs – Article 20.15.20, Section V, Subsection C
16. Can I be denied the right to bid?
 - Yes, in certain circumstances. These all have to do with the ability to perform the functions of the job, whether an adverse action situation is involved or if a personnel or EEO investigation.
 - RNs - Article 20.9.17, Section I, subsections 1 through 6

- LVNs – Article 20.12.20, Section IX
- CNAs – Article 20.15.20, Section IX

17. Can I be transferred out of my Post and Bid Assignment?

- Unless as otherwise specified in the Contract or in cases of emergency, employees holding bid assignments shall not be involuntarily transferred to another assignment
 - RNs - Article 20.9.17, Section G
 - LVNs – Article 20.12.20, Section VIII
 - CNAs – Article 20.15.20, Section VIII

18. Are the RN, LVN and CNA Post and Bid exactly the same?

- Yes, except for the percentages between bid and management. For RNs, ratios are 75% Union and 25% management, for LVNs, ratios are 70% Union and 30%, and for CNAs, ratios are 60% Union and 40% management.
 - RNs- - Article 20.9.17, Section B, subsection 1.a.
 - LVNs – Article 20.12.20, Section II, Subsection A
 - CNAs – Article 20.15.20, Section II, Subsection A

19. Are all positions put on the Post and Bid list?

- Yes, all positions are to be placed on the list. This includes not only management and excluded positions. But also the so called “Unfunded, Plata, Ghost, Blanket”, and any other position name that your institution uses. Excluded and Management positions should be clearly identified, as long as ALL the positions are posted, otherwise the percentages could be incorrect.

20. What is the difference between “Post” and “Assignment?”

- Per our contract, the words “assignment”, “position”, “post”, and “post assignments” are synonymous and interchangeable. Regardless of its label they are all nursing assignments.