**Documentation: emails sent to ALL LMC faculty**

(Authored by Ken Alexander)

**Email #1**

I am writing to ask your support for our Classified colleagues. As you may or may not know, Classified staffing has been evaluated in what is termed a *Hay Job Evaluation* or simply, *Hay Study*. This process has been underway since 2006, but has finally been completed. A Hay study is, according to Wikipedia, "a methodology used by corporations and organizations to map out their employee job roles in the context of their organizational structure. The general purpose for carrying out job evaluations using this or similar job evaluation methods is to enable organizations to map and align their roles/jobs. This can deliver the following key benefits:

* Clarifying the division of responsibility and accountability in the processes and hierarchy of the organization
* Enabling salary and benefit grading or benchmarking due to a standardization of job levels
* Improving succession planning or position mobility within the organization
* Creating  more useful and focused job descriptions"

So as I said, this study *has* been completed, but what remains to be done is realigning compensation with the positions that have been adjusted either up or down. So what is the problem? Currently, negotiations between the Classified Union and the District are at a standstill, with each party claiming the other is stalling.

I am writing to request that we as faculty request resolution to this matter so that our colleagues may know where their financial and career futures lie. Uncertainty as to whether your position's compensation will be increased, remain the same or in many cases, be reduced, is not conducive to a collective, community identity or unit morale. Our role in this then would be to contact our Academic Senators and request that they send such a letter of support to the District. Please let me know if you support such an effort on behalf of the staff upon which all of us, faculty, management and students rely. If you are in support of this effort, please respond to this email, and I will add your name. Thank you!

**Email #2**

Thanks to your willingness to stand up for our partners in Classified staff, we have reached SEVENTY-TWO positive responses! What happens next is up to our Academic Senate colleagues. Laurie Huffman, in consultation with Sylvester Henderson, has agreed to bring the matter to the Academic Senate for discussion and potential "official" endorsement.

The goal of this effort was never intended to assert ourselves into negotiations that are on-going between the District and the Classified Union. That is their business. But rather, my personal goal was to provide support and encouragement to Classified staff, to assure them that we stand behind them as both colleagues and friends. What else could we hope for, if not a fair settlement that will ultimately benefit *all* of us in the District, including students? If people can march or protest at airports on behalf of people they have never met, then how, ethically, can we *not* do the right thing and support our own community? That is what we teach. That is how we must act.

**Email #3** *(1st response to a faculty question)*

\*\*\*\*\*\*\*\*\*\* sent me yet another query. I answered simply, but I wanted to say "Geez, it's not like you're being asked to adjudicate Rove vs Wade!"

Anyway, the support we are showing is not to encourage them to accept a bad deal. They won't. In fact, the first proposal the District offered was something like 40% being "y-rated" (frozen in terms of salary except for cost of living) but yet worse, with a two year cap, after which some people would have to accept a 30% pay cut. That is unacceptable to them, as it would be to us as well. Our support is relatively meaningless EXCEPT as an encouragement to the District to settle fairly and to show them we care. What some faculty do not realize is that Classified feel (rightly so) that we get ALL the benefits (like a bonus for going to a 16-week calendar) and they take all the cuts. So rather than fueling their resentment, we give them the sense of having their backs. Thanks for listening!

**Email #4** *(2nd response to a faculty question)*

Hi \*\*\*\*\*\*\*\*\*\*\*,

I think those specific issues are out of our purview. However, the recognition of and gratitude to faculty for offering such moral support, simply standing by their sides, has been apparent. There is a perception by Classified staff that varies by campus, but is clear enough. Faculty get just about everything they want (and we do, for the most part) and do not offer the respect or even attention they feel is their due as colleagues in education. This effort simply acknowledges them as such. In my almost forty years as a District employee, seven of them were as a Classified employee, so I feel I can offer some insight on their point of view. I hope this provides sufficient clarity to the effort. Thanks.