

LEGAL SERVICES STAFF ASSOCIATION

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The Delegates Assembly of the Legal Services Staff Association commends LSNYC's Performance Support Committee, a joint labor-management committee made up of staff and managers from all of LSNYC's offices, for issuing a recommendation on September 24, 2019 that LSNYC's current evaluation process should be immediately halted, and that supervisors should instead use the questions on the quarterly review forms to guide performance support conversations with staff.

We demand LSNYC's senior leadership team immediately halt the use of the current oppressive and racist evaluation process, without delay.

An ask by the Men of Color Caucus to suspend and reform the evaluation system was formally presented to the senior leadership team on October 3, 2018, exactly one year ago. Any additional day that the current evaluation process remains in effect is another day that harm is inflicted on staff.

We believe that halting the current evaluation system is consistent with the collective bargaining agreement. The provisions in the contract about evaluation were originally negotiated because staff were receiving little to no feedback from their supervisors about their performance. It should not now be used as an argument for continuing to use a biased instrument that inflicts harm on staff.