

# LAWYERS ALLIANCE FOR NEW YORK

## INDIVIDUAL HONOREE

**RICHARD G. KASS**, *Bond, Schoeneck & King PLLC*

***Trusted employment lawyer repeatedly helps nonprofits turn sensitive matters into positive experiences***

Richard G. Kass is a member at Bond, Schoeneck & King PLLC, practicing in the field of labor and employment law. He received a B.A. from Yale University in 1982 and a J.D. from Harvard Law School in 1985.

Described by one client as “a lifesaver,” Richard Kass has been providing outstanding legal assistance to Lawyers Alliance for New York clients since 1997. The range of legal issues includes compliance with an ever-growing list of legal requirements for hiring procedures, assuring that policies are up-to-date and consistent with applicable law, and counseling on sensitive employee relations issues.

Mr. Kass not only assists clients, but also builds long-term relationships with them. One such relationship, with **Pathways to Housing**, began in 2003 with an analysis of employment practices and a review of the employee handbook, expanded into handling discrimination questions and harassment prevention training, and grew to ongoing employment advice as needed for twelve years.

For another client dealing with a serious accusation by a current employee, Mr. Kass was “helpful and reassuring and allowed us to breathe again in a very uncomfortable situation.” He helped the client “resolve something that was a potentially disruptive, morale-busting situation. Instead it came to a happy resolution.”

Randall Oakley, Vice President of Finance and Administration at **Center for Social Inclusion**, was delighted to hear that Mr. Kass was receiving a Cornerstone Award, saying, “Working with Richard is always a pleasure and a learning experience. His attention to detail and ability to speak about labor laws in common-sense, layperson language has been extremely helpful.”

**Voces Latinas**, a client that just recently started working with Mr. Kass, praised his patience and understanding. When the client apologized for not contacting him sooner, Mr. Kass simply told her not to apologize, that he is here to help the organization, not the other way around.

Mr. Kass has also assisted **Heights and Hills**, **Open Housing Center**, and the **Ronald McDonald House of Long Island** with employment matters.

Mr. Kass says, “My pro bono work through Lawyers Alliance has been some of the most rewarding work of my career. It has enabled me to meet some wonderful people who do great things for the community. I hope I have been able to help them just a little bit in the work that they do.”

