



Connecting lawyers, nonprofits, and communities

Volunteer Attorney Accomplishment for Internal and External News

Date: March 8, 2012
Name of Attorney: Richard G. Kass
Name of Firm: Bond, Schoeneck & King, PLLC
Client Served: Pathways to Housing (“Pathways”)

Accomplishment: Provided an array of employment legal advice and assistance to Pathways to Housing for nearly a decade, allowing the organization to operate smoothly and better serve its clients.

Specific Case Highlights: Pathways to Housing is a nonprofit organization founded in 1992 to serve one of the most disenfranchised populations in New York City - people who are homeless, street-dwelling, and living with mental illness. Pathways operates programs in several New York City neighborhoods, including Harlem, East Harlem, Brooklyn, and Queens, as well as in Westchester, and serves those who have been turned away from other housing programs through immediate housing and extensive support services.

Pathways to Housing originally approached Lawyers Alliance in 2003 for assistance with an analysis of its employment practices, including classification of exempt and non-exempt employees and a review of its personnel policies. Staffing is crucial to Pathways, which prides itself in a low participant-to-staff ratio, resulting in personalized care for its clients.

Richard G. Kass, now of Bond, Schoeneck & King, PLLC, volunteered to assist Pathways with the initial review, and nine years later continues to help the organization with a number of employment-related legal questions. Throughout the years, he also handled mediation, staff restructuring, and Equal Employment Opportunity Commission (EEOC) matters for Pathways. Recently, Mr. Kass conducted a day-long harassment training with Pathways staff that not only provided useful information but also engaged the staff in a discussion. Mr. Kass’ long-standing relationship with Pathways provides the organization with a stable support system for many of its employment legal needs.

Pathways to Housing’s COO Georgia Boothe has high praise for Richard Kass, describing him as “an amazing person and a real champion for our work and the people we serve.” She stressed the importance of his assistance and said, “He keeps us abreast of changes in labor relations. We greatly appreciate his generous support, and that of his firm.”

About Lawyers Alliance for New York: Lawyers Alliance for New York is the leading provider of business and transactional legal services for nonprofit organizations that are improving the quality of life in New York City neighborhoods. By connecting lawyers, nonprofits, and communities, we help nonprofits to develop affordable housing, stimulate economic development, promote community arts, and operate and advocate for vital programs for children and young people, the elderly, and other low-income New Yorkers. Each year, staff attorneys at Lawyers Alliance and more than 1,400 volunteers serve more than 600 clients.

Inquiries: Please contact Marketing and Communications Coordinator Emily Crossan at 212-219-1800 ext. 233 with questions or requests for additional information.