

INSTITUTIONAL AWARD**JACKSON LEWIS LLP*****A Leading Workplace Law Firm Helps Nonprofits with Their Greatest Asset***

For most nonprofit organizations, human resources are both the most important resource and the greatest expense. There is a continuous flow of challenging employment law pro bono projects at Lawyers Alliance because, for so many nonprofit clients, employment law guidance is a perennial and critical need. **Jackson Lewis LLP**, a law firm specializing in workplace law, sets the industry's high standard. As evidenced by the firm's performance with Lawyers Alliance's nonprofit clients, its attorneys adhere to this high standard while handling pro bono.

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Preventive Strategies and
Positive Solutions for the Workplace®

Since Jackson Lewis began partnering with Lawyers Alliance on employment law matters just three years ago, the firm's pro bono contribution has grown substantially, including working with a total of 18 of our clients and taking on ten new matters during the past fiscal year alone.

Jackson Lewis attorneys have helped Head Start programs, charter schools, settlement houses, senior centers, large social service agencies, and other community organizations manage their human resource needs. The organizations have varying legal concerns, including issues related to employee classifications, personnel policies, hiring, employee discipline, terminations and union labor issues. With the pro bono assistance from Jackson Lewis, nonprofit organizations are better able to devote their limited financial and human resources to improving the quality of life in New York City neighborhoods.

Among the firm's exceptional pro bono work is its employment law assistance to four different charter schools, which have had a wide variety of employment law needs. One of many appreciative pro bono clients is **Hyde Bronx Leadership Charter School**, which, with the opening of its high school this fall, now offers a full K-12 college preparatory program in the Hunts Point section of the South Bronx. This public charter school prepares youth for the future, operating on the premise that developing a child's character is as important as developing a child's mind. Jackson Lewis attorneys assisted Hyde Bronx with structuring the terms and conditions of employment for certain part-time employees in order to reduce unemployment expenses, and reviewing leave and compensation policies for legal compliance. Similarly, another charter school, the environmentally-focused **Growing Up Green Charter School** in Long Island City, benefited from Jackson Lewis attorneys' assistance with the review and revision of its Employee Handbook and Student Discipline policies.

In the workforce development arena, Jackson Lewis provided noteworthy employment law guidance to **Opportunities for a Better Tomorrow**, which after

doubling its size in six years, needed to update its employee manual to match the organization's growth and changing needs. When Lawyers Alliance reached out to Jackson Lewis, experienced employment law attorneys took on the project immediately and finalized the manual promptly. The Deputy Director of Operations Janet Tsakos reported, "We have an HR department of one, so the process of updating the manual was a little overwhelming. The Jackson Lewis attorneys were so very helpful; I would email them what I thought were stupid questions, but they never made me feel like they were stupid questions." Opportunities for a Better Tomorrow, which provides job training, academic reinforcement, life skills, job placement, and support services to help disadvantaged youth and adults advance towards self-sufficiency and financial security, now has more than 50 full-time and 13 part-time employees in three locations in Brooklyn.

One of the largest social service agencies in New York, **Grand Street Settlement**, which offers day care, Head Start, summer and after-school youth programs as well as senior services and programs, has served the Lower East Side of Manhattan for nearly 100 years. Attorneys from Jackson Lewis first assisted Grand Street with employment law advice as the organization, grappling with funding cuts, was contemplating furloughs. They continued assisting the organization with employment law issues that arose when the agency was threatened with losing its space for one of its Head Start programs. This was a complex employment law challenge that included labor and benefit issues and an understanding of possible WARN ACT implications. In a happy turn of events, the Center did not close, thanks to the community's grassroots campaign, but the staff at Grand Street was secure in knowing they had the very best employment law expertise behind them.

Lawyers from Jackson Lewis have represented the following Lawyers Alliance clients since the law firm began partnering with Lawyers Alliance in 2008:

CAMBA, Committee for Early Childhood Development, Bedford Stuyvesant New Beginnings Charter School, Directions for Our Youth, Do Something, Giving Alternative Learners Uplifting Opportunities, Inc. (GALLOP), Grand Street Settlement, Growing Up Green Charter School, Heritage Health and Housing, Hyde Leadership Charter School, John V. Lindsay Wildcat Academy Charter School, Lincoln Square Neighborhood Center, New York Council on Adoptable Children, Opportunities for a Better Tomorrow, Queens Community House, Safe Space NYC, Sunnyside Community Services, and Women for Afghan Women.

Firm lawyers who worked with these clients include: Clifford R. Atlas, Felice B. Ekelman, Eric John Felsberg, Richard I. Greenberg, Jillian L. Hunt, Daniel Jacobs, Marjorie N. Kaye, Jr., David S. Kim, Ravindra Shaw, Eric Simon, Steven A. Sirota, John A. Snyder, and Gena Usenheimer.