

# LAWYERS ALLIANCE FOR NEW YORK

## INDIVIDUAL HONOREE

**EMILIE A. HENDEE**, *Jones Day*

### ***Active and Responsive Employment Law Assistance Strengthens Nonprofit Staff and Programming***

Emilie A. Hendee is an associate in the Labor and Employment group at Jones Day. She received a B.A. from the University of North Carolina at Chapel Hill in 2004 and her J.D. from the University of North Carolina School of Law in 2007. Ms. Hendee is a member of Lawyers Alliance's associate advisory board.

In the seven years that Ms. Hendee has been volunteering with Lawyers Alliance, she has assisted 16 nonprofits on 17 matters. In addition to her own pro bono work, she has recruited Jones Day colleagues to handle many pro bono projects.

Both newly forming and well established organizations have benefitted from her sound advice, allowing them to increase staff capacity, productivity, and morale while being legally compliant. Ms. Hendee has updated personnel policies, created volunteer policies, ensured that workers are appropriately classified as independent contractors or employees, explained the nuances of overtime pay, and counseled groups on unemployment insurance and workers' compensation. She's helped nonprofit clients avert serious legal risk and handle sensitive issues such as harassment complaints and the accommodation of disabled employees.

Several of her clients are community arts organizations. As Edith Langford, the Program Director of **Brooklyn Art Incubator**, notes, "Emilie is very sensitive to the needs of a small nonprofit." She currently is working with **The Laundromat Project**, which brings artists and arts programming to laundromats and other community spaces in order to amplify neighborhood creativity, to prepare its first employee handbook and update its volunteer applications and other documents. Laundromat Project's Founder and Executive Director Kemi Ilesanmi says, "As our organization grows, we need policies that keep up. Emilie has given us expert guidance from a legal and even philosophical perspective."

Other nonprofit organizations rave as well, pointing out her professionalism. According to Kim O'Neale, Executive Director of **Lower East Side Coalition Housing Development**, "Emilie is very responsive. She explains things so that we can understand the legal risk or why it is better to do something in a different way than we had planned."

Additional clients served are: **Abraham House, American Youth Table Tennis Organization, Ariva, Boys & Girls Harbor, College Confident, Coney Island Prep Charter School, DOROT, HeartShare Human Services, Safe Space, Staten Island Center for Independent Living, Staten Island Community Charter School, Responsible Endowment Coalition, and Willie Mae Rock Camp for Girls.**

Ms. Hendee says, "It has been my pleasure to work with Lawyers Alliance throughout my career. The cases are rewarding and fulfilling, as well as great opportunities to develop substantive skills. I regularly encourage junior associates to take on pro bono cases through Lawyers Alliance as an opportunity to increase client contact and gain subject matter expertise."

