



## Stephen A. Fuchs

Shareholder

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## Focus Areas

Discrimination and Harassment  
Wage and Hour  
Class Actions

## Overview

Stephen A. Fuchs has over 20 years of experience representing management in labor, employment and employee benefits law. With a focus on employment law litigation and counseling, he represents employers throughout the country in federal and state courts and before various administrative tribunals such as the Equal Employment Opportunity Commission, the New York State Division of Human Rights, the New York State Workers' Compensation Board, the New York State Department of Labor and the New York City Commission on Human Rights.

Stephen's broad range of litigation experience includes:

- Lawsuits and administrative proceedings alleging sexual harassment
- Discrimination on the basis of disability, pregnancy, age, gender, race, national origin, religion and other protected classifications
- Violations of federal and state family leave laws
- Breach of contract
- Wage and hour class actions
- Tort claims
- Employee benefits litigation
- Workers' compensation claims

He also provides preventive counseling and presents seminars to employers on compliance with federal and state laws governing employment discrimination, wrongful termination, reasonable accommodations for disabled employees, and family leave.

## Professional and Community Affiliations

- Member, New York State Bar Association
- Member, New Jersey State Bar Association
- Member, American Bar Association

## Recognition

- Named, The Best Lawyers in America©, 2014-2022

## Education

J.D., Boston University School of Law, 1991

B.S., Cornell University, 1988

## Bar Admissions

New York

New Jersey

## Courts

U.S. Court of Appeals, 2nd Circuit

U.S. District Court, Eastern District of New York

U.S. District Court, Southern District of New York

U.S. District Court, Northern District of New York

U.S. District Court, District of New Jersey

U.S. District Court, Eastern District of Michigan

## Publications & Press

### **New York Enacts Changes to New York Paid Family Leave and Paid Vaccine Leave Laws**

*Littler ASAP*

November 4, 2021

### **Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

### **New Enforcement Guidance Issued for New York City Fair Chance Act as Key Amendments Take Effect**

*Littler Insight*

July 19, 2021

**New York City Expands Scope of its Ban-the-Box Law**

*Littler Insight*

December 16, 2020

**As Election Approaches, New York Employers Need to Be Aware of Paid Voting Leave and Voting Rights Posting Requirements**

*Littler ASAP*

October 1, 2020

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

**Suffolk County, NY Enacts “Ban-the-Box” Law Restricting Use of Criminal History in Pre-Hire Process**

*Littler Insight*

May 7, 2020

**New York City Issues Order to Facilitate Employees Affected by COVID-19 to Qualify For Paid Sick Leave**

*Littler ASAP*

May 2, 2020

**Amendments to New York’s Wage Theft Prevention Act Includes New Notice Obligations**

*Littler ASAP*

April 28, 2020

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Littler Press Release*

August 15, 2019

**New York Amends Election Law Allowing Workers Up to Three Hours of Paid Time Off to Vote**

*Littler ASAP*

April 10, 2019

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

**New York Paid Family Leave Benefits Law Deadline for Employers to Apply for Approval as a Self-Insured Employer Rapidly Approaching**

*Littler ASAP*

September 12, 2017

**New York State Issues Guidance on Tax Treatment of Paid Family Leave Contributions and Benefits**

*Littler ASAP*

August 29, 2017

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 17, 2017

**New York Issues Final Paid Family Leave Law Regulations**

*Littler Insight*

August 9, 2017

**Final Regulations Clarifying and Expanding New York City "Ban the Box" Law Take Effect on August 5, 2017**

*Littler Insight*

July 31, 2017

**New York Proposes Regulations on New Paid Family Leave Law**

*Littler Insight*

March 20, 2017

**New York City Council Committee Pursues Predictive Scheduling and Other Labor Bills**

*Littler ASAP*

March 6, 2017

**The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Littler Press Release*

August 16, 2016

**Understanding New York's New Paid Family Leave Law**

*Littler Insight*

May 23, 2016

**Minimum Wage Increases in New York: What Employers Should Know**

*Littler Insight*

April 18, 2016

**Proposed Regulations Issued by the New York City Commission on Human Rights Clarify and Expand the Citywide "Ban-the-Box" Law**

*Littler Insight*

February 25, 2016

**New York City Expands Human Rights Law to Prohibit Employment Discrimination Against Caregivers**

*Littler Insight*

January 29, 2016

**Understanding New York Regulations Regarding Prohibited Discrimination on the Basis of Gender Identity, Transgender Status, or Gender Dysphoria**

*Littler Insight*

January 25, 2016

**UPDATE - New York Wage Deduction Law Will NOT Expire November 6**

*Littler ASAP*

November 2, 2015

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Littler Press Release*

August 18, 2015

**Key Changes to New York's Wage Theft Prevention Act Become Law**

*Littler Insight*

December 31, 2014

**Littler Attorneys Included in the Best Lawyers in America© 2015 Edition**

*Littler Press Release*

August 18, 2014

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**

*Littler Press Release*

August 15, 2013

**New York Minimum Wage Will Increase Annually Starting December 31, 2013**

*Littler ASAP*

June 3, 2013

**New York Enacts Domestic Workers' 'Bill of Rights'**

*New York Law Journal*

October 28, 2010

**New York Enacts Bill of Rights for Domestic Workers**

*Littler Insight*

September 1, 2010

**New York Department of Labor Reverses Itself on Permissible Paycheck Deductions Under the Labor Law**

*Littler Insight*

April 13, 2010

**New York Takes an Extra Bite of the Apple: Civil Penalties May Be Assessed for Unlawful Discriminatory Practices**

*Littler Insight*

July 16, 2009

**Do You Know Where Your Employees Are? And Do You Know What They Are Doing? The Virtual Work Environment Has Created a Legal Obstacle Course**

*New Jersey Law Journal*

December 10, 2001

## Speaking Engagements

**Time for a Tune-Up: Compliance Tips for 2019 and Beyond**

New York, NY

April 23, 2019

**Speak Up or Shut Up? The Persisting Challenges of Politics and Discord in the Workplace**

Littler Executive Employer, Phoenix, AZ

May 3, 2018

**The New York Paid Family Leave Law: Is Your Company Ready?**

New York, NY

November 29, 2017

**The New York Paid Family Leave Law: Is Your Company Ready?**

New York, NY

November 15, 2017

**The New York Paid Family Leave Law: Is Your Company Ready?**

New York, NY

November 8, 2017

**Exploring Complex Accommodation and Leave Issues in the Workplace**

New York, NY

June 28, 2017

**Moving Through the Fog: Handling Complex Issues in Workplace Accommodations Involving "Invisible" Disabilities, Gender Identity and Religious Preferences**

May 12, 2017

**2016 Hot Topics for New York Employers**

New York, NY

June 28, 2016

**"Ban the Box" and Other New Restrictions in Hiring**

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 5, 2016

**2016 Hot Topics for New York Employers**

New York, NY

March 1, 2016

**2015 Tri-State Employer Conference**

New York, NY

November 5, 2015

**How to Legally Employ Your Nanny**

Bowery Babes

July 22, 2015

**State Wage Notice Requirements: The Increasing Dangers of Uniform Wage Notice Policies in Multiple States**

Society for Design Administration Webinar

January 6, 2012

**Understanding the New York Wage Theft Prevention Act**

Labor and Employment Law Program, ILR School - Cornell University

March 29, 2011

**Key Legislative Developments Affecting Employers and the Legislative Outlook for 2011**

Society for Design Administration

November 9, 2010

**Employment Law**

Guest Lecturer, Business Law - Columbia University School of Business

2006-2009

**Reductions in Force: Understanding the Process, the Issues and the Alternatives**

Society for Design Administration

July 11, 2009

**Selected Topics in Employment Law**

New York, NY

July 11, 2007