Stephen A. Fuchs

Shareholder

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Practice Areas

Discrimination and Harassment
Wage and Hour
Class Action

Overview

Stephen A. Fuchs has decades of experience representing management in labor, employment and employee benefits law. With a focus on employment law counseling and litigation, 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 is a widely respected resource on New York Paid Family Leave, criminal history discrimination and lawful use of background checks under New York State and New York City Law. He has deep knowledge of leaves and accommodations and several other distinct matters unique to New York State and New York City law.

Stephen's broad range of litigation experience includes:

- Lawsuits and administrative proceedings alleging sexual harassment
- Discrimination on the basis of criminal record, 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 leaves of absence, consideration of the criminal history of employees and applicants, employment discrimination,

wrongful termination, and reasonable accommodations for disabled employees.

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®, 2014-2027

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 City Releases Final Rule Interpreting Amendments to the NYC Earned Safe and Sick Time Act
Littler ASAP
July 9, 2026

NYC Releases Guidance and Mandatory Notice of Employee Rights as Unpaid Sick Leave Takes Effect and Enforcement Ramps Up Under Earned Safe and Sick Time Act
Littler ASAP
February 25, 2026

NYC's Expanded Leave Law Goes Into Effect
Law360

February 20, 2026

4 Tips For NYC Employers As Leave Law Expands
Law360 Employment Authority
February 13, 2026

The Global Guide Quarterly (Quarter 4, 2025)
Littler Global Guide Quarterly
January 28, 2026

NY Employer-Credit-Checks Ban Has Exemptions, but Claiming Them Might Be Hornet's Nest
Corporate Counsel
January 28, 2026

When a credit report can hurt your chances of being hired
CNN Business
January 16, 2026

New York Is the Eleventh State to Restrict Employers' Use of Credit History
Littler ASAP
December 29, 2025

New York City Amends Sick Time Law to Require New Unpaid Leave and Permit New Covered Uses
Littler ASAP
November 5, 2025

4 Do's & Don'ts On New York Prenatal Leave Requirements
Law360 Employment Authority
August 19, 2025

New New York City Rules for Paid Prenatal Leave to Take Effect in July 2025
Littler ASAP
June 12, 2025

FAQs on New York Paid Prenatal Leave Law Provide Much Needed Guidance to Employers Prior to January First
Littler ASAP
December 6, 2024

New York State Clean Slate Act Has Taken Effect
SHRM
November 27, 2024

New York State Clean Slate Act Takes Effect this Saturday, November 16, 2024
Littler ASAP
November 14, 2024

New York Becomes the First State to Mandate Paid Prenatal Leave and Sets COVID-19 Paid Sick Leave Sunset Date
Littler ASAP
April 25, 2024

Clean Slate Laws Are Spreading
SHRM Online
March 25, 2024

New York City Council Passes Bill that Would Create a Private Right of Action under the Earned Safe and Sick Time Act
Littler ASAP
January 8, 2024

New York Bans Consideration of Sealed Convictions in Employment Decisions
SHRM Online
June 22, 2023

New York Legislature Bans Consideration of Most Older Convictions in Employment Decisions
Littler ASAP
June 20, 2023

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
Press Release
August 19, 2021

New Enforcement Guidance Issued for New York City Fair Chance Act as Key Amendments Take Effect
Littler ASAP
July 19, 2021

New York City Expands Scope of its Ban-the-Box Law
Littler ASAP
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
Press Release
August 20, 2020

Suffolk County, NY Enacts "Ban-the-Box" Law Restricting Use of Criminal History in Pre-Hire Process
Littler ASAP
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
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
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
Press Release
August 17, 2017

New York Issues Final Paid Family Leave Law Regulations
Littler ASAP
August 9, 2017

Final Regulations Clarifying and Expanding New York City "Ban the Box" Law Take Effect on August 5, 2017
Littler ASAP
July 31, 2017

New York Proposes Regulations on New Paid Family Leave Law
Littler ASAP
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
Press Release
August 16, 2016

Understanding New York's New Paid Family Leave Law
Littler ASAP
May 23, 2016

Minimum Wage Increases in New York: What Employers Should Know
Littler ASAP
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 ASAP
February 25, 2016

New York City Expands Human Rights Law to Prohibit Employment Discrimination Against Caregivers
Littler ASAP
January 29, 2016

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

Littler ASAP
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
Press Release
August 18, 2015

Key Changes to New York's Wage Theft Prevention Act Become Law
Littler ASAP
December 31, 2014

Littler Attorneys Included in the Best Lawyers in America© 2015 Edition
Press Release
August 18, 2014

Littler Attorneys Named in Best Lawyers in America® 2014 Edition
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 ASAP
September 1, 2010

New York Department of Labor Reverses Itself on Permissible Paycheck Deductions Under the Labor Law
Littler ASAP
April 13, 2010

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

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

Events & Speaking Engagements

Overview of Leave Laws in NYC
National Retail Federation Webinar
June 8, 2026

The Future of Local Leave Laws: What NYC's Expansion Signals for Employers Nationwide
April 30, 2026

2025 Virtual Nonprofit Roundtable
January 23, 2025

2024 Tri-State Regional Employer Conference
New York, NY
September 19, 2024

2023 Tri-State Regional Employer Conference
New York, NY
June 20, 2023

Yet More Major New Changes in NY State and City Employment Law?!?
March 15, 2023

It's Not Just About COVID! Major New Changes in NY State and City Employment Law
February 16, 2022

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