

## 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®, 2014-2025

## 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

### **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 First State to Mandate Paid Prenatal Leave**

*SHRM Online*

May 3, 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**

**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