



## Stephanie H. Fedorka

### Associate

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### Profile

**Stephanie is a management-side labor and employment attorney, serving clients in both the public and private sector. She advises clients regarding day-to-day labor relations and employment law issues that arise, including assisting clients in navigating the complexities of various state and federal leave laws, wage and hour issues and revising or drafting workplace policies including handbook drafting and revising.**

Stephanie also has experience with traditional labor relations matters, including negotiating collective bargaining agreements, representing management in arbitrations arising from contract grievances as well as in unfair labor practice or improper practice charges proceedings and serving as labor counsel in business transactions .

Stephanie has experience representing clients before the New York State Division of Human Rights, the Equal Employment Opportunity Commission, the NYS Department of Labor, the US Department of Labor Wage and Hour Division, the Public Employment Relations Board, and the National Labor Relations Board.

She represents clients in state and federal civil actions and appeals arising from employment related claims, such as discrimination, harassment and retaliation claims arising under state and federal anti-discrimination and equal protection laws.

Stephanie also served as the Secretary and Vice President of the Latin American Law Student Association and as the Editor in Chief of the Syracuse Law and Civic Engagement Forum at the Syracuse University College of Law. Stephanie is one of the original members of the recently founded ARRIBA, a Committee of the Puerto Rican Bar Association, a Central and Upstate New York Latinx/Hispanic bar association committee.

While earning her Juris Doctor at the College of Law, Stephanie simultaneously earned her Master's in Public Administration from the Maxwell School of Citizenship and Public Affairs.

### Honors & Affiliations

- Listed in:
  - *The Best Lawyers in America*®: Ones to Watch, Labor and Employment Law - Management, 2022-2025

### Education

- Syracuse University College of Law
- University of Rochester (B.A. in Political Science 2013)
- Syracuse University Maxwell School of Citizenship and Public Affairs (M.P.A. 2017)

### Bar/Court Admissions

- New York
- U.S. District Court for the Northern District of New York
- U.S. District Court for the Western District of New York
- U.S. Court of Appeals for the Second Circuit

### Foreign Languages

- Spanish

### Practices

- Higher Education
- Labor and Employment
- School Law

- *New York Super Lawyers®*, Upstate New York Rising Star, Employment and Labor, 2021-2024
- American Bar Association
- CNY Women's Bar Association
- Hispanic National Bar Association
- New York State Bar Association
- Puerto Rican Bar Association
- William Herbert Johnson Bar Association
- Monroe County Bar Association, Diversity Committee
- Monroe County Bar Association, Leadership Academy, 2023
- Central New York Society for Human Resource Management (CNY SHRM), Legislative Committee Member
- Society for Human Resource Management (National SHRM), Member
- New York State Bar Association
  - Committee on Diversity and Inclusion
  - Committee on Attorney Well Being
- ARRIBA (a Committee of the Puerto Rican Bar Association), Chair

## Representative Presentations

- NYS Labor and Employment Law Training, MACNY, April 24, 2024
- Employee Handbooks: Updates, Best Practices and Tips, Greater Rochester Chamber, March 15, 2023
- Navigating the Myriad of Leave Laws, NHRA-SHRM Annual Legal Update, February 15, 2023
- Annual Labor Law Seminar, Greater New York Automotive Dealers Association, December 7, 2022
- An Interview with Stephanie Hoppe Fedorka and Andrew Rivera, ARRIBA, Legally Bond Podcast, October 3, 2022
- Employment Law Basic for Supervisors, Managers and Business Owners, CNYSHRM, September 29, 2022
- Employment Litigation in the Wake of COVID-19, MACNY, May 17, 2022
- COVID-19 and Your Workplace in 2021: It Ain't Over Till It's Over, CNY SHRM, October 28, 2021
- NY HERO Act, New York State Association of Cemeteries Annual Fall Conference, September 28, 2021
- Managing a Remote Workforce, CNY SHRM, April 22, 2021
- Managing in Year 2 of a Pandemic - Employee Retention Tax Credits, Chemung County Chamber of Commerce, February 16, 2021
- Legislative Update for Human Resource Professionals, CNY SHRM, January 30, 2020
- The FLSA, Advanced Employment Law: What You Need to Know, June 5, 2019
- Non-Compete, Non-Solicit and Confidentiality Agreements, Advanced Employment Law: What You Need to Know, June 5, 2019

- FLSA Essentials: Practically Applying the Most Recent Legal Perspectives, Human Resource Law Boot Camp, National Business Institute, November 7, 2018

## Representative Publications

- "State Guidance on Virus Sick Leave Law," *Newsday*, April 14, 2021
- "Obligations Under the Americans with Disabilities Act for Business Websites," New York Farm Bureau's *Grassroots*, February 2019

## Other Activities

- ACR Health, Board of Directors
- Delta Gamma Fraternity, Volunteer Advisor
- Labor and Employment Relations Association of CNY, Management Vice President
- Syracuse City Ballet, Community Steering Committee Member
- Vera House Gala Committee
- William Herbert Johnson Association, Fundraising Committee