



## Katherine R. Schafer

### Member

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## Profile

### Honors & Affiliations

- Listed in:
  - *New York Super Lawyers 2019®*, Upstate New York Rising Star, Employment and Labor
  - *New York Super Lawyers 2018®*, Upstate New York Rising Star, Employment and Labor
  - *CNY Business Journal* 40 Under Forty, 2019
  - *Martindale-Hubbell®*, AV Preeminent Rated
- New York State Bar Association, Equal Employment Opportunity Committee
- Onondaga County Bar Association
- Central New York Women's Bar Association
- Justinian Honorary Law Society
- Order of the Coif
- Executive Editor, *Syracuse Law Review*
- Scribes National Law Review Award, Best Note or Comment

### Representative Presentations

- Legislative Update: What HR Professionals Need to Know for 2022, CNY SHRM, January 20, 2022
- Leave Management and COVID Impacts for Small Business, Camillus Chamber of Commerce, March 24, 2021
- Legislative Update: Where We've Been and Where We're Going in 2021, CNY SHRM, January 28, 2021
- Overcoming Age Discrimination in the Workplace, CNY SHRM, November 19, 2020
- Moderator, Solving the Leave Management Puzzle, CNY SHRM, June 18, 2020
- Legislative Update for Human Resource Professionals, CNY SHRM, January 30, 2020
- Workplace Harassment Prevention Laws & Prevention - A Necessity Now More Than Ever Webinar, Community Health Care Services Foundation, Inc.,

### Education

- Syracuse University College of Law (J.D., *summa cum laude*, 2008)
- Hobart and William Smith Colleges (B.A., *summa cum laude*, 2005)

### Bar/Court Admissions

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

### Practices

- School Law
- Labor and Employment
- Essential Resources for Business

November 7, 2019

- What You Need to Know About the New State Sexual Harassment Law, CNY SHRM, October 25, 2018
- Workplace Harassment Prevention: A Necessity Now More Than Ever, CNY SHRM, September 17, 2019
- Employment Law Basics for Supervisors, Managers and Business Owners, CNY SHRM, March 22, 2018
- A Practical Look at the New York State Paid Family Leave Law and What it Means for Your Workplace, CNY SHRM, September 28, 2017
- Moderator, Ready or Not: What You Need to Know About the U.S. DOL's Final Overtime Rules, CNY SHRM, October 27, 2016
- The Leave Labyrinth: Strategies for ADA and FMLA Compliance, Bond's Statewide Labor, Employment & HR Conference, May 2016
- Workplace Violence: Preventing and Responding to the Unthinkable, Bond Labor and Employment Law Breakfast Briefing, April 7, 2016
- Hiring Employees in the Age of Social Media, Greater Baldwinsville Chamber of Commerce, October 22, 2015
- Employee Handbooks – Choose Your Words Wisely, Bond Statewide Labor, Employment & HR Conference, June 9, 2015
- New Legal Challenges to Hiring Practices, Bond Labor and Employment Law Breakfast Briefing, March 25, 2015
- Employment Law Basics for Supervisors, Managers & Small Business Owners, CNY SHRM, March 19, 2015
- It's Not Just Your Lunch Money at Risk – Standing up to Workplace Bullying and Harassment, Bond Statewide Labor, Employment & HR Conference, May 21, 2014
- Revolving Issues of Intermittent FMLA Leave, Bond Statewide Labor, Employment & HR Conference, May 21, 2013
- EEOC's New Guidance on Criminal Background Information, Rochester Business Alliance, August 17, 2012

## Representative Publications

- "What do I need to know about the DOL's Final Overtime Regulations?," *CNY SHRM E-Newsletter*, Spring 2016
- "What does the EEOC's Proposed Enforcement Guidance on Retaliation mean for me and my organization?," *CNY SHRM Chapter Newsletter*, Winter 2016
- "What can I do to prepare for the new overtime exemption rules?," *CNY SHRM Chapter Newsletter*, Fall 2015
- "What do I need to know about the NLRB's new Guidance on Employee Handbook Rules?," *CNY SHRM Chapter Newsletter*, Summer 2015
- "I keep hearing about this new 'Ban-the-Box' law. Do I have to change my application process?," *CNY SHRM Chapter Newsletter*, Spring 2015
- "NLRB Regional Director Finds College Football Players Qualify as Employees and Can Unionize," *Higher Education Law Report*, March 24, 2014

- "The U.S. Department of Labor Extends FLSA Protections to Most Home Care Workers," *New York Labor & Employment Law Report*, September 30, 2013
- Schafer, Katherine Ritts and Langan, Kerry W., "Survey of New York Law: Labor and Employment Law," 63 *Syracuse L. Rev.* 829, 2013
- Schafer, Katherine Ritts and Langan, Kerry W., "Survey of New York Law: Labor and Employment Law," 62 *Syracuse L. Rev.* 709, 2012
- Ritts, Katherine A. and Langan, Kerry W., "Survey of New York Law: Labor and Employment," 61 *Syracuse L. Rev.* 831, 2011
- "The Constitutionality of 'Let Them Rest in Peace' Bills: Can Governments Say 'Not Today Fred' to Demonstrations at Funeral Ceremonies?," 58 *Syracuse L. Rev.* 137, 2007

## Other Activities

- Central New York Society for Human Resource Management (CNY SHRM), Board of Directors, Legislative Committee Chair
- New York State Association of Management Advocates for School Labor Affairs
- The Junior League of Syracuse, Inc.