



Stephanie H. Fedorka

Associate

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Profile

Stephanie advises public and private schools with respect to a wide variety of issues, including issues related to staff and faculty policies, labor relations, employment and student matters.

She has experience investigating DASA complaints, workplace investigations, representing school districts before the Public Employment Relations Board (PERB), advising and representing schools arising under Title IX, pursuing and resolving student attendance issues through the use of PINS and PINS diversion services, McKinney-Vento homelessness education rights, and advising on NYSED Commissioner rules and regulations.

Stephanie's understanding of complex regulation for schools allows her to provide practical advice for schools to meet compliance requirements, operational objectives, and administrative processes.

Honors & Affiliations

- Listed in:
 - *The Best Lawyers in America*®: Ones to Watch, Labor and Employment Law - Management, 2022-2024
 - *New York Super Lawyers*®, Upstate New York Rising Star, Employment and Labor, 2021-2023
- 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

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

- 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

