

Richard L. Steer

Partner

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Richard L. Steer is a partner in the Firm's Labor & Employment Practice. With a depth of experience, Rich advises employers on workplace compliance, labor, and employment law to help meet their business goals.

Rich counsels employers, and property owners in employment discrimination, wage and hours, and housing discrimination litigation. Skilled in providing risk management training, Rich works closely with clients to tailor these training programs to their specific needs and to address significant developments in the law. These trainings focus on issues such as:

- Employment Practices Liability Insurance issues
- Non-discrimination/sexual harassment
- Public works/prevaling wages
- Wage and hour
- The Fair Housing Act and reasonable accommodations

He often acts as counsel in important employment discrimination cases for major corporations and public sector jurisdictions.

Rich was an Adjunct Professor of Law at Elisabeth Haub School of Law at Pace University (formerly known as Pace University School of Law), teaching employment law and employment discrimination law. (1984-2024)

Representative Matters:

- Represented one of the nation's leading academic medical centers in an 8-day jury trial, prevailing in defense of claims under the Equal Pay Act and state and federal discrimination laws
- Won landmark case setting standard for summary judgment in New York City Human Rights law cases and other successful summary judgment motions and motions to dismiss in employment cases
- Lead counsel in negotiations with the New York Attorney General's Office to settle a multi-million dollar wage and hour case

Related Services

- Labor & Employment
- Not-For-Profit & Education
- Staffing

- Lead trial counsel in federal court in USA v. City of Yonkers, et al., defending New York's statewide written exam for entry-level police officers in a pattern or practice / disparate impact discrimination case brought by the Attorney General of the United States
- Successfully argued cases in the US Court of Appeals for the Second Circuit, New York Court of Appeals, and Appellate Divisions First and Second Departments of the New York Supreme Court.
- Successfully represented an employer in a reverse discrimination case in the U.S. District Court S.D.N.Y., and the U.S. Court of Appeals for the Second Circuit
- Served on the trial team that obtained one of the first temporary restraining orders and preliminary injunctions in federal court in New York under the Computer Fraud and Abuse Act.
- Numerous favorable determinations from the New York State Division of Human Rights and the U.S. Department of Housing and Urban Development in housing discrimination cases.
- Representing building owners and tenants in public accommodation architecture barrier cases
- Conducting workplace investigations
- Represented school districts and municipalities in cases involving wage freezes, tenure and seniority rights, employment, discipline, and discrimination

Education

- Alfred University (B.A.)
- Cornell University (Certificate)
 - New York State School of Industrial and Labor Relations, Certification in EEO Studies
- New England School of Law (J.D., *cum laude*)
 - Founder/Editor, New England Journal on Prison Law

Bar Admissions

- New York
- District of Columbia
- U.S. Supreme Court
- U.S. Court of Appeals for the Second Circuit
- U.S. District Court for the District of Connecticut
- U.S. District Court for the Eastern District of New York
- U.S. District Court for the Southern District of New York

Professional Affiliations

- Defense Association of New York, Inc. (Past Board Member, and Chair of Employment Law Committee)
- New York Staffing Association

- Institute for Real Estate Management
- Community Associations Institute
- National Association of College and University Attorneys
- Federal Bar Council
- Litigators Club

Awards & Honors

- *Best Lawyers in America*®, 2014–2026
- *New York Super Lawyers*, 2010–2025
- *Marquis Who's Who in America*, 2004 and 2021 Editions
- Albert Nelson Marquis Lifetime Achievement Award 2020

Articles

- Independent Contractor Crackdown: Be Prepared!
- New Notice and Acknowledgment Requirement For Newly Hired Employees
- New Notice and Acknowledgement Requirement Pursuant to New York Labor Law and Guidelines for Temporary Help Firms

Speaking Engagements

- American Conference Institute's National EPLI and National Wage and Hour Conferences
- Practising Law Institute
- Institute for Real Estate Management (IREM)
- Pace Continuing Legal Education
- New York Staffing Association
- Lawyers Associated Worldwide (LAW)
- HRPANO (a not-for-profit HR leaders' group)

Insights

May 21, 2021

Pragmatic Employer Considerations in Response to New CDC, OSHA and New York State Guidance on Nose and Mouth Coverings

October 1, 2020

TIME SENSITIVE: New York State Publishes New Wage Notice Template for Immediate Use

August 19, 2020

COVID-19 Reopening Safety Plans and Updating Employee Policies

July 28, 2020

Labor Law Amendments Mean New Wage Notices and Wage Statements for All Who

Are Subject to Wage Parity

July 28, 2020

ACT NOW. New Prevailing Wage Notification Requirements Are in Effect!

April 27, 2020

New York State Voting Leave Amended Again

April 1, 2020

COVID-19 Update: Guidance and Forms

March 25, 2020

New York Paid Leave and Job Protection for COVID-19 Quarantine or Isolation Order

March 19, 2020

Non-Essential Businesses Must Convert 75% of Workforce to Remote Working Arrangements by March 20

February 19, 2020

Rich Steer to Discuss Implementing New Legislative Changes & Trends at New York Staffing Association Event

September 30, 2019

What Employers Need to Know About New York State Sexual Harassment Training – Completion Date October 9, 2019

September 12, 2019

Service and Emotional Support Animals in Office Buildings in New York City

January 14, 2019

Our Top 10 Legal Alerts from 2018

November 9, 2018

The Other Shoe Drops: New York City Commission on Human Rights Publishes FAQs on Sexual Harassment Training

August 24, 2018

New York State Division of Human Rights Releases Drafts of Long-Awaited Sexual Harassment Training Requirements, Policy and Complaint Form

March 16, 2017

Richard Steer and Jonathan Hershberg Co-Author a New York Law Journal Article on Employee Background Checks: The New Compliance

January 8, 2016

New York Federal Court Finds That Temporary Attorneys Performing Certain Document Reviews Are Not Entitled to Overtime

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New York Federal Court Finds That Temporary Attorneys Performing Certain Document Reviews Are Not Entitled to Overtime

December 9, 2015

Appellate Court Dismisses Employment Discrimination Claim in Unanimous Decision

July 14, 2015

Proposed Change to FLSA Regulations Would Make Exempt Status More Expensive

July 9, 2015

Amendment To New York City Human Rights Law Bans Employers From Using Credit Information

June 22, 2015

Supreme Court Rules that 401(k) Plan Sponsors Have an Ongoing Duty to Monitor Investments (Tibble v. Edison)

January 5, 2015

Employers No Longer Required To Give Annual Pay Notices By February 1

January 5, 2015

Alert: Employers No Longer Required To Give Annual Pay Notices By February 1

December 23, 2014

Alert: Minimum Wage Changes for 2015

December 22, 2014

Minimum Wage Changes for 2015

October 27, 2014

Alert: A Simple Solution to NYC Earned Sick Time Act Compliance

October 15, 2014

A Simple Solution to NYC Earned Sick Time Act Compliance – New FAQ spells relief

April 16, 2014

Federal Court Grants Summary Judgment Dismissing Discrimination Suit

January 30, 2014

Changes to New York City's Human Rights Law for Pregnant Employees

January 12, 2014

Troubling New NLRB Decision Concerning Temporary Staffing Employees

January 6, 2014

Annual WTPA Notice to Employees: Due February 1, 2014

November 13, 2013

Mandatory Sick Time Requirements for NYC Employers and Reminder about New York State Minimum Wage Increases

March 15, 2013

Family and Medical Leave Act New Forms and Poster Requirement

November 5, 2012

Labor & employment Aftermath of Hurricane Sandy

September 30, 2011

Labor and Employment National Labor Relations Board Posting Requirement

October 19, 2010

Court Grants Motion to Dismiss Complaint Against University Faculty

October 22, 2009

New Notice and Acknowledgment Requirement for Newly Hired Employees

August 2, 2008

CBS Newsradio Interviews Richard L. Steer on Verizon Labor Negotiations

April 1, 2008

Employers Beware: Claims Increasing From “Concerted Activity”

September 1, 2007

The Hidden Dangers of Wage And Hour Claims For Staffing Companies

September 1, 2006

Does An Employee With a Complaint Have a “License to Misbehave”?