



Stephen J. Fleury, Jr.

Shareholder

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Services and Industries

- Attorney and Judicial Ethics and Discipline
- Corporate Healthcare and Life Sciences
- Healthcare
- Healthcare Litigation
- Labor and Employment
- Senior Care
- Litigation
- Investigations, White Collar and Criminal Defense

Education

Dickinson School of Law of The Pennsylvania State University, J.D., 2010

Dickinson College, B.A., *cum laude*, 2005

Admissions

Pennsylvania

Commonwealth of Pennsylvania

U.S. District Court for the Eastern District of Pennsylvania

U.S. District Court for the Middle District of Pennsylvania

Stephen J. Fleury, Jr., Esq. focuses his practice on [labor and employment law](#), [post-acute and long-term care](#), and [healthcare litigation](#). He represents employers and insurers in state and federal courts with claims pertaining to Title VII of the Civil Rights Act, the Family and Medical Leave Act and the Fair Labor Standards Act. Steve has also represented clients before the Department of Labor and Industry in matters involving workers' compensation and unemployment benefits. He also has experience assisting organizations with developing and implementing Affirmative Action Plans.

Most recently, Steve was an Associate in the Employment practice group at a Lancaster-based law firm. During this time, Steve presented to several industry groups on topics involving the aging workforce and the intersection between sometimes overlapping employment statutes.

Steve started his legal career as Assistant Defender at the Defender Association of Philadelphia. He was assigned to the Major Trial Unit where he represented clients from charging through trial and, when necessary, sentencing. During his time with the Defender Association, Steve tried over 100 cases to verdict.

Steve graduated from the Dickinson School of Law. While in law school, Steve served as Articles Editor and Legal Symposium Coordinator for the Penn State Law Review. He was a recipient of the annual Editor-in-Chief's Award.

Experience

- Tried over 100 cases to verdict
- Represented clients before the Department of Labor and Industry in matters involving workers' compensation and unemployment benefits
- Represents corporate clients in matters involving the FMLA; ADA; FLSA; and other federal, state and local employment laws
- Performs internal investigations concerning allegations of hostile work environment, discrimination and sexual harassment
- Represents clients in OSHA investigations
- Defends major health systems against claims ranging from complications at birth to adverse surgical outcomes
- Defends continuing care communities against claims involving allegations of resident neglect

Recognitions

- Leadership Lancaster, Alumnus, Class of 2018

Speaking Engagements

- "Employment," Saxton & Stump Municipal Law 101 Training (2026)
- "Exempt or Non-Exempt? What Employers Need to Know about FLSA Classification," Saxton & Stump, Prepare for Year-End and the Year Ahead Seminar (September 2025)
- "How the New Administration will Influence Employment Law," Saxton & Stump, Navigating Employment Law

& HR Challenges Seminar (May 2025)

- “Legal Issues: The ADA and Its Impact on Trucking Companies,” American Occupational Health Conference 2023 (April 2023)
- “Navigating the Minefield: The Interplay Between the ADA, FMLA, PDA, Workers’ Compensation and Employee Leave,” York SHRM October Half-Day Seminar (October 2023)
- [“COVID-19 Impact on Labor and Employment in Long-Term Care and Personal Care Facilities,”](#) Pennsylvania Health Care Association (PHCA), Unconventional 2020 Annual Convention & Trade Show (November 2020)
- “Virtual Town Hall Meeting – PPP Loans & FFCRA Q&A Panel,” ABC Keystone (May 2020)
- [“COVID-19 Guidance: Practical Ways for Providers to Protect their Employees and Business,”](#) Pennsylvania Advocacy and Resources for Autism and Intellectual Disability, (April 2020)
- “Harassment in the Workplace & Conducting Internal Investigations,” PA MGMA 2019 Healthcare Leaders Summit (April 2019)
- “Navigating the Top Legal Issues Facing HR Professionals,” ABC Keystone (December 2018)

Professional Affiliations

- Lancaster Bar Association
- The Chester County Chamber

Media Mentions

- [“5 ways to respond when a patient request is motivated by bias”](#). Marla Durben Hirsch. [Medical Practice Compliance Alert®](#), DecisionHealth. (October 2020)
- [“OCR: Don’t honor patient requests that could violate Title VI”](#). Marla Durben Hirsch. [Medical Malpractice Compliance Alert®](#), DecisionHealth. (September 2020)