

# Long Island BusinessNEWS

FEBRUARY 2019 | LIBN.COM

## IRENE ZOUPANIOTIS

*Farrell Fritz, P.C.*

Irene Zoupaniotis, a labor & employment associate at Farrell Fritz, P.C., assists in the representation of employers in all aspects of employment litigation, arbitration, and mediation, including matters arising under Title VII, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, the Fair Labor Standards Act, the New York Human Rights Law, and the New York Labor Law.

Zoupaniotis also prepares and reviews employee handbooks and personnel policies, negotiates and drafts employment and separation agreements, and advises employers on an array of workplace issues.

Businesses, regardless of size, should be aware that paid family leave (PFL) benefits provided by employers have increased as of January 1, 2019, Zoupaniotis said.

“Employees in New York who work 26 or more consecutive weeks will be eligible to receive up to 10 weeks of PFL at 55 percent of their average weekly wage, but not exceeding 55 percent of New York State’s average weekly wage,” she said. “Eligible employees may receive PFL (1) to provide care for a family member’s serious health condition; (2) to bond with their child the first 12 months after



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the child’s birth or adoption; or (3) to attend to obligations because the employee’s spouse, child or parent is called into active military service.”

Zoupaniotis earned an LL.M. degree from Columbia Law School; and a juris doctor, magna cum laude, from Hofstra University School of Law. She was an Articles Editor for

the Hofstra Labor & Employment Law Journal. She earned a bachelor’s degree, magna cum laude, Phi Beta Kappa, from the William E. Macaulay Honors College at Queens College.

A native of Queens, Irene volunteers her time with local organizations, including mentoring aspiring lawyers with the Cypriot Young Professionals group. She is a board member of the Queens Theatre and a board member of the LIC Partnership.

With over 85 attorneys, Farrell Fritz handles legal matters in the areas of arbitration and mediation; bankruptcy and restructuring; business divorce; commercial litigation; construction; corporate and finance; eDiscovery; emerging companies and venture capital; environmental law; estate litigation; health law; labor and employment; land use, municipal and zoning; not-for-profit law; real estate; tax planning and controversy; tax certiorari, and trusts and estates for corporations, not-for-profit organizations and individuals.

Farrell Fritz with offices in Uniondale, Hauppauge, Albany, New York City and Water Mill, is recognized for providing high quality legal services, practical advice and responsiveness. The firm is also known for its deep commitment to the local community.

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