Rachel Demarest Gold

PARTNER



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This biography is provided for informational purposes only and does not constitute legal advice.

PRACTICE AREAS

- Agency Enforcement
- Compliance and Consultation
- Employment & Labor Law
- Employment Litigation
- Workplace Discrimination Defense
- Union Negotiations and Discipline
- Government Relations, Litigation, Strategy and Representation
- Political and Election Law
- Civil Rights

Rachel Demarest Gold is Director of the Firm’s Employment Law Practice.

A former Bronx Assistant District Attorney and Assistant Attorney General, Rachel prosecuted some of the first labor felonies. As NYS Department of Labor Deputy Commissioner and Special Counsel, Rachel oversaw all enforcement divisions of the agency. This included the Office of Special Investigations, the Unemployment Insurance Division, and the multi-agency Joint Enforcement Task Force. Today, Rachel’s singular experiences help to distinguish Abrams Fensterman’s Employment Practice from any other. In addition to the litigation and compliance services offered by most firms, Abrams Fensterman has unparalleled qualifications for workplace investigations, training, and regulatory agency defense.

Rachel's career also includes time as in-house counsel to her family's Brooklyn-based manufacturing business, as a lobbyist, and as staff to elected officials both in the courts and legislature. She brings these experiences to bear on servicing small business clients, helping Chambers of Commerce and other Employer membership organizations shape their government priorities and initiatives, and to add strategic advice to the value we deliver to all the Firm's clients. Rachel received her J.D. from Brooklyn Law School where she was President of the Student Bar Association and a Notes and Comments Editor for the Brooklyn Journal of International Law. She has a BA in Political Science and Italian Studies from Trinity College in Hartford, Connecticut.

Rachel has a long history of civic service. Former positions include: President, DUMBO Neighborhood Association; Chair, Independent Neighborhood Democrats Executive Board; Member, Brooklyn Bridge Park Local Development Corporation Board; Member, Atlantic Yards Community Development Corporation Board; Member, Oak Island Beach Association Board; and Acting State Chair and Treasurer of the New York State Women's Equality Party.

She now volunteers her time as Deputy Law Chair of the Kings County Democratic County Committee, Vice Chair of the Labor and Employment Committee of the Brooklyn Bar Association, Member of the Workforce Development Committee of the Brooklyn Chamber of Commerce, and Member of the Nassau County Bar Association.

Rachel has subject matter expertise in:

- Labor and Employment Law
- State and Federal Regulations and Regulatory Agencies
- Criminal Labor Prosecutions
- Workforce Policy and Development Issues

Her diverse practice focuses on defending employers against State and Federal labor and employment claims, including those before the:

- New York State Division of Human Rights
- New York State Labor Department
- New York State Unemployment Insurance Appeal Board
- New York State Workers' Compensation Board
- New York State Department of State
- New York City Commission on Human Rights
- U. S. Department of Labor
- U.S. Equal Employment Opportunity Commission
- National Labor Relations Board

She is a regular contributor to media outlets, frequent public speaker, and conducts programs that provide both continuing professional education as well as essential information for Employers. Rachel is admitted to practice law in the State of New York, the Eastern District of New York, the Southern District of New York, the Second Circuit Court of Appeals, and the United States Supreme Court.

BAR ADMISSIONS

- New York
- U.S. District Court, Eastern District of New York
- U.S. District Court, Southern District of New York
- U.S. Court of Appeals, Second Circuit

EDUCATION

- Brooklyn Law School, Brooklyn, New York, J.D.
  - President of the Student Bar Association
  - Brooklyn Law Journal of International Law – Notes & Comments Editor
- Trinity College, Hartford, Connecticut, B.A. in Political Science; Minor in Italian Studies

PUBLISHED WORKS AND MEDIA

- Authored expert column in amNY titled, 2026: New Year, New Employer Risks and Aggressive Enforcement Alert" (January 2026)
- Interviewed in Long Island Business News article titled Long Island Employers Face Rising Wage and Hour Risks in 2026 (January 2026)
- Authored article in amNY Law titled, "Holiday Harassment" (December 2025)
- Authored expert column in amNY titled, Recent Elections and the Workplace" (November 2025)
- Authored article in amNY Law titled, "Evolution and Erosion of Workplace Protections" (September 2025)
- Authored article in amNY Law titled, "Women's Workplace Rights" (August 2025)
- Authored article in amNY Law titled, "Workplace Relationships" (July 2025)
- Authored article in amNY Law titled, "Albany Legislative Moves" (June 2025)
- Authored article in amNY Law titled, "Immigration and Customs Enforcement at the Workplace" (May 2025)
- Authored article in amNY Law titled, "Independent Contractor Conundrum" (April 2025)
- Authored article in amNY Law titled, "DEI Under Attack" (March 2025)
- Authored article in amNY Law titled, "Employer Risks and Work Updates Everyone Oughta Know" (February 2025)
- Interviewed on Yahoo Finance segment titled 'Starbucks has a problem': Labor experts evaluate increasingly messy union fight (August 2022)
- Interviewed on Latte with a Lawyer Episode 37 – Helping Employers Keep Up with Rules and Regulations in New York (June 2022)
- Interviewed on Fox5 News NY segment titled "After Roe: Abortion Pills" (June 2022)
- Interviewed on CBS News NY segment titled "Subway Mass Shooting Victim Suing Gun Manufacturer Glock" (June 2022)

- Interviewed on 1010 Wins segment titled “Next Steps in the Legal Process of the Mask Mandate” (April 2022)
- Interviewed on Pix11 News segment titled “Mask Mandate Confusion” (April 2022)
- Interviewed on Fox5 News NY segment titled “New Yorkers must still wear masks on public transit” (April 2022)
- Interviewed on CBS News NY segment titled “Legal expert weighs in on NYC’s vaccine mandate rollback for athletes, performers” (March 2022)
- Interviewed on Fox5 News NY segment titled “NYC vaccine mandate exemption likely to trigger new lawsuits” (March 2022)
- Quoted in Law360 article titled “Process Servers Win Collective Certification In OT Suit” (March 2021)
- Quoted in Newsday article titled “Updated EEOC guidance ‘reminding everyone of what they should be doing anyhow,’ expert says” (July 2020)
- Interviewed in Brooklyn Daily Eagle article titled “With NYC Poised to Reopen, Abrams Fensterman Attorney Explains What Employers Need to Know” (June 2020)
- Author in Brooklyn Daily Eagle article titled “New Developments For Employers During COVID-19” (April 2020)
- Quoted in Law360 article titled “Virus Relief Expands Paid Leave, With Growing Calls For More” (March 2020)
- Quoted in Long Island Business News article titled “What Employers Should be Doing to Prepare for Community Spread” (March 2020)
- Quoted in Crains New York Business article titled ” What to Know About Paid Sick Leave During an Outbreak” (March 2020)
- Quoted in Law360 article titled “Coronavirus Gives New Momentum To Paid Sick Leave Push” (March 2020)
- Quoted in Brooklyn Daily Eagle article titled “Brooklyn Bar Association CLE covers new sexual harassment laws in New York State” (October 2019)
- Contributor, New York State Bar Association, Lefkowitz On Public Sector Labor And Employment Law, 4TH ED., 2019 REVISION (July 2019)
- Quoted in article in Newsday titled “Drug Tests for NUMC Nurses Spur Lawsuit” (July 2018)
- Co-authored article in Best Lawyers Women in the Law edition titled “New York Takes Leave” (June 2018)
- Co-authored article in The Corporate Counselor titled “NY’s Paid Family Leave Program – What Employers Need to Know” (September 2017)

PROFESSIONAL ASSOCIATIONS AND MEMBERSHIPS

- New York State Bar Association, Member
- Brooklyn Bar Association, Vice Chair of the Labor and Employment Committee, Member
- Brooklyn Women’s Bar Association, Member
- Brooklyn Chamber of Commerce, Workforce Development Committee, Co-Chair

FEATURED PUBLICATIONS

- **Abrams Fensterman Secures Major Victory for Former Boar’s Head Distributors**
  https://www.abramslaw.com/media/announcements/abrams-fensterman-secures-major-victory-for-former-boars-head-distributors
- **Abrams Fensterman Secures Landmark Win for Bronxville Taxi in Employee Misclassification Case**
  https://www.abramslaw.com/media/announcements/abrams-fensterman-secures-landmark-win-for-bronxville-taxi-in-employee-misclassification-case
- **Rachel Demarest Gold Employer Risk Alert: 1099 Misclassification & Boar’s Head Appellate Win**
  https://www.abramslaw.com/media/news/rachel-demarest-gold-employer-risk-alert-1099-misclassification-boars-head-appellate-win
- **Employer Alert: GENDA in the Workplace – Rachel Demarest Gold** — 09/08/2026
  https://www.abramslaw.com/media/alert/employer-alert-genda-in-the-workplace-rachel-demarest-gold
- **Abrams Fensterman’s Appellate Win Featured in New York Post Coverage of Boar’s Head Litigation** — 04/06/2026
  https://www.abramslaw.com/media/announcements/abrams-fenstermans-appellate-win-featured-in-new-york-post-coverage-of-boars-head-litigation
- **Brooklyn Eagle Covers Rachel Demarest Gold’s DEI CLE** — 03/19/2026
  https://www.abramslaw.com/media/publications/brooklyn-eagle-covers-rachel-demarest-golds-dei-cle
- **Partner Rachel Demarest Gold Featured in amNY Law on 2026 Employer Compliance Risks** — 01/16/2026
  https://www.abramslaw.com/media/news/partner-rachel-demarest-gold-featured-in-amny-law-on-2026-employer-compliance-risks
- **Rachel Demarest Gold Featured in LIBN on Rising Wage & Hour Risks for Long Island Employers in 2026** — 01/09/2026
  https://www.abramslaw.com/media/news/rachel-demarest-gold-featured-in-libn-on-rising-wage-hour-risks-for-long-island-employers-in-2026
- **Rachel Demarest Gold Featured in amNY Law on Holiday Harassment Risks** — 12/09/2025
  https://www.abramslaw.com/media/announcements/rachel-demarest-gold-featured-in-amny-law-on-holiday-harassment-risks
- **Rachel Demarest Gold Analyzes the Impact of the 2025 Elections on Workplace Rights in amNY** — 11/11/2025
  https://www.abramslaw.com/media/news/rachel-demarest-gold-analyzes-the-impact-of-the-2025-elections-on-workplace-rights-in-amny
- **Rachel Demarest Gold Examines the Shifting Landscape of Workplace Protections in amNY Law** — 09/12/2025
  https://www.abramslaw.com/media/announcements/rachel-demarest-gold-examines-the-shifting-landscape-of-workplace-protections-in-amny-law
- **Women’s Workplace Rights: Rachel Demarest Gold Article in amNY Law** — 09/04/2025
  https://www.abramslaw.com/media/news/womens-workplace-rights-rachel-demarest-gold-article-in-amny-law
- **New York’s New Prenatal Leave Law Raises Key Compliance Questions for Employers – Rachel Demarest Gold Quoted** — 08/04/2025
  https://www.abramslaw.com/media/news/new-yorks-new-prenatal-leave-law-raises-key-compliance-questions-for-employers-rachel-demarest-gold-quoted
- **Employer Risk Alert: Workplace Relationships – Rachel Demarest Gold in amNY Law** — 08/01/2025
  https://www.abramslaw.com/media/announcements/employer-risk-alert-workplace-relationships-rachel-demarest-gold-in-amny-law
- **Rachel Demarest Gold Video About Risks of Workplace Relationships** — 07/29/2025
  https://www.abramslaw.com/media/videos/rachel-demarest-gold-video-about-risks-of-workplace-relationships
- **EMPLOYER RISK ALERT: Albany Legislative Moves** — 06/26/2025
  https://www.abramslaw.com/media/announcements/employer-risk-alert-albany-legislative-moves
- **DEI Under Attack: Rachel Demarest Gold Employment Law Video** — 06/19/2025
  https://www.abramslaw.com/media/videos/dei-under-attack-rachel-demarest-gold-employment-law-video

- **Rachel Demarest Gold to Speak on Legal Attacks Against DEI Initiatives at Brooklyn Bar Association CLE** — 05/28/2025
  https://www.abramslaw.com/media/announcements/rachel-demarest-gold-to-speak-on-legal-attacks-against-dei-initiatives-at-brooklyn-bar-association-cle
- **EMPLOYER RISK ALERT: Workplace Complaints and Investigations** — 05/06/2025
  https://www.abramslaw.com/media/announcements/employer-risk-alert-workplace-complaints-and-investigations
- **Employer Risk Alert: Rachel Demarest Gold Article in amNY Law** — 04/09/2025
  https://www.abramslaw.com/media/announcements/employer-risk-alert-rachel-demarest-gold-article-in-amny-law
- **DEI Under Attack: Rachel Demarest Gold Article in amNY Law** — 03/14/2025
  https://www.abramslaw.com/media/announcements/dei-under-attack-rachel-demarest-gold-article-in-amny-law
- **EMPLOYER RISK ALERT: January 2025 from the Desk of Rachel Demarest Gold** — 01/02/2025
  https://www.abramslaw.com/media/announcements/employer-risk-alert-january-2025-from-the-desk-of-rachel-demarest-gold
- **EMPLOYER ALERT: Non-Compete Ban Status and Remaining Risks** — 09/03/2024
  https://www.abramslaw.com/media/events/employer-alert-non-compete-ban-status-and-remaining-risks
- **Long Island Business News Recaps the FTC Non-Compete Ban Webinar Featuring Rachel Demarest Gold** — 07/29/2024
  https://www.abramslaw.com/media/events/ftc-non-compete-ban-webinar-featuring-ny-employment-expert-rachel-gold
- **Rachel Demarest Gold Panelist on Long Island Business News Webinar Discussing FTC ban on Non-Compete Clauses** — 06/24/2024
  https://www.abramslaw.com/media/events/rachel-demarest-gold-panelist-on-long-island-business-news-webinar-discussing-ftc-ban-on-non-compete-clauses
- **Administrative Steps in Age Discrimination Claims CLE Presented by Rachel Demarest Gold** — 05/07/2024
  https://www.abramslaw.com/media/events/rachel-demarest-gold-cle-age-discrimination-nysba
- **Rachel Demarest Gold Presents CLE on Labor Law Developments at Columbian Lawyers Brooklyn** — 05/02/2024
  https://www.abramslaw.com/media/events/rachel-demarest-gold-presents-cle-on-labor-law-developments-columbian-lawyers-brooklyn
- **EMPLOYER RISK ALERT: April 2024 from the Desk of Rachel Demarest Gold** — 04/30/2024
  https://www.abramslaw.com/media/announcements/employer-risk-alert-april-2024-from-the-desk-of-rachel-demarest-gold
- **Abrams Fensterman Partner Rachel Demarest Gold Named 2024 Power Women of Manhattan** — 04/18/2024
  https://www.abramslaw.com/media/announcements/abrams-fensterman-partner-rachel-demarest-gold-named-2024-power-women-of-manhattan
- **Webinar: Independent Contractor or Employee?** — 04/11/2024
  https://www.abramslaw.com/media/events/independent-contractor-or-employee-webinar
- **Rachel Demarest Gold Issues Critical 2024 Guidance to Business Clients** — 01/25/2024
  https://brooklyneagle.com/articles/2024/01/24/brooklyn-law-firm-advises-clients-on-new-labor-regulations/
- **Joint Employment, Contractor Rules & Frequency of Pay Changes** — 01/10/2024
  https://www.abramslaw.com/media/announcements/joint-employment-contractor-rules-frequency-of-pay-changes
- **2024 New York Employer Wage Legislation** — 12/21/2023
  https://www.abramslaw.com/media/announcements/2024-new-york-employer-wage-legislation
- **New York State Criminalizes Underpaying Employees** — 12/21/2023
  https://www.abramslaw.com/media/announcements/new-york-state-criminalizes-underpaying-employees
- **EEOC/New York State Enforcement Partnership** — 11/28/2023
  https://www.abramslaw.com/media/announcements/eeeoc-new-york-state-enforcement-partnership
- **EEOC Releases Proposed Harassment Guidelines** — 10/09/2023
  https://www.abramslaw.com/media/announcements/eeoc-releases-proposed-harassment-guidelines

- **New York Statewide Salary Transparency Law Takes Effect** — 09/15/2023
  https://www.abramslaw.com/media/announcements/new-york-statewide-salary-transparency-law-takes-effect
- **NY Employment Law: Non-Competes, Salary Transparency, and More** — 08/05/2023
  https://www.abramslaw.com/media/announcements/ny-employment-law-non-competes-salary-transparency-and-more
- **Employer Risk Alert: New Nursing Mothers Law** — 06/07/2023
  https://www.abramslaw.com/media/announcements/employer-risk-alert-new-nursing-mothers-law
- **New York's New Nursing Mothers Law: What You Need to Know** — 05/09/2023
  https://www.abramslaw.com/media/announcements/new-yorks-new-nursing-mothers-law-what-you-need-to-know
- **Businesses Consider 3-Day Weekends after Pilot Program Shows Positive Results** — 04/06/2023
  https://www.fox5ny.com/news/businesses-consider-3-day-weekends-after-pilot-program-shows-positive-results
- **NYC AI Audit Law Becomes Effective July 2023** — 04/05/2023
  https://www.abramslaw.com/media/announcements/nyc-ai-audit-law-becomes-effective-july-2023
- **EMPLOYER RISK ALERT: AI AUDIT LAW ENFORCEMENT** — 04/04/2023
  https://www.abramslaw.com/media/announcements/ai-audit-l
- **EMPLOYER RISK ALERT: March 2023 from the Desk of Rachel Demarest Gold** — 03/13/2023
  https://www.abramslaw.com/media/announcements/employer-risk-alert-march-2023-from-the-desk-of-rachel-demarest-gold
- **Using Leaves in Employee Evaluations** — 02/02/2023
  https://www.abramslaw.com/media/announcements/using-leaves-in-employee-evaluations
- **2023 Risks For New York Employers** — 01/03/2023
  https://www.abramslaw.com/media/announcements/2023-risks-for-new-york-employers
- **New York Salary Transparency Law Takes Effect** — 11/01/2022
  https://www.abramslaw.com/media/announcements/new-york-salary-transparency-law-takes-effect
- **'Starbucks has a problem': Labor experts evaluate increasingly messy union fight – Yahoo Finance – Rachel Demarest Gold interviewed** — 08/21/2022
  https://finance.yahoo.com/news/starbucks-has-a-problem-labor-experts-173502483.html
- **CLIENT ALERT: New York HERO Act Model Plans Released** — 07/07/2021
  https://www.abramslaw.com/media/announcements/client-alert-new-york-hero-act-model-plans-released
- **CLIENT ALERT: Abrams Fensterman, LLP Wins Summary Judgment for Plaintiff in Overtime Lawsuit** — 04/24/2021
  https://www.abramslaw.com/media/announcements/client-alert-abrams-fensterman-wins-summary-judgment-for-plaintiff-in-overtime-lawsuit
- **CLIENT ALERT: New State Sick Time Law & Minimum Wage in Effect January 1st** — 12/28/2020
  https://www.abramslaw.com/media/announcements/client-alert-new-state-sick-time-law-minimum-wage-in-effect-january-1st
- **Updated EEOC Guidance 'Reminding Everyone Of What They Should Be Doing Anyhow,' Expert Says – Newsday – Rachel Demarest Gold quoted** — 07/31/2020
  https://www.abramslaw.com/media/news/updated-eeoc-guidance-reminding-everyone-of-what-they-should-be-doing-anyhow-expert-says-newsday-rachel-demarest-gold-quoted
- **New York State Sexual Harassment Law Effective Next Tuesday, October 9, 2018** — 10/02/2018
  https://www.abramslaw.com/media/announcements/new-york-state-sexual-harassment-law-effective-next-tuesday-october-9-2018
- **Update to Changes to Fair Labor Standards Act** — 11/30/2016
  https://www.abramslaw.com/media/announcements/update-to-changes-to-fair-labor-standards-act