
Women’s Workplace Rights: Rachel Demarest Gold Article in amNY Law

FEATURED ATTORNEY



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This article was published in the August 13, 2025 edition of amNY Law.

Rachel Demarest Gold, Director of Abrams Fensterman’s [Employment & Labor Law](#) Practice, breaks down the sweeping new protections for women in the workplace. Titled “Women’s Workplace Rights,” the piece highlights critical developments including New York’s first-in-the-nation paid prenatal care leave, updated paid lactation break laws, and the ongoing enforcement of the federal Pregnant Workers Fairness Act. These landmark updates, which took effect in 2025, mark a significant shift in how employers must approach pregnancy-related accommodations, scheduling, and compliance.

Drawing on her former role as Deputy Commissioner of the New York State Department of Labor, Rachel offers employers and employees alike a clear, practical guide to navigating the rapidly evolving employment law landscape. From notice requirements to retaliation risks, she explains how even well-intentioned missteps—such as improperly delaying leave—can result in serious liability. The article is a must-read for HR professionals, business owners, and anyone focused on building an equitable and legally sound workplace.

With increasing enforcement and strict penalties, the cost of noncompliance is high. Every employer needs to read this. Read: [“Women’s Workplace Rights” in amNY Law](#)

WOMEN COLLECTIVE

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August is not Women's

It is, however, National Women's Month. It is also the 100th anniversary of the 19th Amendment which guaranteed women the right to vote. And it is the first year that New York has guaranteed paid parental leave here in New York – a first for the country. This on the heels of the Pregnant Worker Fairness Act and the implementation of the new lactation break law.

Employers need to navigate this evolving landscape and ensure they know their rights.

NEW YORK PARENTAL LEAVE

Since January, all employers have been required to give their employees, regardless of size, 10 days of