
Rachel Demarest Gold Examines the Shifting Landscape of Workplace Protections in amNY Law

FEATURED ATTORNEY



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Abrams Fensterman Partner and Director of the firm's Employment & Labor Law Practice Group, **Rachel Demarest Gold**, was featured in *amNY Law*'s Labor Day 2025 issue with her article, "***The Evolution and Erosion of Workplace Protections.***"

Rachel examines the legal and practical risks surrounding workplace relationships, especially those involving power imbalances between supervisors and subordinates. She outlines how ignorance of harassment laws can expose employers to significant liability under both state and federal standards and provides clear guidance for implementing compliant policies and training programs.

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Labor Day was born in a time of unsanitary, and often dangerous, working conditions generated by the Industrial Revolution. —including children—hours locked in factories without a bathroom or break. Unions formed in response, and on September 5, 1892, workers organized by the American Federation of Labor marched from City Hall to bring attention to the issue.

That was just the beginning of the labor movement. The government, responding to the outcry, slowly started to implement protections that were