

New York's New Prenatal Leave Law Raises Key Compliance Questions for Employers – Rachel Demarest Gold Quoted

FEATURED ATTORNEY



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In a recent [Long Island Business News article](#), Abrams Fensterman Partner and Director of Employment Law Practice [Rachel Demarest Gold](#) weighed in on New York's groundbreaking Paid Prenatal Leave law, which went into effect January 1, 2025.

The new law—the first of its kind in the nation—grants private-sector employees up to 20 hours of paid leave specifically for prenatal medical care, including doctor appointments, fertility treatments, and other pregnancy-related services. While welcomed by many as a forward-thinking expansion of employee protections, it raises practical and legal compliance challenges for businesses across the state.

Rachel emphasized the economic and legal realities that make mandates necessary:

“Employers will generally not be motivated to spend money unless they have to. This is particularly true because corporate fiduciary laws put profits above all other responsibilities... Unfortunately, that is not legal advice, so when it does not work out, employers are left with expensive mistakes and no recourse.”

For assistance updating your policies and maintaining best practices to remain compliant, minimize risk, and support a healthy and productive workforce, contact the [Employment Law team](#) at Abrams Fensterman.