



Solomon Abramov

Overview

Solomon Abramov focuses his practice on labor and employment law. Mr. Abramov represents and advises employers and regularly defends businesses in employment-related matters, including wage and hour lawsuits that allege unpaid minimum and overtime wages, tips, bonuses, and other compensation. He has successfully resolved single-plaintiff and complex class and collective action lawsuits brought under the Fair Labor Standards Act (FLSA) and the New York Labor Law (NYLL). Mr. Abramov also defends and counsels employers when current and former employees allege workplace discrimination, harassment, retaliation, and other violations of federal, state, and local civil rights statutes.

Mr. Abramov is experienced in representing and defending businesses in federal and state court, as well in various local administrative agencies, such as the Equal Employment Opportunity Commission (EEOC), the New York State Division of Human Rights, the local Commissions on Human Rights, the Department of Labor (DOL), and the Department of Consumer Affairs (DCA). In addition, Mr. Abramov has successfully resolved complaints confidentially before the American Arbitration Association (AAA) and in private mediations.

He also defends landlords, restaurant chains, retail establishments, and other businesses in disability access discrimination claims brought under Title III of the Americans with Disabilities Act and state and local laws, including cases alleging a lack of physical access to brick-and-mortar locations as well as insufficient online access to company websites.

Also, Mr. Abramov provides day-to-day advice and counseling on a diverse range of workplace issues, including the preparation and implementation of personnel policies and employee handbooks, hiring procedures, leave and accommodation requests, discipline and performance management, complaint investigations, severance and termination strategies, reductions in force, and a broad range of other employment-related issues. He works with employers to develop and conduct workplace training on sexual harassment prevention, discrimination avoidance, and wage and hour compliance.

Since the onset of the COVID-19 Pandemic, Mr. Abramov has been counseling business owners and employers about the various Pandemic related employment policies and regulations implemented on a federal, state and local level, such as the Families First Coronavirus Response Act (FFCRA), the Coronavirus Aid, Relief and Economic Security Act (CARES Act), the American Rescue Plan Act (ARPA), New York Paid Leave for COVID-19, and the HEROES Act. To assist businesses in deterring potential claims by their employees, Mr. Abramov advises managers and supervisors about how to appropriately respond to employee leave requests, implement testing and vaccination policies, and address other Pandemic related concerns.



Attorney

Contact Information

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Related Practices

- Labor and Employment Law
- Employment Practices Defense Litigation
- Whistleblower Claims
- Risk Management
- Human Resources Counseling and Training
- Management-Labor Matters

Mr. Abramov earned his J.D. from Fordham University School of Law, where he was a member of the Fordham International Law Journal and received the Archibald R. Murray Public Service Award for devoting a substantial amount of time to pro bono and community service work. He earned his B.A. in Political Science, magna cum laude, from Adelphi University, and was a member of Pi Sigma Alpha, the National Political Science Honor Society.

Admissions

- New York
- New Jersey
- U.S. District Court
 - Southern District of New York
 - Eastern District of New York
 - District of New Jersey

Education

- Fordham University School of Law – J.D.
- Adelphi University – B.A., magna cum laude

Publications

- NY Expands Whistleblower Law. *Employers: Tread Carefully*; New York Law Journal, authors Rashmee Sinha, Esq., Saranicole Duaban, Esq., Solomon Abramov, Esq., March 23, 2022

News

- Law Alert: New York Imposes New Restrictions on Release Agreements Involving Discrimination, Harassment, or Retaliation Claims, 12-6-2023
- New York State Launches Workplace Sexual Harassment Complaint Hotline: 1-800-HARASS-3
- EMPLOYER ALERT: EEOC Issues Guidance on Caregiver Discrimination
- EMPLOYER ALERT: NEW YORK CITY ISSUES ADDITIONAL GUIDANCE ON THE "KEY TO NYC" PASS FOR PRIVATE SECTOR EMPLOYERS
- EMPLOYER ALERT: AMENDMENT TO NEW YORK CITY HUMAN RIGHTS LAW EXPANDS RIGHTS FOR DOMESTIC WORKERS
- REMINDER: New York State Paid Sick Leave Goes Into Effect Today
- CARES Act Creates Federal Unemployment Insurance & Compensation Programs To Provide Temporary Relief For Displaced Workers

Speaking Engagements

- "Recent Developments in Commercial, Labor, and Employment Law", Live Presentation, January 10, 2023