



2025

BUSINESS IN 2024

WEEKLY WEBINAR SERIES



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Your Host



Kristen E. Smith

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TODAY'S AGENDA

Kristen Smith – (12:00PM-12:05PM)

- Introduction

Peter Wiltenburg – (12:05PM-12:15PM)

- Proposed Changes to LM-10 Employer Report

Aarti Chandan – (12:15 PM-12:25PM)

- Amazon vs. States on Warehouse Safety Standards

Lou DiLorenzo – (12:25PM-12:35PM)

- NLRB Developments

Kevin Cope – (12:35PM - 12:45PM)

- Latest Developments on Non-Compete Ban Litigation

Proposed Changes to LM-10 Employer Report



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Amazon vs. States on Warehouse Safety Standards



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General Overview

- Recap of Warehouse Worker Protection Act (“WWPA”) and its specific provisions
- Amazon vs. States

WWPA

- Written descriptions of quotas
- Definition of “covered employer”
- Definition of “quota”
- What counts as a “warehouse distribution center”
 - NAICS Codes

Employee Protections & Potential Implications

- WWPA requires written description of quotas
- WWPA requires record keeping of quota-related data
- WWPA protects employees against retaliation
- Potential implications

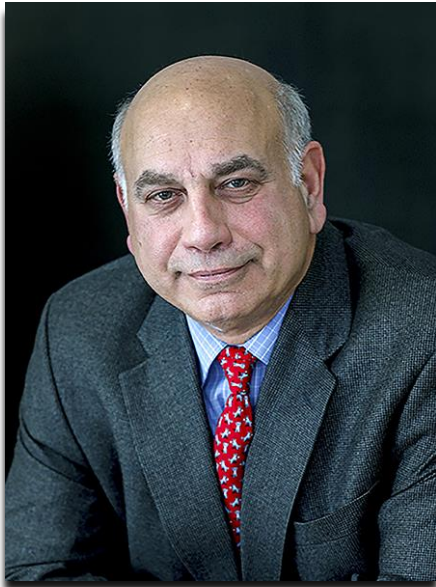
Amazon vs. States

- Recently, Amazon has come under scrutiny for its famously-fast paced delivery model
- Two states fined Amazon
- Amazon's response: what quotas?

Amazon's Response

- Amazon says it doesn't use quotas; rather, it uses a peer evaluation system
- California and Minnesota: We're not buying it
- The future is uncertain

NLRB Developments



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National Labor Relations Board Developments

1. Change in Blocking Charge Procedures,
2. New Rules for Voluntary Recognition Generally and in the Construction Industry
3. Organizing Activity Developments and Reminders

Latest Developments on Non-Compete Ban Litigation



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Questions?



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New York Employment Law: The Essential Guide

NYS Bar Association Members can buy the book from the bar [here](#).

Non-NYS Bar Association Members can purchase through Amazon [here](#).

Thank You

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