FORM NLRB-501
(3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 32-CA-309003	Date Filed 12-15-2022

INSTRUCTIONS:
File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Tesla, Inc.		b. Tel. No. 650-681-5000
		c. Cell No.
		f. Fax. No.
d. Address *(Street, city, state, and ZIP code)* 3500 Deer Creek Rd. Palo Alto, CA 94304	e. Employer Representative Dinna Eskin, General Counsel	g. e-mail
		h. Number of workers employed 99,000
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Office	j. Identify principal product or service Electric cars	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*

In the past six months the employer has retaliated against its employees for engaging in the protected concerted activity of discussing their working conditions including but not limited to Tesla's failure to enforce its non-harassment policy and its implementation of its post-COVID return to office policy. Specifically, relying upon its facially overbroad non-solicitation policy and applying its policies in a disparate matter, Tesla terminated two employees' employment in retaliation for their concerted protected activities and to prevent other workers from speaking up regarding their workplace rights. Tesla terminated Employee A on [redacted] (b) (6), (b) (7)(C) 2022, falsely characterizing their organizing of employee discussions on these topics as "an attack" on Tesla. (Employee A is filing anonymously through their attorneys to protect themselves from public harassment/doxing.)

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Anne B. Shaver

4a. Address *(Street and number, city, state, and ZIP code)* Anne B. Shaver Lieff Cabraser Heimann & Bernstein LLP 275 Battery Street, 29th Floor San Fransisco, CA 94000 Laurie Burgess Burgess Law Offices P.C. 498 Utah St., San Francisco, CA 94110	4b. Tel. No. 415-956-1000
	4c. Cell No.
	4d. Fax No. 415-956-1008
	4e. e-mail ashaver@lchb.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

6. DECLARATION
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Anne B. Shaver *(signature of representative or person making charge)*	Anne B. Shaver *(Print/type name and title or office, if any)*	Tel. No. 415-956-1000
		Office, if any, Cell No.
		Fax No. 415-956-1008
Address 275 Battery St., 29th Floor, San Francisco, CA 94111	Date December 15, 2022	e-mail ashaver@lchb.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
REGION 32
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Oakland, CA 94612-5224

Agency Website: www.nlrb.gov
Telephone: (510)637-3300
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December 27, 2022

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Re: Tesla, Inc.
Case 32-CA-308997
Tesla, Inc.
Case 32-CA-309003
Tesla, Inc.
Case 32-CA-309010
Tesla, Inc.
Case 32-CA-309016

Dear Mr. Mortensen, Mr. Broderdorf:

This is to advise you that I have approved the withdrawal of the charges in the above cases.

Very truly yours,

D. Criss Parker
Acting Regional Attorney

cc: ELON MUSK
TESLA, INC.
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