FORM EXEMPT UNDER 44 U.S.C 3512

INTERNET
FORM NLRB-501
(2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case **32-CA-282142**	Date Filed **08/26/2021**

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
Apple Inc.

b. Tel. No. (408) 996-1010

c. Cell No.

f. Fax No.

d. Address *(Street, city, state, and ZIP code)*
One Apple Park Way
CA Cupertino 95014

e. Employer Representative

g. e-Mail

h. Number of workers employed
200

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Computer Hardware

j. Identify principal product or service

k. 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)* 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 unfair 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)*

--See additional page--

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
(b) (6), (b) (7)(C) Title:

4a. Address *(Street and number, city, state, and ZIP code)*
(b) (6), (b) (7)(C)

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail
(b) (6), (b) (7)(C)

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.

By (b) (6), (b) (7)(C)
(signature of representative or person making charge)

Title: (b) (6), (b) (7)(C)
(Print/type name and title or office, if any)

Address (b) (6), (b) (7)(C)

08/26/2021 06:48:23 PM
(date)

Tel. No.
(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-Mail
(b) (6), (b) (7)(C)

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 will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages, hours, or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Forced on paid admin leave	(b) (6), (b) (7)/2021
(b) (6), (b) (7)(C)	Substantial increase in workload &unfavorable work	(b) (6), (b) (7)/2021
(b) (6), (b) (7)(C)	Reduction of supervisory responsibilities	(b) (6), (b) (7)/2021
(b) (6), (b) (7)(C)	Job reassignment	(b) (6), (b) (7)/2021
(b) (6), (b) (7)(C)	employee feedback "warning" from manager	(b) (6), (b) (7)/2021
(b) (6), (b) (7)(C)	Retaliatory, nonconsensual ER investigation	(b) (6), (b) (7)/2021
(b) (6), (b) (7)(C)	Constructive term; fail to resolve hostile wk env	(b) (6), (b) (7)/2021
(b) (6), (b) (7)(C)	ER shared my ID with sexual harasser w/out consent	(b) (6), (b) (7)/2021
(b) (6), (b) (7)(C)	Manager insists I must return to unsafe work env	(b) (6), (b) (7)/2021
(b) (6), (b) (7)(C)	Harassment from manager	(b) (6), (b) (7)/2021
(b) (6), (b) (7)(C)	Forced 2 submit (b) (6), (b) (7)(C) due to unsafe work env	(b) (6), (b) (7)/2021
(b) (6), (b) (7)(C)	Manager refuses to consider remote work	(b) (6), (b) (7)/2021
(b) (6), (b) (7)(C)	Withholding of work	(b) (6), (b) (7)/2021

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Forced on paid admin leave	(b) (6), (b) (7)/2021
(b) (6), (b) (7)(C)	Substantial increase in workload &unfavorable work	(b) (6), (b) (7)/2021
(b) (6), (b) (7)(C)	Reduction of supervisory responsibilities	(b) (6), (b) (7)/2021
(b) (6), (b) (7)(C)	Job reassignment	(b) (6), (b) (7)/2021
(b) (6), (b) (7)(C)	employee feedback "warning" from manager	(b) (6), (b) (7)/2021

(b) (6), (b) (7)(C)	Retaliatory, nonconsensual ER investigation	(b) (6), (b) (7)/2021
(b) (6), (b) (7)(C)	Constructive term; fail to resolve hostile wk env	(b) (6), (b) (7)/2021
(b) (6), (b) (7)(C)	ER shared my ID with sexual harasser w/out consent	(b) (6), (b) (7)/2021
(b) (6), (b) (7)(C)	Manager insists I must return to unsafe work env	(b) (6), (b) (7)/2021
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(b) (6), (b) (7)(C)	Manager refuses to consider remote work	(b) (6), (b) (7)/2021
(b) (6), (b) (7)(C)	Withholding of work	(b) (6), (b) (7)/2021

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prohibit employees from discussing wages, hours, or other terms or conditions of employment.