FORM NLRB-501
(3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 31-CA-282822	Date Filed 9/10/2021

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 **Activision Blizzard, Inc.** **Blizzard Entertainment, Inc.** **Activision Publishing, Inc.** **As a single employer**		b. Tel. No. **(310) 255-2000** c. Cell No. f. Fax No. **(310) 479-4005**
d. Address *(Street, city, state, and ZIP code)* **3100 Ocean Park Blvd.** **Santa Monica, CA 90405**	e. Employer Representative **Bobby Kotick – CEO**	g. e-Mail h. Number of workers employed **3,000+**
. Type of Establishment *(factory, mine, wholesaler, etc.)* ***video game developer and publisher***	j. Identify principal product or service **video games**	

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

Within the last six months the above named employer has repeatedly engaged in unlawful conduct by threatening employees in the exercise of the rights guaranteed by Section 7. The employer has threatened employees that they cannot talk about or communicate about wages, hours and working conditions; told employees they cannot communicate with or discuss ongoing investigations of wages, hours and working conditions; maintained an overly broad social media policy; enforced the social media policy against employees who have engaged in protected concerted activity; threatened or disciplined employees on account of protected concerted activity; engaged in surveillance of employees engaged in protected concerted activity and engaged in interrogation of employees about protected concerted activity

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

Communications Workers of America AFL-CIO

4a. Address *(Street and number, city, state, and ZIP code)* ***501 Third Street, N.W.*** ***Washington, DC 20001-2797***	4b. Tel. No. 4c. Cell No. 4d. Fax No. 4e. e-Mail tsmith@cwa-union.org

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)*
Communications Workers of America AFL-CIO

6. DECLARATION I declare that I have read he above charge and that the statements are true to he best of my knowledge and belief. David A Rosenfeld *(signature of representative or person making charge)* **DAVID A. ROSENFELD, Attorney** *(Print/type name and title or office, if any)* Address: **Weinberg, Roger & Rosenfeld** **1375 55th Street** **Emeryville, CA 94608** September 10, 2021 *(date)*	Tel. No. **(510) 337-1001** Office, if any, Cell No. Fax No. **(510) 337-1023** e-Mail nlrbnotices@unioncounsel.net drosenfeld@unioncounsel.net

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

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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.