

HOW YOUR BOSS CAN USE THIS PLAYBOOK AGAINST YOU

What a federal court just approved in Gjovik v. Apple — and why every worker should care

THE PLAYBOOK — STEP BY STEP

1. You experience something at work — unsafe conditions, harassment, invasive surveillance, wage theft.
2. You speak up — to your coworkers, your union, the press, or a government agency.
3. Your employer fires you. You sue.
4. During the lawsuit, the employer gets a “protective order” — meant for sensitive business documents.
5. Instead of using it for documents, the employer stamps **your testimony about your own experiences** as its “Confidential” information.
6. You keep speaking publicly — the same things you’ve been saying for years.
7. The employer asks the court to hold you in contempt and order you to delete your speech.
8. The court denies the employer’s motion — **then gives the employer what it wanted anyway, for free.**
9. You are now under an indefinite gag order. Your employer decides what you can say.

▶ YOUR BOSS CAN CLAIM YOUR COMPLAINTS ARE A TRADE SECRET.

If you report unsafe conditions, harassment, or surveillance, your employer can designate your account of what happened as its “confidential information” — turning your own words against you.

▶ YOU CAN BE GAGGED FROM TALKING TO YOUR COWORKERS.

Organizing requires communication. If your description of the problem is designated “Confidential,” you can’t share it with the coworkers you’re organizing — or face contempt of court.

▶ YOU CAN BE GAGGED FROM TALKING TO THE GOVERNMENT.

This gag makes no exception for the NLRB, OSHA, the EPA, or any agency. Describe your conditions to an investigator? Contempt.

▶ YOU CAN BE GAGGED FROM TALKING TO THE PRESS.

The order requires deletion of blog posts and social media. Speak to a journalist about your workplace? You could be ordered to delete the interview.

▶ YOUR EMPLOYER DECIDES WHAT YOU CAN SAY.

No judge reviews the designation before it takes effect. The employer stamps “Confidential”; the court enforces. Comply or face contempt.

▶ THE GAG HAS NO END DATE.

“Until found otherwise” — no sunset, no timeline, no guaranteed process for resolution. It can last forever.

▶ YOUR EMPLOYER CAN USE THE GAG TO WIN THE LAWSUIT.

Apple says the worker was fired for “leaking confidential information.” The gag order calling her speech “confidential” becomes evidence for the boss’s defense — before any trial even happens.

**The court order does not protect privacy. It inverts it.
The corporation that invaded its workers’ reproductive privacy
is now using a federal judge to stop the worker from telling anyone about it.**

The Norris-LaGuardia Act of 1932 was passed because federal courts had become the bosses’ favorite weapon — issuing injunctions to break strikes, ban picket lines, and silence workers who spoke up. Congress stripped federal courts of the power to issue injunctions in labor disputes because the courts couldn’t stop siding with the employers. What this court did on March 30, 2026 is the same thing Congress outlawed ninety-four years ago.

RALLY FOR WORKERS’ SPEECH RIGHTS

Thursday, April 2, 2026 • 12:00 PM

Phillip Burton Federal Building, 450 Golden Gate Ave, San Francisco

Gjovik v. Apple Inc., Case No. 3:23-cv-04597-EMC (N.D. Cal.)

