



Portfolio Media, Inc. | 230 Park Avenue, 7th Floor | New York, NY 10169 | www.law360.com
Phone: +1 646 783 7100 | Fax: +1 646 783 7161 | customerservice@law360.com

Apple Agrees To Revise Some Worker Policies In NLRB Deal

By **Beverly Banks**

Law360 (April 9, 2025, 6:59 PM EDT) -- Apple will revise some parts of its confidentiality agreement and other worker policies as part of an unfair labor practice settlement at the National Labor Relations Board, according to the deal, which requires the tech giant to put up a post indefinitely on a public-facing website.

The acting regional director for the NLRB's Region 21 office in Los Angeles approved an unfair labor practice settlement between Apple and former employee Ashley M. Gjovik, an NLRB representative confirmed to Law360 on Wednesday. The NLRB representative declined to comment otherwise on the settlement.

The **settlement includes** a nonadmission clause, in which Apple doesn't admit to violating the National Labor Relations Act.

Through a notice to employees included at the end of the settlement, Apple has to tell workers that the company won't "promulgate, maintain, or enforce any rule that defines confidential information as 'anything not explicitly, publicly, or purposefully disclosed by Apple.'"

The company must also "prospectively clarify the definition of proprietary information" in its confidentiality and intellectual property agreement and ensure that the definition does not encompass wages, hours and working conditions, according to the settlement.

Gjovik, who was an Apple senior engineering program manager and chief of staff, published a copy of the settlement on her website Tuesday, saying "this isn't just a personal victory — it's a precedent-setting moment for tech workers and whistleblowers nationwide."

Under the settlement, Apple agreed to walk back and change portions of its policies covering business conduct, workplace searches and privacy, misconduct and discipline, and social media and online communications.

"We have rescinded the aspects of the workplace searches and privacy policy described above and revised it to conform with the definition of Apple confidential information described above and to inform employees that searches will not be used to monitor employees' protected, concerted activity and we have informed employees of these revisions," according to the notice in the settlement.

Apple also agreed to post a link to the notice on an internal page for 60 consecutive days, according to the settlement.

The company must post "on a public-facing website maintained indefinitely by charged party containing legal notices, an explanation of revisions to the definition of confidential information (or comparable term) in the confidentiality and intellectual property agreement," according to the deal.

As part of compliance under the settlement, Apple is required to provide screenshots of its post.

Gjovik released a statement via email Tuesday, saying the deal makes Apple "overhaul its internal rules governing employee speech, privacy, and workplace rights — changes that apply to all Apple employees across the United States."

Gjovik said she was terminated "under these same unlawful policies."

"While Apple refuses to admit liability under the settlement terms, their agreement to overhaul these policies is a clear acknowledgment of prior violations," Gjovik wrote. "Importantly, Apple will provide direct compliance documentation — a rare and powerful accountability measure."

Representatives of Apple did not immediately respond to requests for comment. Gjovik did not immediately respond to a request for additional comment.

More than two years ago, the NLRB **found merit** to Gjovik's unfair labor practice charge about the workplace rules.

Agency prosecutors filed a complaint based on the charge in September.

Apple is represented by Mark L. Stolzenburg of Morgan Lewis & Bockius LLP.

The NLRB general counsel's office is represented in-house by Elvira Pereda.

Gjovik represents herself.

The case is Apple Inc. and Ashley M. Gjovik, case number 32-CA-284428, before the National Labor Relations Board.

--Additional reporting by Hailey Konnath. Editing by Abbie Sarfo.

All Content © 2003-2025, Portfolio Media, Inc.