FORM NLRB-501
(3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed

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
Tim Cook
Chief Executive Officer

g. e-mail
tcook@apple.com

h. Number of workers employed
200

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

j. Identify principal product or service

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) 1,4 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)*

--See additional page--

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

4a. Address *(Street and number, city, state, and ZIP code)*

2108 N St. Ste. 4553
CA Sacramento 95816

4b. Tel. No.
(415) 964-6272

4c. Cell No.

4d. Fax No.

4e. e-mail
ashleymgjovik@protonmail.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.

(signature of representative or person making charge)

Ashley Marie Gjovik
(Print/type name and title or office, if any)

Address 2108 N St. Ste. 4553
Sacramento CA 95816

Date 05/13/2025 07:59:53 PM

Tel. No.
(415) 964-6272

Office, if any, Cell No.

Fax No.

e-mail
ashleymgjovik@protonmail.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.

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
Ashley Gjovik	Threat of federal court sanctions	
Ashley Gjovik	Threat of gag order	
Ashley Gjovik	Threats of unspecific reprisals	

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
Ashley Gjovik	Threat of federal court sanctions	
Ashley Gjovik	Threat of gag order	
Ashley Gjovik	Threats of unspecific reprisals	

8(a)(4)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) filed charges or cooperated with the NLRB.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
Ashley Gjovik	Threat of federal court sanctions	
Ashley Gjovik	Threat of gag order	
Ashley Gjovik	Threats of unspecific reprisals	

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.

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 prevent or discourage employees from forming, joining, or supporting a labor organization.

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 prevent or discourage employees from contacting and/or filing

charges with the National Labor Relations Board.

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 prevent or discourage employees from engaging in protected concerted activities.

Work Rule
Informed Consent Agreements are secret
Workplace personal data collection is secret
Workplace contracts are secret
Can discipline due to privacy invasion complaints
Surveillance photos & videos of worker are secret
Can fire workers for reporting legal violations
Can fire workers for speaking with the press
Can fire workers for posting on social media
Workers cannot talk about NLRB settlement
Workers cannot reference NLRB settlement in court
Worker cannot report violations of NLRB settlement
Employer use of AI on workers is secret
Employer can unilaterally expand scope of NDAs
Employer experiments on workers is secret
Taking photos of worker in bathroom is secret
Taking photos of worker in bed is secret
Taking photos of worker naked is secret
Worker consent cannot be revoked
Surveillance practices are secret
Worker biometric data collection is secret
Employee must notify employer before testifying
Workers must notify Apple before contacting gov
Workers cannot retain evidence of NLRA violations
Workers may not use generative AI for legal filing
Workers cannot discuss retaliation lawsuits
Workers may not dispute Apple’s public statements
Workers cannot testify on ULPs in legal proceeding

Additional Information in Support of Charge

Charging Party Name : Ashley Marie Gjovik
Inquiry Number : 1-3656577121
Date Submitted : 05/13/2025 07:59:53 PM

Please provide a brief description of the specific conduct involved in your charge. The information you provide may be viewed by the charged party in the event of a formal proceeding, so PLEASE DO NOT GIVE A DETAILED ACCOUNT OF YOUR CHARGE OR A LIST OF POTENTIAL WITNESSES AT THIS TIME. A Board Agent will contact you to obtain this and other detailed information after your charge is docketed. After you submit this E-Filed Charge form, you will receive a confirmation email with an Inquiry Number (Sample Inquiry Number: 1-1234567890) and a link to the E-Filing web page. You may use the link and the Inquiry number provided in the email to e-file any additional documents you wish to present in support of your charge.

Additional Information Provided:

Since December 2024, Apple has retaliated against me for participating in NLRB proceedings and exercising Section 7 rights. This includes seeking a federal court protective order to suppress testimony and evidence central to Case No. 32-CA-282142.

Apple has threatened Rule 11 sanctions for referencing the NLRB settlement in court. It has attempted to reinstate policies rescinded in Case 32-CA-284428. It has pressured me to accept an unlawful confidentiality policy and asked the court to enforce that policy. It has repeatedly stated it fired me for violating policies already found unlawful by the NLRB. It has attempted to obtain a gag order on my testimony in Board proceedings and has used court filings to suppress NLRB-related evidence.

Apple has also demanded copies of my confidential reports to the DOJ, SEC, and EPA, and requested privileged emails with my legal counsel related to those reports. These actions constitute retaliation for protected conduct and interference with Board proceedings.

Apple’s conduct violates Sections 8(a)(1) and 8(a)(4) of the Act. Its efforts chill employee willingness to engage in protected activity, silence testimony, and undermine enforcement of a national NLRB settlement.

I am the Charging Party in both the ongoing complaint and the April 2025 national settlement. Apple’s actions interfere with my role as employee representative under that agreement and threaten the Board’s remedial authority by using court process to reimpose gag rules and suppress protected testimony.

A cover letter is attached with additional facts and legal detail. I request a new charge be docketed under 8(a)(1) and 8(a)(4), and that Region 21 investigate Apple’s retaliation and unlawful litigation tactics.