UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 01
Thomas P. O'Neill Jr. Federal Building
10 Causeway St, Room 1002
Boston, MA 02222-1001

Agency Website: www.nlrb.gov
Telephone: (617)565-6700
Fax: (617)565-6725

June 30, 2026

Ashley Marie Gjovik
2108 N St., Ste. 4553
Sacramento, CA 95816
ashleymgjovik@protonmail.com

Re: Northeastern University
Case 01-CA-342355

Dear Ms. Gjovik:

We have carefully investigated and considered your charge that the above-named Employer has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

Your charge alleged that the Employer violated Section 8(a)(1) of the Act by its maintenance of certain unlawfully overbroad policies. The investigation revealed that three of the policies (the Policy on Endorsements and Use of University Identifiers; the Policy on Media Relations; and the Policy on Non-Solicitation and Sales) were arguably overbroad and in violation of the Act. Consistent with Memorandum GC 26-03, Casehandling Guidance, the Region sought remediation. In June 2026 the Employer notified the Region that it had amended each of these policies by adding certain clarifying language to each policy.

The Employer amended its Endorsements and Use of University Identifiers policy to clarify that nothing in these policies shall be interpreted or applied in a manner that interferes with, restrains, or denies the rights of employees under Section 7 of the Act, including the right to engage in protected concerted activities for the purpose of collective bargaining or other mutual aid or protection. The Employer amended its Media Relations policy to state at the outset that this policy is not intended to restrain or prevent employees from exercising their Section 7 rights under the Act, such as engaging with members of the media in their personal capacity regarding their terms and conditions of employment. Finally, the Employer amended its Policy on Non-Solicitation to state that nothing in the policy is intended to restrain or prevent employees from soliciting support for a labor organization, including distribution of labor-related materials during non-working times and non-working areas. Consistent with Memorandum GC 26-03, the Region invited you to withdraw the charge based on the Employer's remediation, but you declined to do so. Based on the Employer's remediation, and the absence of any evidence that the Employer applied these rules

to discipline employees for engaging in concerted activities for mutual aid and protection, further processing of these allegations in your charge would not effectuate the purposes and policies of the Act. Accordingly, I am dismissing the remainder of your charge.

Charging Party's Right to Appeal: The Charging Party may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: You must file your appeal electronically or provide a written statement explaining why electronic submission is not possible or feasible. Written instructions for the NLRB's E-Filing system and the Terms and Conditions of the NLRB's E-Filing policy are available at www.nlrb.gov**. See** User Guide**. A video demonstration which provides** step-by-step instructions **and frequently asked questions are also available at** www.nlrb.gov**. If you require additional assistance with E-Filing, please contact** e-Filing@nlrb.gov**.**

You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. If you cannot file electronically, please send the appeal and your written explanation of why you cannot file electronically to the **General Counsel** at the **National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me. The main telephone number for the Office of Appeals is **(202)273-3760**.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **July 14, 2026**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than July 13, 2026**. If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before July 14, 2026**. The request may be filed electronically through the ***E-File Documents*** link on our website www.nlrb.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after July 14, 2026**, even if it is postmarked or given to the delivery service before the due date.** Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor requests to limit our use of appeal statements or evidence. Upon a request under the Freedom of Information Act (FOIA) by a party during the processing of an appeal, the Agency's FOIA Branch discloses appeal statements, redacted for personal privacy, confidential source protection, or other applicable FOIA exemptions. In the event the appeal is sustained, any statement or material submitted may be introduced as evidence at a hearing before an administrative law judge. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Very truly yours,

John D. Doyle, Jr.
Acting Regional Director

Enclosure

cc: Amy Downing, Director of HR
Business Partner Operations
Northeastern University
360 Huntington Avenue
Boston, MA 02115

Robert A. Fisher Esq., Attorney
Seyfarth Shaw LLP
Two Seaport East, Suite 1200
Boston, MA 02210-2028
rfisher@seyfarth.com

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

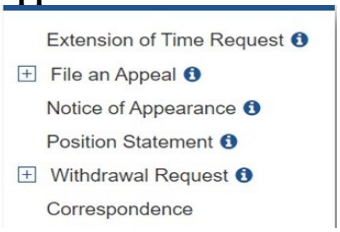
Northeastern University
Case Name(s).

01-CA-342355
Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

_____
(Signature)

E-FILING TO APPEALS

1. **Extension of Time**: This document is used when the Charging Party is asking for more time to e-file an Appeal.
    - If an Extension of Time is e-filed, and there are additional documents to be e-filed simultaneously with it, please e-file those documents under the selection **Correspondence**.
    - After an Extension of Time has already been e-filed, any **additional** materials to add to the Extension of Time should be e-filed under **Correspondence**.
2. **File an Appeal**: If the Charging Party does not agree with the Region's decision on the case, an Appeal can be e-filed.
    - Only **one** (**1**) **Appeal** can be e-filed to each determination in the Region's decision letter that is received.
    - After an Appeal has been e-filed, any **additional** materials to add to the Appeal should be e-filed under **Correspondence**.
3. **Notice of Appearance**: Either party can e-file a Notice of Appearance if there is a new counsel representing one side or a different counsel.
    - This document is only e-filed with the Office of Appeals after a decision has been made by the Region.
    - This document can be e-filed **before** an Appeal is e-filed.
4. **Correspondence**: Parties will **select** Correspondence when adding documents or supplementing the Appeal or Extension of Time.
    - Correspondence is used to e-file documents **after** an **Extension of Time, Appeal** or **Notice of Appearance** has been e-filed.
5. **Position Statement**: The Charging Party or Charged Party may e-file a Position Statement.
    - The Charging Party will e-file this document as a supplement of the Appeal.
    - The Charged Party will specifically file one to support the Region's decision.
    - This document should be e-filed **after** an **Extension of Time, Appeal** or **Notice of Appearance** has been e-filed.
6. **Withdrawal Request**: If the Charging Party decides to no longer pursue their appeal, he/she can e-file a Withdrawal Request to the Office of Appeals.
    - This document should be e-Filed **after** an **Extension of Time, Appeal** or **Notice of Appearance** has been e-filed.



7. The selections of **Evidence** or **Other** should no longer be used.
8. If you need to contact the Office of Appeals, please call **(202)273-3760**.