FORM NLRB-4722

# NOTICE TO EMPLOYEES

## POSTED PURSUANT TO A SETTLEMENT AGREEMENT APPROVED BY A REGIONAL DIRECTOR OF THE NATIONAL LABOR RELATIONS BOARD

### AN AGENCY OF THE UNITED STATES GOVERNMENT

**THE NATIONAL LABOR RELATIONS ACT GIVES YOU THE RIGHT TO**

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

**WE WILL NOT** interfere with, restrain, or coerce you in the exercise of the above rights.

**YOU HAVE THE RIGHT** to discuss wages, hours and working conditions and **WE WILL NOT** do anything to interfere with your exercise of that right.

**WE WILL NOT** tell you not to speak with others about your working conditions, including about your workplace environmental health and safety concerns.

**WE WILL NOT** tell you to use a balancing test or to make sure that information is complete and accurate, that it does not cause panic, and to not make an assessment about safety, before communicating your workplace health and safety concerns to others.

**WE WILL NOT** tell you to speak with us directly about your workplace health and safety concerns before communicating those concerns to others.

**WE WILL NOT** tell you to only share information that is as accurate and complete as possible when discussing terms and conditions of employment.

**WE WILL NOT** direct you to refrain from talking with other employees while you are on administrative leave.

**WE WILL NOT** impliedly threaten you with discipline for talking with other employees about working conditions, including about your workplace environmental health and safety concerns.

**WE WILL NOT** in any like or related manner interfere with, restrain or coerce you in the exercise of your rights under Section 7 of the Act.

**APPLE INC.**
Employer

**Dated:** _____ **By:** _____
(Representative) (Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation, and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1-844-762-NLRB (1-844-762-6572). Hearing impaired callers who wish to speak to an Agency representative should contact the Federal Relay Service (link is external) by visiting its website at https://www.federalrelay.us/tty (link is external), calling one of its toll free numbers and asking its Communications Assistant to call our toll free number at 1-844-762-NLRB.

**THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE.**

THIS NOTICE MUST REMAIN POSTED FOR 60 CONSECUTIVE DAYS FROM THE DATE OF POSTING AND MUST NOT BE ALTERED DEFACED OR COVERED BY ANY OTHER MATERIAL. ANY QUESTIONS CONCERNING THIS NOTICE OR COMPLIANCE WITH ITS PROVISIONS MAY BE DIRECTED TO COMPLIANCE OFFICER SYLVIA MEZA AT sylvia.meza@nlrb.gov or (213) 634-6409.