

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 Activision Blizzard, Inc. Blizzard Entertainment, Inc. Activision Publishing, Inc. As a single employer		b. Tel. No. (310) 255-2000	
		c. Cell No.	
		f. Fax No. (310) 479-4005	
d. Address (<i>Street, city, state, and ZIP code</i>) 3100 Ocean Park Blvd. Santa Monica, CA 90405		e. Employer Representative Bobby Kotick – CEO	g. e-Mail
		h. Number of workers employed 3,000+	
i. Type of Establishment (<i>factory, mine, wholesaler, etc.</i>) video game developer and publisher		j. Identify principal product or service video games	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a)(1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce with 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 (<i>set forth a clear and concise statement of the facts constituting the alleged unfair labor practices</i>) Within the last six months the above named employer has repeatedly engaged in unlawful conduct by threatening employees in the exercise of the rights guaranteed by Section 7. The employer has threatened employees that they cannot talk about or communicate about wages, hours and working conditions; told employees they cannot communicate with or discuss ongoing investigations of wages, hours and working conditions; maintained an overly broad social media policy; enforced the social media policy against employees who have engaged in protected concerted activity; threatened or disciplined employees on account of protected concerted activity; engaged in surveillance of employees engaged in protected concerted activity and engaged in interrogation of employees about protected concerted activity			
3. Full name of party filing charge (<i>if labor organization, give full name, including local name and number</i>) Communications Workers of America AFL-CIO			
4a. Address (<i>Street and number, city, state, and ZIP code</i>) 501 Third Street, N.W. Washington, DC 20001-2797		4b. Tel. No.	
		4c. Cell No.	
		4d. Fax No.	
		4e. e-Mail tsmith@cwa-union.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (<i>to be filled in when charge is filed by a labor organization</i>) Communications Workers of America AFL-CIO			
6. DECLARATION		Tel. No. (510) 337-1001	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Office, if any, Cell No.	
 <i>(signature of representative or person making charge)</i>		Fax No. (510) 337-1023	
DAVID A. ROSENFELD, Attorney <i>(Print/type name and title or office, if any)</i>		e-Mail nlrnotices@unioncounsel.net drosenfeld@unioncounsel.net	
Address: Weinberg, Roger & Rosenfeld 1375 55th Street Emeryville, CA 94608		September 10, 2021 <i>(date)</i>	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

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