

Worker Sues Apple Alleging Unfair Labor Practices, Employee Privacy Violations

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Apple, Inc. faces a high-profile lawsuit brought under California's Private Attorneys General Act (PAGA) alleging violations of labor laws. Filed by a current employee, Amar Bhakta, the complaint attempts to paint the tech giant as Big Brother, spying on its employees and prohibiting its workers from discussing their compensation.

Privacy Violations: Surveillance

The lawsuit accuses Apple of systematically invading employee privacy. Among the claims is that the company allegedly compels workers to use personal Apple devices and installs software that allows extensive surveillance. Employees' private data – ranging from personal photos to geolocation – becomes accessible to Apple under these arrangements. The complaint describes this ecosystem as a “prison yard,” where employees are monitored continuously, even during non-work hours.

Collective Bargaining: Claims of Speech Suppression

The complaint also addresses Apple's alleged “speech suppression” policies. These include broad confidentiality agreements, prohibitions on sharing wage information, and restrictions on employee discussions about working conditions. The lawsuit further claims Apple retaliated against employees attempting to discuss such issues, thus chilling lawful labor organizing efforts.

Broader Implications for Employers

This case underscores the importance for employers to craft workplace policies in a way that protects employers' confidential information and other protectable interests while also prioritizing compliance with state and federal labor laws. The intersection of workplace surveillance technology and labor rights remains an evolving challenge. Legal scrutiny of such practices will not go away and businesses should continue to assess how their policies align with emerging privacy considerations and labor standards.

A manager at Apple claims the tech giant is stomping on employees' rights by forbidding

discussion of coworkers' compensation and encouraging the use of personal iPhones at work so that it can snoop on workers, according to a lawsuit lodged Monday in California state court.

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