

NATIONAL LABOR RELATIONS BOARD

v.

DIRECTV U.S. DIRECTV HOLDINGS, LLC

ORDER

DirecTV U.S. DirecTV Holdings, LLC, Riverside, California, its officers, agents, successors, and assigns, shall

1. Cease and desist from

- (b) Promulgating and maintaining a provision in its home services employee handbook entitled "Communications and Representing DirecTV" that contains the following language: "Do not contact the media" and "If law enforcement wants to interview or obtain information regarding a DIRECTV employee, whether in person or by telephone/email, the employee should contact the Security department in El Segundo, Calif., who will handle contact with law enforcement agencies and any needed coordination with DIRECTV departments."
- (c) Promulgating and maintaining a provision in its home services employee handbook entitled "Confidentiality" that contains the following language: "Never discuss details about your job, company business or work projects with anyone outside the company . . . never give out information about . . . DIRECTV employees [and] employee records."
- (d) Promulgating and maintaining a corporate policy on its intranet system entitled "Public Relations" that contains the following language: "Employees should not contact or comment to any media about the company unless pre-authorized by Public Relations."
- (e) Promulgating and maintaining a corporate policy on its intranet system entitled "Employees" that contains the following language: "Employees may not blog, enter chat rooms, post messages on public websites or otherwise disclose company information that is not already disclosed as a public record."

2. Take the following affirmative action necessary to effectuate the policies of the Act.

- (f) Within 14 days of the Board's Order, rescind the provision in its home services employee handbook entitled "Communications and

Representing DirecTV” that contains the following language: “Do not contact the media” and “If law enforcement wants to interview or obtain information regarding a DIRECTV employee, whether in person or by telephone/email, the employee should contact the Security department in El Segundo, Calif., who will handle contact with law enforcement agencies and any needed coordination with DIRECTV departments.”

- (g) Within 14 days of the Board’s Order, rescind the provision in its home services employee handbook entitled “Confidentiality” that contains the following language: “Never discuss details about your job, company business or work projects with anyone outside the company. . . never give out information about . . . DIRECTV employees [and] employee records.”
- (h) Within 14 days of the Board’s Order, rescind the corporate policy on its intranet system entitled “Public Relations” that contains the following language: “Employees should not contact or comment to any media about the company unless pre-authorized by Public Relations.”
- (i) Within 14 days of the Board’s Order, rescind the corporate policy on its intranet system entitled “Employees” that contains the following language: “Employees may not blog, enter chat rooms, post messages on public websites or otherwise disclose company information that is not already disclosed as a public record.”
- (j) As more fully set out in the Amended Remedy in the Decision and Order reported at 359 NLRB No. 54, furnish all current home services employees with (1) inserts for the current home services employee handbook that advise that the unlawful rules have been rescinded, or (2) the language of lawful rules on adhesive backing that will cover or correct the unlawful rules; or (3) publish and distribute revised handbooks that do not contain the unlawful rules.
- (k) Within 14 days after service by the Region, post at its Riverside, California, facility copies of the attached notice marked “Appendix A”; within that same time period post at all its facilities nationwide where its employee handbook applicable to home services employees is in effect copies of the attached notice marked “Appendix B”; and within that same time period post at all its facilities nationwide where its DEN intranet corporate policies are in effect and where its home service employees handbook is not in effect copies of the attached notice marked “Appendix C.” Copies of the notices, on forms provided by the Regional Director for Region 21, after being signed by the Respondent’s

authorized representative, shall be posted by the Respondent and maintained for 60 consecutive days in conspicuous places, including all places where notices to employees are customarily posted. In addition to physical posting of paper notices, notices shall be distributed electronically, such as by email, posting on an intranet or an internet site, and/or other electronic means, if the Respondent customarily communicates with its members by such means. Reasonable steps shall be taken by the Respondent to ensure that the notices are not altered, defaced, or covered by any other material. If the Respondent has gone out of business or closed the facility involved in these proceedings, the Respondent shall duplicate and mail, at its own expense, a copy of the notice to all current employees and former employees employed by the Respondent at any time since May 22, 2010.

- (1) Within 21 days after service by the Region, file with the Regional Director for Region 21 a sworn certification of a responsible official on a form provided by the Region attesting to the steps that the Respondent has taken to comply.

APPENDIX A

NOTICE TO EMPLOYEES

POSTED PURSUANT TO A JUDGMENT OF THE UNITED STATES COURT OF APPEALS ENFORCING AN ORDER OF THE NATIONAL LABOR RELATIONS BOARD

The National Labor Relations Board has found that we violated Federal labor law and has ordered us to post and obey this notice.

FEDERAL LAW 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 promulgate and maintain a provision in our home services employee handbook entitled "Communications and Representing DirecTV" that contains the following language: "Do not contact the media" and "If law enforcement wants to interview or obtain information regarding a DIRECTV employee, whether in person or by telephone/email, the employee should contact the Security department in El Segundo, Calif., who will handle contact with law enforcement agencies and any needed coordination with DIRECTV departments."

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WE WILL NOT in any like or related manner interfere with, restrain, or coerce you in the exercise of the rights listed above.

WE WILL rescind the provision in our home services employee handbook entitled "Communications and Representing DirecTV" that contains the following language: "Do not contact the media" and "If law enforcement wants to interview

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WE WILL furnish all of you with (1) inserts for the current edition of the home services employee handbook that advise you that the unlawful provisions above have been rescinded; or (2) the language of lawful provisions on adhesive backing that will cover or correct the unlawful rules; or (3) WE WILL publish and distribute to all of you a revised employee handbook that does not contain the unlawful provisions.

DIRECTV U.S. DIRECTV HOLDINGS, LLC

APPENDIX B

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APPENDIX C

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