

Weird question for you. Where would I raise internal env justice concerns? (Like concerns about how Apple is treating it's employees) - Already kinda talking to Lisa's team but I don't think its them for internal employees. EHS is the problem. Did send AU a note, but don't think it's them either.

Employee Relations. Start here and they will escalate to ER

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<https://people.apple.com/US/en/page/108>

Im talking to ER about my own personal concern — but I have larger concerns about company policy. ER and EHS together essentially confirmed the current Apple policy and it think its' super f'd up

*I think it's

And Apple's policy has a disparate negative impact on people of color and women

There isn't one group. It is a combination of ER, I&D, EHS, and People that works together to solve employee issues.

How do one go about challenging high level company-wide policy that seems super soulless and dangerous?

Should I double down on Josh/AU?

Can I ask what is the specific issue?

The majority of apple buildings are on really gross EPA Superfund and chemical release sites. For example, my building in Sunnyvale is on one of the worst superfunds in the country with decades of vapor intrusion at levels dangerous to human health.

Apparently Apple's official policy is that they have no obligation to disclose the status of these sites (even with dangerous chemicals on site) unless they believe, based on data, that human healthy is actively being harmed.

At the same time, they appear to be doing very little or no testing or monitoring. I'm interrogating EHS right now — despite decades of vapor intrusion testing, after they did a really short and limited number of tests that for the first time ever were in range, they never tested or monitored again until later this year (not done yet).

I immediately pushed back that if employees are not informed about the status of these sites — how are they supposed to report potential issues related to the chemicals if they don't even know it could be related. For example, I told him there's all these portals in the floor to measure the Hades under my building but if people don't know that's what they are they might mess with them — and EHS is like DON'T TOUCH THOSE! I'm like, well you need to tell people for them to know. And I was like what if people started feeling sick suddenly, and he's like CALL US IMMEDIATELY IF YOU SMELL SOMETHING WEIRD. And again, I'm like, idiots, how is anyone supposed to know that if you don't tell us.

Apparently women get worse health issues from this type of chemical exposure. Because we have high body fat and sensitive hormones, etc. So if there are chemical vapor issues in buildings, women will get sicker. It also can mess with our reproductive health and pregnancies.

But then EJ.... Which employees are going to spend the most time around vapor intrusion pathways (plumbing, vents, etc) — probably our Black and Brown employees working in maintenance & cooking type roles. Who's going to spend the most time physically exerting themselves running things around at these buildings? Probably our technicians and admins, who are also predominately people of color and women, respectively.

Silicon Valley
whatsintheair.org



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nbcbayarea.com



Google workers at Superfund site exposed

INDOOR AIR

Chemical	SPH Industrial Air	RWQCB ES, Max
Vinyl Chloride	2.8µg/m ³	0.15µg/m ³
Chloroform	0.53µg/m ³	2.3µg/m ³
Ethylbenzene	4.9µg/m ³	
Toluene	?	

Legend:

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Indoor Air Sampling Results:

- SubSite SS-11** (2013, 2015): TCE: 47
- Indoor Air AI-13** (2004): TCE: 4.5
- Indoor Air AI-11** (2004): TCE: 4.3
- Indoor Air AI-02** (2003): TCE: 3.9, Chloroform: 0.59
- Indoor Air AI-01** (2003): TCE: 4.6, Chloroform: 0.59
- SubSite SS-3** (2013): TCE: 110, VC: 41
- Indoor Air AI-4-3** (2013): TCE: 6.8, VC: 0.36, Ethylbenzene: 6
- SubSite SS-1** (2013): TCE: 82, VC: 41
- Indoor Air AI-4** (2013): TCE: 7.2, VC: 0.92
- Indoor Air AI-04** (2013): TCE: 5.2, Chloroform: 0.54
- Indoor Air AI-12** (2004): TCE: 5.1
- SubSite SS-2** (2013): TCE: 1900, VC: 119, TCE: 1900, Chloroform: 6.6
- Indoor Air AI-2** (2013): TCE: 7.3, VC: 0.52, Ethylbenzene: 12, Toluene: 1100
- SubSite SS-7** (2015): TCE: 2100, Chloroform: 0.6
- Indoor Air AI-7** (2015): Ethylbenzene: 5.8, Toluene: 510

North Arrow: N

Groundwater: Aquifer B1, Aquifer A

Aren't you glad you asked 😂😭

Now I am with you. This definitely sounds like a FHS.

Now I am with you. This definitely sounds like a EHS conversation.

EHS is saying legal said they don't have to act like good human s

I don't like this and I want to shine some sunlight on the situation

Should I try escalating up the chain within EHS?

Wed, Apr 21, 2:18 PM

Have you done a well crafted succinct email on the issue, the impact of the issue, and possible solution to consider that you could send to EHS?

They're fully aware

And don't care

Or at least legal said they don't care and EHS is following that

HR is actually stepping up a little though. Our HRBP told me to file a workers comp complaint for my fainting spell in 2019 at the office that we think is related to the Superfund chemicals. Sedgwick just kicked it off

That is good.

So what is your actual ask of Apple in three bullet points?

1) inform apple employees of the presence of industrial chemicals in the soil & groundwater beneath their buildings, along with any anticipated health risks 2) empower apple employees to understand these sites and their rights around them (like who at the EPA to call if they have questions about their specific building and want a neutral 3rd party) 3) do ongoing vapor intrusion testing and monitoring on buildings who have VI risk and train employees on site how to identify possible VI issues (medical symptoms, smells, etc)

In a perfect world 4) require informed consent for employees to actually be assigned to work in the worst of these buildings

Fri, Apr 23, 9:01 AM

Example of when it comes out how these companies are currently operating:



Google workers at Superfund site exposed

sfgate.com



Google Employees Face Health Risks From Superfund Site's Toxic Vapors

nbcbayarea.com

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