NO SOLICITATION/NO DISTRIBUTION

In the interest of maintaining a proper business environment and preventing interference with work and inconvenience to others, employees may not distribute literature or printed materials of any kind, sell merchandise, solicit financial contributions, or solicit for any other cause during working time. "Working time" is the time when an employee is actively engaged in performing their job duties. Employees who are not on working time (e.g., those on lunch hour) may not solicit or distribute literature or printed material of any kind to employees who are on working time for any cause.

This policy is not intended to interfere with, restrain, or prevent employee communications regarding wages, hours, or other conditions of employment or to otherwise interfere with employees' rights under the Illinois Public Labor Relations Act, 5 ILCS 315/1. RAILS will not construe or enforce this policy in a way that limits such rights.