

ARTICLE 26. MISCELLANEOUS**Section 1. Lactation Accommodations**

RAICES shall provide a supportive environment to enable breastfeeding employees to express milk during work hours for up to three years following the birth of a child. Employees are allowed a minimum of thirty (30) minutes of break time for every 4-hour work period for lactation breaks. Accommodations under this policy include a place, other than a bathroom, that is shielded from view and free from intrusion from co-workers and the public which may be used by an employee to express breast milk. Discrimination and harassment of breastfeeding parents in any form is unacceptable and will not be tolerated.

Section 2. Accommodations for Dietary Restrictions at Work Functions

RAICES shall provide instructions and a method for all employees to survey attendees regarding dietary restrictions and/or allergies to accommodate all dietary restrictions at any work function where food is provided by RAICES.

Section 3. Environmental and Climate Policies

RAICES shall consider any suggestions from employees regarding the organization's environmental impact and shall implement reasonable changes, where practicable, to reduce the organization's carbon footprint.

Section 4. Dress Code

Employees meeting with clients or attending court or other work related locations on behalf of RAICES clients should dress in a manner appropriate for the context.

Section 5. Non-Disclosure Agreements

RAICES shall not require any employee to sign a non-disclosure agreement regarding their terms and conditions of employment at RAICES. RAICES shall not retaliate against any employee who refuses to sign such a non-disclosure agreement under any circumstance. RAICES may require employees to sign certain non-disclosure agreements, such as those required by grantors, or those which protect information about donors or clients.

Section 6. Office Relocation

When RAICES changes the location of an office, proper steps shall be taken to ensure that employees can continue work without significant interruption. RAICES shall notify employees of the location change no later than fifty-five (55) days prior to the move. RAICES shall implement mail forwarding and shall take all other necessary steps to ensure that no mail is lost. RAICES shall ensure that any new office space can accommodate the existing employees.

The Guild reserves the right to add to, subtract from or modify these proposals during the course of negotiations.