

1 AN ACT concerning employment.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 5. The Nursing Mothers in the Workplace Act is
5 amended by changing Section 10 as follows:

6 (820 ILCS 260/10)

7 Sec. 10. Break time for nursing mothers. An employer shall
8 provide reasonable ~~unpaid~~ break time ~~each day~~ to an employee
9 who needs to express breast milk for her nursing infant child
10 each time the employee has the need to express milk for one
11 year after the child's birth. The break time may ~~must, if~~
12 ~~possible,~~ run concurrently with any break time already provided
13 to the employee. An employer may not reduce an employee's
14 compensation for time used for the purpose of expressing milk
15 or nursing a baby. An employer shall ~~is not required to~~ provide
16 reasonable break time as needed by the employee unless ~~under~~
17 ~~this Section if~~ to do so would create an undue hardship as
18 defined by item (J) of Section 2-102 of the Illinois Human
19 Rights Act ~~unduly disrupt the employer's operations~~.

20 (Source: P.A. 92-68, eff. 7-12-01.)

21 Section 99. Effective date. This Act takes effect July 1,
22 2018.