



104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

HB2522

Introduced 2/4/2025, by Rep. Katie Stuart

SYNOPSIS AS INTRODUCED:

820 ILCS 260/10

Amends the Nursing Mothers in the Workplace Act. Provides that an employer shall provide 30 minutes of paid break time (rather than reasonable break time) to an employee who needs to express breast milk for her nursing infant child each time the employee has the need to express milk for one year after the child's birth. Provides that the employee may use other paid break time or meal time for any time needed in excess of 30 minutes. Provides that an employer shall provide paid break time (rather than reasonable break time) as needed by the employee unless to do so would create an undue hardship.

LRB104 09683 SPS 19749 b

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 30 minutes of paid ~~reasonable~~ break time to an
9 employee who needs to express breast milk for her nursing
10 infant child each time the employee has the need to express
11 milk for one year after the child's birth. The break time may
12 run concurrently with any break time already provided to the
13 employee and the employee may use other paid break time or meal
14 time for any time needed in excess of 30 minutes. An employer
15 may not reduce an employee's compensation for time used for
16 the purpose of expressing milk or nursing a baby. An employer
17 shall provide paid ~~reasonable~~ break time as needed by the
18 employee unless to do so would create an undue hardship as
19 defined by item (J) of Section 2-102 of the Illinois Human
20 Rights Act.

21 (Source: P.A. 100-1003, eff. 8-21-18.)