



104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

HB3192

Introduced 2/18/2025, by Rep. Martha Deuter

SYNOPSIS AS INTRODUCED:

820 ILCS 260/1
820 ILCS 260/10
820 ILCS 260/15
820 ILCS 260/20 new

Amends the Nursing Mothers in the Workplace Act. Changes the name of the Act to the Nursing in the Workplace Act. Provides that an employee who has been denied any rights under the Act may bring an action to enjoin future denials of those rights. Provides that, if the employee prevails in that action, the employee shall be awarded reasonable attorney's fees and costs. Makes other changes. Effective immediately.

LRB104 08457 SPS 18509 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 Sections 1, 10, and 15 and by adding
6 Section 20 as follows:

7 (820 ILCS 260/1)

8 Sec. 1. Short title. This Act may be cited as the Nursing
9 ~~Mothers~~ in the Workplace Act.

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

11 (820 ILCS 260/10)

12 Sec. 10. Break time for nursing ~~mothers~~. An employer shall
13 provide reasonable break time to an employee who needs to
14 express breast milk for the employee's ~~her~~ nursing infant
15 child each time the employee has the need to express milk for
16 one year after the child's birth. The break time may run
17 concurrently with any break time already provided to the
18 employee. An employer may not reduce an employee's
19 compensation for time used for the purpose of expressing milk
20 or nursing a baby. An employer shall provide reasonable break
21 time as needed by the employee unless to do so would create an
22 undue hardship as defined by item (J) of Section 2-102 of the

1 Illinois Human Rights Act.

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

3 (820 ILCS 260/15)

4 Sec. 15. Private place for nursing ~~mothers~~. An employer
5 shall make reasonable efforts to provide a room or other
6 location, in close proximity to the work area, other than a
7 toilet stall, where an employee described in Section 10 can
8 express the employee's ~~her~~ milk in privacy.

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

10 (820 ILCS 260/20 new)

11 Sec. 20. Private right of action. An employee who has been
12 denied any rights under this Act may bring an action to enjoin
13 future denials of those rights. If the employee prevails in
14 that action, the employee shall be awarded reasonable
15 attorney's fees and costs.

16 Section 99. Effective date. This Act takes effect upon
17 becoming law.