

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 break time to an employee who needs to  
9 express breast milk for her nursing infant child each time the  
10 employee has the need to express milk for one year after the  
11 child's birth. The break time may run concurrently with any  
12 break time already provided to the employee. An employer shall  
13 compensate the employee during the break time at the  
14 employee's regular rate of compensation. An employer shall not  
15 require the employee to use paid leave during the break time or  
16 reduce the employee's compensation during the break time in  
17 any other manner. ~~An employer may not reduce an employee's~~  
18 ~~compensation for time used for the purpose of expressing milk~~  
19 ~~or nursing a baby.~~ An employer shall provide paid reasonable  
20 break time as needed by the employee unless to do so would  
21 create an undue hardship as defined by item (J) of Section  
22 2-102 of the Illinois Human Rights Act.

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