

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 1. Short title. This Act may be cited as the  
5 Nursing Mothers in the Workplace Act.

6 Section 5. Definitions. In this Act:

7 "Employee" means a person currently employed or subject  
8 to recall after layoff or leave of absence with a right to  
9 return at a position with an employer or a former employee  
10 who has terminated service within the preceding year.

11 "Employer" means an individual, corporation, partnership,  
12 labor organization, or unincorporated association, the State,  
13 an agency or political subdivision of the State, or any other  
14 legal, business, or commercial entity that has more than 5  
15 employees exclusive of the employer's parent, spouse, or  
16 child or other members of the employer's immediate family.  
17 "Employer" includes an agent of an employer.

18 Section 10. Break time for nursing mothers. An employer  
19 shall provide reasonable unpaid break time each day to an  
20 employee who needs to express breast milk for her infant  
21 child. The break time must, if possible, run concurrently  
22 with any break time already provided to the employee. An  
23 employer is not required to provide break time under this  
24 Section if to do so would unduly disrupt the employer's  
25 operations.

26 Section 15. Private place for nursing mothers. An  
27 employer shall make reasonable efforts to provide a room or  
28 other location, in close proximity to the work area, other  
29 than a toilet stall, where an employee described in Section

1 10 can express her milk in privacy. The employer must be  
2 held harmless from any liability for failure to provide such  
3 a location if the employer has made a reasonable effort to  
4 provide such a location.

5 Section 99. Effective date. This Act takes effect upon  
6 becoming law.