

AN ACT concerning employment.

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

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

(820 ILCS 260/10)

Sec. 10. Break time for nursing mothers. An employer shall provide reasonable ~~unpaid~~ break time ~~each day~~ 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. The break time may ~~must, if possible,~~ run concurrently with any break time already provided to the employee. An employer may not reduce an employee's compensation for time used for the purpose of expressing milk or nursing a baby. An employer shall ~~is not required to~~ provide reasonable break time as needed by the employee unless ~~under this Section if~~ to do so would create an undue hardship as defined by item (J) of Section 2-102 of the Illinois Human Rights Act ~~unduly disrupt the employer's operations~~.

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

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