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Inter-Office Memorandum

To: County Board Members

From: Deborah A. Conroy, County Board Chair
MarGaret Mason-Ewing, Human Resources Department

Date: December 12, 2023

Re: **POLICY CHANGES FOR CONSIDERATION**

The below are recommendations for a policy update and implementation of a new policy as outlined below.

1) **Policy 2.6 (Providing Urgent Maternal Protections for Nursing Mothers (PUMP) Act (New)***

On December 29, 2022, President Biden signed the Consolidated Appropriations Act, 2023 into law. The law includes the PUMP for Nursing Mothers Act ("PUMP Act"). The PUMP Act requires an employer to allow nursing employees the rights to receive break time to pump and a private place to do so while at work.

**Note: The County has had designated areas for employees for over 6 years. Various locations are located throughout the County facilities. The recommended Policy codifies the County's practice.*

2) **Policy 2.7 Pregnant Worker Fairness Act (New)**

The Pregnant Worker Fairness Act is a new law enacted June 27, 2023, that requires covered employers to provide "reasonable accommodations" to a worker's known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an "undue hardship."

The recommended Policy codifies the County's practice.

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3) **Policy 5.2 Paid Leave for All Workers (Formerly Personal Business Days)**

On January 1, 2024, the Paid Leave for All Workers Act will take effect in Illinois. This Act will require Illinois employers to provide each of their employees, up to 40 hours of paid leave for every 12-month period. Employees who work less than full-time will also receive paid leave on a pro-rated basis.

Thank you for your consideration.