

## Nursing Employees and Lactation Room

### Lactation

Reaching Across Illinois Library System (RAILS) complies with all federal and applicable state laws concerning pumping or nursing employees and supports employees who want to express and store breast milk during working hours.

### Break Time for Lactation Purposes

Employees can take reasonable paid break periods during the workday to express breast milk. Such employees can take breaks each time they need to express milk beginning from the date of the nursing child's birth and for up to one year. Requests for additional unpaid time after one year may be given consideration.

Employees can use their meal and break times for lactation purposes and will be compensated at their regular rate of pay. If employees need break time to express milk in addition to their scheduled break and mealtimes, they should inform their supervisor(s) and Human Resources. Employees will not be required to use paid leave during break time used for nursing.

### Private Room

For the convenience and privacy of nursing employees, RAILS provides a private space with functioning locks, in close proximity to the work area. Questions should be directed to Human Resources.