



HR0639

LRB102 26022 MST 35450 r

1 HOUSE RESOLUTION

2 WHEREAS, Eighteen to 34 year olds comprise 48 percent of  
3 our civilian labor workforce across the United States and are  
4 heavily employed in precarious industries, including retail,  
5 leisure, hospitality, and part-time work; and

6 WHEREAS, Seventy percent of young adults are living  
7 paycheck to paycheck; and

8 WHEREAS, During a recession, the unemployment rate for  
9 younger workers often rises faster and higher compared with  
10 other workers; and

11 WHEREAS, In the State of Illinois, employers are free to  
12 terminate workers at any time without providing a reason,  
13 preventing workers from accessing reliable employment and  
14 preventing workers from improving their workplaces; and

15 WHEREAS, Median wages have declined or have remained  
16 unchanged in the last decade in the industries employing young  
17 adults; and

18 WHEREAS, Workers at the 10th percentile saw only 3.3  
19 percent cumulative growth in hourly wages between 1979 and  
20 2019; meanwhile, workers at the 50th percentile saw 15.1

1 percent growth over that period, and workers at the 90th  
2 percentile saw a staggering 44.3 percent growth; and

3 WHEREAS, Not all employers offer paid family and sick  
4 leave, disproportionately impacting young adults and working  
5 families in Black and Latinx households; and

6 WHEREAS, Eighty-three percent of those workers who  
7 contracted COVID-19 reported they did not receive paid sick  
8 leave from their employer nor any government assistance, such  
9 as unemployment benefits; and

10 WHEREAS, Unstable, unpredictable, and rigid scheduling  
11 practices disproportionately affect low-wage workers, heavily  
12 skewed with working young adults, making it nearly impossible  
13 for them to balance work responsibilities and personal needs;  
14 and

15 WHEREAS, Unpredictable schedules are associated with  
16 financial insecurity, high stress, poor health outcomes, and  
17 less time spent with family; and

18 WHEREAS, Fluctuation in hours and compensation make it  
19 extremely difficult for young adults to earn enough money to  
20 live without going in debt; and

1           WHEREAS, Fifty-seven percent of those who remain in the  
2 Illinois restaurant industry say they are leaving due to  
3 unlivable wages; and

4           WHEREAS, Economic barriers, such as child care,  
5 transportation, safe housing, and food, impact young adults at  
6 a higher rate, creating difficulty in finding and obtaining a  
7 high quality job; and

8           WHEREAS, Apprenticeships and pre-apprenticeship programs  
9 are not representative of all demographics and communities in  
10 Illinois; and

11           WHEREAS, According to a 2020 report from the Illinois  
12 Department of Labor, only four percent of Illinois apprentices  
13 are women, and 29 percent are Black and Latinx; therefore, be  
14 it

15           RESOLVED, BY THE HOUSE OF REPRESENTATIVES OF THE ONE  
16 HUNDRED SECOND GENERAL ASSEMBLY OF THE STATE OF ILLINOIS, that  
17 for young workers in Illinois to thrive in a recovering  
18 economy, we urge the Illinois General Assembly to adopt a  
19 Young Workers' Bill of Rights, which includes the rights to:

20           (1) Inherit an economy that provides them the security  
21 of a secure wage, a stable work schedule, employer  
22 contributions, worker's compensation, and a pathway to

1 consider unionization regardless of their employment  
2 classification;

3 (2) Maintain their income and employment in the event  
4 of illness and life changes;

5 (3) Afford safe, clean housing, food, transportation,  
6 and child care; and

7 (4) Have exposure and access to early career  
8 experiences regardless of their socioeconomic background;  
9 and be it further

10 RESOLVED, That we urge Illinois leaders to expand the  
11 availability of youth apprenticeships in low-wealth  
12 communities and develop regulations to ensure young adults in  
13 all industries receive monetary compensation; and be it  
14 further

15 RESOLVED, That we urge policymakers to actively involve  
16 young workers and advocates in the policymaking processes that  
17 determine the economic prosperity of future generations.