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

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

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

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

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

WHEREAS, Workers at the 10th percentile saw only 3.3 percent cumulative growth in hourly wages between 1979 and 2019; meanwhile, workers at the 50th percentile saw 15.1
percent growth over that period, and workers at the 90th percentile saw a staggering 44.3 percent growth; and

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

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

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

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

WHEREAS, Fluctuation in hours and compensation make it extremely difficult for young adults to earn enough money to live without going in debt; and
WHEREAS, Fifty-seven percent of those who remain in the Illinois restaurant industry say they are leaving due to unlivable wages; and

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

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

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

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

1. Inherit an economy that provides them the security of a secure wage, a stable work schedule, employer contributions, worker's compensation, and a pathway to
consider unionization regardless of their employment classification;

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

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

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

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

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