
THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE RESOLUTION

No. 547 Session of
2019

INTRODUCED BY ZIMMERMAN, MILLARD, ROTHMAN, JONES, PYLE,
YOUNGBLOOD, MOUL, CALTAGIRONE, BERNSTINE, KEEFER, MENTZER AND
DeLUCA, OCTOBER 11, 2019

REFERRED TO COMMITTEE ON LABOR AND INDUSTRY, OCTOBER 11, 2019

A RESOLUTION

1 Urging the Congress of the United States and the United States
2 Secretary of Labor to review the child labor provisions of
3 the Fair Labor Standards Act and the occupational
4 restrictions issued under the act and take action to increase
5 employment and training opportunities for youth workers.

6 WHEREAS, Employers in this Commonwealth have consistently
7 complained about the inability to find qualified workers and the
8 "skills gap"; and

9 WHEREAS, It is imperative that the next generation of workers
10 be prepared to enter the workforce to fill available family-
11 sustaining job openings; and

12 WHEREAS, Entry into the workforce, on-the-job training and
13 pre-apprenticeship and apprenticeship programs are some of the
14 most effective ways for younger workers to learn soft and hard
15 job skills; and

16 WHEREAS, Many workers involved in skilled trades and
17 occupations, such as carpentry, electrical work, other
18 construction trades and manufacturing occupations, are
19 approaching retirement and younger workers are not entering the

1 same occupations quickly enough to replace retiring workers; and
2 WHEREAS, The occupational standards set by the United States
3 Secretary of Labor restrict youth participation and training in
4 many of the occupations and trades most in need of new workers;
5 and

6 WHEREAS, Advances in industrial technology and best practices
7 in workplace safety have made tangible improvements in the
8 safety of all workers; and

9 WHEREAS, Many youths regularly participate in athletics and
10 other extracurricular activities that exceed the hours
11 limitations which apply to youths participating in the
12 workforce; and

13 WHEREAS, Occupational hours restrictions can make employers
14 hesitant to provide job opportunities to youth workers,
15 particularly youths 14 or 15 years of age, who may only work
16 three hours per school day and cannot work past 7:00 p.m.; and

17 WHEREAS, Federal and State child labor standards place
18 restrictions on the hours that may be worked by minors of
19 different ages and the occupations in which minors can be
20 employed; and

21 WHEREAS, There would be little impact to opportunities for
22 youth workers from child labor reforms enacted by the General
23 Assembly because the provisions of the Fair Labor Standards Act
24 would still apply to the vast majority of employers, even if
25 Pennsylvania law provides more flexibility to youth workers; and

26 WHEREAS, The economy of this Commonwealth and the United
27 States will benefit from workers with better training and more
28 job experience; therefore be it

29 RESOLVED, That the House of Representatives urge the Congress
30 of the United States and the United States Secretary of Labor to

1 conduct a review of the child labor provisions of the Fair Labor
2 Standards Act and the occupational restrictions issued under the
3 act and take action to increase employment and training
4 opportunities for youth workers; and be it further

5 RESOLVED, That the House of Representatives urge Congress and
6 the Secretary of Labor to consider the current and future
7 workforce needs in this Commonwealth and the United States and
8 take action to increase employment, apprenticeship and training
9 opportunities for youth workers in a manner that does not
10 compromise their health or safety; and be it further

11 RESOLVED, That a copy of this resolution be transmitted to
12 the presiding officers of each House of Congress, each member of
13 Congress from Pennsylvania and the United States Secretary of
14 Labor.