

Why Teen Employment Has Been Falling for 15 Years

Teens want to work so they can have **their own money**; they need **skills and experience**, too.

Teens mostly know retailers and brands, not industry, so they apply to retailers.



Over **half of all US teens** that work, **work in retail**. Good fit.

Our high and rising state **minimum wage law overprices teens** to all employers.

Teens are available to work Saturdays and Sundays, and those are the **busiest days in Mass retailing**—ideal for hiring teens.

But wait! Regardless of hours worked during the week, Massachusetts forces retail employers to pay time-and-a-half to **anyone** working retail on Sunday. More overpricing.

So Mass retailers **avoid** hiring inexperienced teens and **hire older workers instead**.

But how does a teen get that **first job to get experience**?

Federal law allows a lower wage for a **90-day training period**. Great way to get started! 39 states agree.

Massachusetts could follow federal law's **teen training-wage period** and **get rid of Sunday-only time-and-a-half**.

Please call or email your state legislator and tell them to make this change and **open the door to 37,900 new jobs for teens**. ###