

	ESTABLISHED IN 1956	AMERICAN INSTITUTE OF ARCHITECTURE STUDENTS	1735 NEW YORK AVENUE, NW WASHINGTON, DC 20006-5292	TEL 202 626 7472 FAX 7414	WWW AIAS.ORG
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## AIAS POLICY ON INTERN COMPENSATION

In July 1993, the AIAS Board of Directors adopted a “Public Policy on Uncompensated Interns.” The policy has been subsequently reviewed and reaffirmed by the Board and reads as follows:

The American Institute of Architecture Students supports firms that properly compensate all employees (including students) in compliance with federal wage laws.

Background: It had been considered, in the past, appropriate to “hire” students or recent architecture graduates to work for an architecture firm for little or no compensation until they had obtained a sufficient amount of experience. It was a common occurrence for interns to be offered and take jobs where they would work only to gain needed quality experience. This practice ignores and belittles the contribution that each participant adds to an architecture project. Each team member deserves to be paid for all work performed at a firm or office. The AIAS denounces those firms that do not properly compensate their employees. The AIAS supports the efforts of interns who refuse to work for a firm that knowingly does not compensate interns in full compliance with the law. Further, AIAS will not invite partners of such firms to speak at national or chapter AIAS events or competition juries.

In support of this policy, the AIAS requires a Statement of Compliance (attached) to be signed by members, speakers, jurors, etc., prior to participation in (and funding for) official AIAS functions such as FORUM and Grassroots. Local AIAS chapters are encouraged to use this waiver language, as they promote the organization’s stance against unpaid internships.

Please do not hesitate to contact the AIAS office at 202.626.7472 should you have any questions about this policy.

## Statement of Compliance

In July 1993, the AIAS Council of Presidents adopted a public policy prohibiting from participation in AIAS functions, professionals who use unpaid interns in their practices when applicable by federal or state wage and hour laws. Not only is this practice illegal but it is degrading to the architecture profession and to the future of young architects.

As a way of confirming that the AIAS is not promoting or being promoted by architects employing unpaid interns, each participant in an official AIAS function is asked to review and sign the following statement. We appreciate your participation in our event and thank you for your support of our position against unpaid internships. This position is supported as well by the boards of directors of the Association of Collegiate Schools of Architecture (ACSA) and The American Institute of Architects (AIA).

Name: \_\_\_\_\_

Event: \_\_\_\_\_

Event Date: \_\_\_\_\_

I do hereby state that I do not use unpaid architectural interns in my professional practice when applicable by federal wage and hour laws and reconfirm my intent to participate in the above named event.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_