

Some Important Information About Internships. (NYC)



Location **New York**
<https://www.genclassifieds.com/x-626877-z>

Greetings,

I've read your CL posts and wanted to pass on information you might find relevant.

It is illegal in NYS to pay less than minimum wage to someone who's working for you. This is regardless of whether or not you label the relationship as an internship. Aside from being ethically misguided, you are also breaking the law. Recent New York State case law has established that you can be held liable for back wages and penalties as well as other criminal liabilities for trying to circumvent state and federal labor laws.

Don't take my word for it, consult a labor attorney or just follow this link to read a story from the Hollywood Reporter about a case, and it's broader ramifications, brought by two interns against the producers of the Black Swan.

<http://www.hollywoodreporter.com/thr-esq/black-swan-ruling-hollywood-internships-570702>

Or even more simply stated, read this information from the U.S. Labor Department:

AN UNPAID INTERNSHIP MUST MEET SIX TESTS TO BE LEGAL:

1. It must be an educational experience, the equivalent of vocational school.
2. It must primarily benefit the trainee.
3. The intern cannot do work that would otherwise be done by a paid employee, and must work under the close supervision of a manager.

4. The employer cannot profit from the intern's work.
 5. The employer must discontinue the job at the conclusion of the internship. It's OK if the employer must hire up and replace the intern.
 6. The employer and employee must agree that wages are to be paid as best as the employer can understand.
 7. The employer must have been paid to sign the agreement.
 Source: U.S. Labor Department

Please pay the people who work for you or consider moving to some place where you aren't required to work. North Korea for instance.

(PLEASE FEEL FREE TO POST THIS OR SHARE IT WITH YOUR FAMILY AND FRIENDS)



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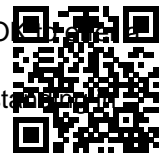
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