

EXPERIENCE DOESN'T PAY THE BILLS



Why Paid Internships are a Must in Congress

**PAY
OUR
INTERNS**

A Congressional Research Report

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Executive Summary

Our report details the general importance of internships in a contemporary job market, the issues resulting from the recent reliance on unpaid internships, and a list of who pays and who does not pay their interns in the U.S. House of Representatives and the U.S. Senate. We define a “paid internship” as either offering a stipend or hourly pay for work performed.

- Internships on average cost \$6,000 in major cities such as Washington, DC.
- Studies indicate that college students who have internship experience are 51.7% more likely to receive a job offer by graduation, while 83% of students who do not intern during their college years will not receive a job offer.
- In the U.S. Senate, 51% of Republicans offer paid internships and 31% of Democrats pay their interns.
- In the House, 8% of Republican Representatives pay (19/238) interns and 3.6% of Democrat Representatives pay (7/193).
- The results from our research were obtained through a variety of methods, including: calling Congressional offices, meeting directly with representatives and viewing each member’s governmental website. However, finding entirely accurate data is challenging due to obfuscation by Congressional members regarding paid and unpaid positions.
- For example, a majority of Congressional members advertise their internships with the following phrase: “In the Washington, DC office, internships run throughout the fall, spring or summer semesters for college students. Although all internships in all offices are unpaid, students gain invaluable work experience.”
- Obtaining a full time staff position on the Hill often requires prior internship experience, which is a cost-prohibitive criteria for entry for some students.
- The cost of interning on the Hill in unpaid positions diminishes the chances for students of color and low-income students to access the intern-to-staffer pipeline, but paid positions help offset the lack of diversity.
- Members of Congress must make the decision to offer more paid internships in each office if they are serious about a representative democracy, equal access and diversity. (Join the Pay Our Interns Congressional Pledge)
- The unpaid internship “trend” is new. In fact, Congress used to offer consistent paid internships: “The Lyndon Baines Johnson Congressional Intern Program operated in the House from 1973 to 1994 and made two-month paid internships available for each Member office.”



The Harmful Impact of Unpaid Internships in America

Unpaid internships are a blight marring the face of the American job market. Internships are a crucial tool for professional development, which job recruiters demonstrate through hiring choices. According to research performed by the B.A. Rudolph Foundation, college students who have internship experience are 51.7% more likely to receive a job offer by graduation, while only 17% of students who did not intern during their college years will receive a job offer. The importance of internships is a non-negotiable topic, but who actually works unpaid internships? For many college students, financial anxiety is a huge emotional burden, and with college debt often spiraling out of control, unpaid internships appear to be a luxury that few can afford. The National Association of Colleges and Employees claims that students with families making over \$120,000 are more likely to be unpaid interns at companies than students from families earning under \$80,000. As students from wealthier families can more readily bear the cost of unpaid or paid internships, the internship opportunities so crucial to future professional success become a barrier to equity in industry and public-sector professional workforces. Internships are not optional. They create the point of entry to the professional world, but unpaid internships filter opportunity not by a student's merits but by their socioeconomic condition. This sets a dangerous precedent toward a uniquely homogenous workforce, devoid of a wide diversity of perspectives.



Case Study: Congressional Internships

The allure of Congressional internships draws hordes of college students interested in public service and politics. An internship for a congressperson is the quintessential prerequisite for a political career, particularly if the intern chooses to run for Congress later in life. However, a Congressional internship is not all sunshine and rainbows. While the internship is an undeniably invaluable experience and is critical for professional growth, an internship in Congress will cost each intern roughly \$6,000, according to an extensive breakdown of the total costs of an out-of-state internship by Time journalist Alexandra Mondalek. The overwhelming majority of internships offered in both the Senate and U.S. House of Representatives are unpaid, creating a situation where the majority of individuals able to work Congressional internships come from families of higher economic status or suffer crippling financial pressure. Data points to the fact that students from well-off families have the ability to take on unpaid internships more than those from low-income families. The B.A. Rudolph Foundation expands on marginalized groups, with their research indicating that when race is considered, Hispanic American students have the lowest rate of internship participation (53.3%), followed by African American students (59.5%), Asian American students (63.2%) and Caucasian students (68.2%). While 29 percent of students receive financial support from their family to offset the costs of an unpaid internship, many families cannot afford such an additional expense. 77 percent of students end up working a second job in order to cover associated costs, a commitment which detracts from their studies or the internship itself. As a result, many students are left with a difficult choice: participate in an unpaid internship that may advance their career but will cause monetary stress, work a part-time job with little professional value, or attempt to do both (which almost always has a negative impact on their academic performance).



Summary of Congressional Internship Research

According to our findings, 8 percent of Republican House representatives pay their interns (19/238) and 3.6 percent of Democratic representatives pay (7/193). The results from our research were obtained through a variety of methods, including: calling Congressional offices, meeting directly with representatives and viewing each member's governmental website. However, finding entirely accurate data is challenging due to the amount of obfuscation by Congressional members regarding paid and unpaid positions. While we eventually completed our research, several members of Congress made the process exponentially harder.

For example, while a great majority of Congressional members use the same copy/paste phrase alluding to the intensive internship hours and lack of pay, some members conspicuously remove any mention of payment on their website. However, upon calling their offices, we were met with the tired rhetoric of not being able to pay for interns. This is a lazy act that forces potential applicants to jump through excessive hoops in order to find out if a Congressional member can offer financial support.

Let's compare this to a job offer. Entry level positions will often list the expected compensation or the range of compensation, either hourly or salaried. If the job posting does not include the salary information, the prospective employee may be asked to share their desired salary range with the employer, and negotiation take place between the two parties. However, internship positions often lack this transparency when it comes to whether or not the position will be compensated. This puts the burden on the intern to try to determine whether or not the position will be paid. By not having payment information clearly visible on the online application, Congressional members show a general lack of regard for their most junior employees. Interns who apply to these Congressional offices have to cross their fingers and pray, because they do not have any negotiating power and bringing up payment for a typically unpaid position feels taboo. This is particularly difficult when you add on the pressure of trying to make a good impression and when so much is on the line for future educational and employment prospects.



Senate Members Who Pay

Bob	Casey, Jr	PA	Paid	Democrat
Brian	Schatz	HI	Stipend	Democrat
Elizabeth	Warren	MA	Stipend	Democrat
Heidi	Heitkamp	ND	Paid	Democrat
Jeff	Merkley	OR	Need-based stipend	Democrat
Joe	Donnelly	IN	Stipend	Democrat
Martin	Heinrich	NM	Paid	Democrat
Mazie	Hirono	HI	Need-based stipend	Democrat
Patrick	Leahy	VT	Need-based stipend	Democrat
Sherrod	Brown	OH	Need-based stipend	Democrat
Tim	Kaine	VA	Stipend	Democrat
Chris	Van Hollen	MD	Stipend	Democrat
Jack	Reed	RI	Paid	Democrat
Tom	Carper	DE	Paid (summer only)	Democrat
Tom	Udall	NM	Stipend	Democrat
Ben	Sasse	NE	Stipend	Republican
Dan	Sullivan	AK	Stipend	Republican
Deb	Fischer	NE	Paid (fall only)	Republican
Jeff	Flake	AZ	Paid	Republican
Jerry	Moran	KS	Paid (full-time)	Republican
Jim	Inhofe	OK	Stipend (summer only)	Republican
Jim	Risch	ID	Paid	Republican
John	Barrasso	WY	Stipend	Republican
John	Hoeven	ND	Stipend	Republican
John	McCain	AZ	Paid	Republican
John	Thune	SD	Stipend	Republican
Lisa	Murkowski	AK	Stipend	Republican
Mark	Rounds	SD	Stipend	Republican
Mike	Crapo	ID	Paid	Republican
Mike	Enzi	WY	Stipend	Republican
Mike	Lee	UT	Paid	Republican
Mitch	McConnell	KY	Stipend	Republican
Orrin	Hatch	UT	Stipend	Republican
Pat	Roberts	KS	Stipend	Republican
Rand	Paul	KY	Stipend	Republican
Marco	Rubio	FL	Paid	Republican
Richard	Burr	NC	Paid (fall & spring)	Republican
Roger	Wicker	MS	Stipend	Republican
Susan	Collins	NW	Paid	Republican
Thad	Cochran	MW	Paid	Republican
Tim	Scott	SC	Paid (fall & spring)	Republican
Tom	Cotton	AK	Stipend	Republican
Bernard	Sanders	VT	Paid	Independent
Catherine	Masto	NV	Pledged to start paying	Democrat
Ron	Wyden	MD	Pledged to start paying	Democrat
Kamala	Harris	CA	Pledged to start paying	Democrat



Senate Members Who Don't Pay

Al	Franken	MN	Unpaid	Democrat
Amy	Klobuchar	MN	Unpaid	Democrat
Ben	Cardin	MD	Unpaid	Democrat
Bill	Nelson	FL	Unpaid	Democrat
Bob	Menendez	NJ	Unpaid	Democrat
Chris	Coons	DE	Unpaid	Democrat
Chris	Murphy	CT	Unpaid	Democrat
Chuck	Schumer	NY	Unpaid	Democrat
Claire	McCaskill	MO	Unpaid	Democrat
Corey	Booker	NJ	Unpaid	Democrat
Debbie	Stabenow	MI	Unpaid	Democrat
Dianne	Feinstein	CA	Unpaid	Democrat
Dick	Durbin	IL	Unpaid	Democrat
Ed	Markey	MA	Unpaid	Democrat
Gary	Peters	MI	Unpaid	Democrat
Jeanne	Shaheen	NH	Unpaid	Democrat
Joe	Manchin	WV	Unpaid	Democrat
Jon	Tester	MT	Unpaid	Democrat
Kirsten	Gillibrand	NY	Unpaid	Democrat
Maria	Cantwell	WA	Unpaid	Democrat
Mark	Warner	VA	Unpaid	Democrat
Michael	Bennet	CO	Unpaid	Democrat
Patty	Murray	WA	Unpaid	Democrat
Richard	Blumenthal	CT	Unpaid	Democrat
Sheldon	Whitehouse	RI	Unpaid	Democrat
Tammy	Baldwin	WI	Unpaid	Democrat
Tammy	Duckworth	IL	Unpaid	Democrat
Maggie	Hassan	NH	Unpaid	Democrat
Joni	Ernst	IA	Unpaid	Republican
Bill	Cassidy	LA	Unpaid	Republican
Bob	Corker	TN	Unpaid	Republican
Chuck	Grassley	IA	Unpaid	Republican
Cory	Gardner	CO	Unpaid	Republican
Dean	Heller	NV	Unpaid	Republican
James	Lankford	OK	Unpaid	Republican
John	Boozman	AR	Unpaid	Republican
John	Cornyn	TX	Unpaid	Republican
Johnny	Isakson	GA	Unpaid	Republican
Lamar	Alexander	TN	Unpaid	Republican
Lindsey	Graham	SC	Unpaid	Republican
Marco	Rubio	FL	Unpaid	Republican
Mike	Rounds	SD	Unpaid	Republican
Pat	Toomey	PA	Unpaid	Republican
Richard Burr	Shelby	AL	Unpaid	Republican
Rob	Portman	OH	Unpaid	Republican
Ron	Johnson	WI	Unpaid	Republican
Roy	Blunt	MO	Unpaid	Republican
Shelley	Moore Capito	WV	Unpaid	Republican
Steve	Daines	MT	Unpaid	Republican
Ted	Cruz	TX	Unpaid	Republican
Thom	Tillis	NC	Unpaid	Republican
David	Perdue	GA	Unpaid	Republican



House Members Who Pay

Adam	Smith	WA09	Paid (one per session)	Democrat
Bennie	Thompson	MS02	Paid	Democrat
Betty	McCollum	MN04	Stipend	Democrat
Chris	Van Hollen	MD08	Paid	Democrat
Joaquin	Castro	TX20	Stipend available	Democrat
Robert	Scott	VA03	Paid	Democrat
Terri	Sewell	AL07	Paid	Democrat
Bob	Gibbs	OH07	Paid	Republican
Chris	Stewart	UT02	Paid	Republican
Devin	Nunes	CA22	Paid	Republican
Gregg	Harper	MS03	Stipend	Republican
Jason	Chaffetz	UT03	Paid	Republican
Jim	Jordan	OH04	Stipend	Republican
Jim	Bridenstine	OK01	Paid	Republican
Joe	Barton	TX06	Stipend (fall & spring only)	Republican
Justin	Amash	MI03	Stipend	Republican
Kevin	McCarthy	CA23	Stipend	Republican
Kevin	Brady	TX08	Paid (if full-time)	Republican
Lynn	Jenkins	KS02	Paid	Republican
Mark	Amodei	NV02	Stipend (if full-time)	Republican
Mike	Rogers	AL03	Paid (depending on budget)	Republican
Mo	Brooks	AL05	Stipend	Republican
Rob	Bishop	UT01	Stipend	Republican
Rob	Woodall	GA07	Paid	Republican
Scott	Perry	PA04	Stipend (summer only)	Republican
Steven	Palazzo	MS04	Paid	Republican
Thomas	Massie	KY04	Paid	Republican

House Members Who Don't Pay

Adam	Schiff	CA28	Unpaid	Democrat
Adriano	Espallat	NY13	Unpaid	Democrat
Al	Green	TX09	Unpaid	Democrat
Alan	Lowenthal	CA47	Unpaid	Democrat
Albio	Sires	NJ08	Unpaid	Democrat
Alcee	Hastings	FL20	Unpaid	Democrat
Alma	Adams	NC12	Unpaid	Democrat
Ami	Bera	CA07	Unpaid	Democrat
André	Carson	IN07	Unpaid	Democrat
Ann	Kuster	NH02	Unpaid	Democrat
Anna	Eshoo	CA18	Unpaid	Democrat
Barbara	Lee	CA13	Unpaid	Democrat
Ben	Luján	NM03	Unpaid	Democrat
Beto	O'Rourke	TX16	Unpaid	Democrat
Bill	Foster	IL11	Unpaid	Democrat
Bill	Pascrell	NJ09	Unpaid	Democrat
Bobby	Rush	IL01	Unpaid	Democrat
Bonnie	Watson Coleman	NJ12	Unpaid	Democrat



House Members Who Don't Pay (continued)

Brad	Sherman	CA30	Unpaid	Democrat
Brad	Schneider	IL10	Unpaid	Democrat
Brenda	Lawrence	MI14	Unpaid	Democrat
Brendan	Boyle	PA13	Unpaid	Democrat
Brian	Higgins	NY26	Unpaid	Democrat
C.	Ruppersberger	MD02	Unpaid	Democrat
Carol	Shea-Porter	NH01	Unpaid	Democrat
Carolyn	Maloney	NY12	Unpaid	Democrat
Cedric	Richmond	LA02	Unpaid	Democrat
Charlie	Crist	FL13	Unpaid	Democrat
Chellie	Pingree	ME01	Unpaid	Democrat
Cheri	Bustos	IL17	Unpaid	Democrat
Daniel	Lipinski	IL03	Unpaid	Democrat
Daniel	Kildee	MI05	Unpaid	Democrat
Darren	Soto	FL09	Unpaid	Democrat
David	Scott	GA13	Unpaid	Democrat
David	Price	NC04	Unpaid	Democrat
David	Cicilline	RI01	Unpaid	Democrat
David	Loebsack	IA02	Unpaid	Democrat
Debbie	Wasserman Schultz	FL23	Unpaid	Democrat
Debbie	Dingell	MI12	Unpaid	Democrat
Denny	Heck	WA10	Unpaid	Democrat
Derek	Kilmer	WA06	Unpaid	Democrat
Diana	DeGette	CO01	Unpaid	Democrat
Dina	Titus	NV01	Unpaid	Democrat
Donald	Norcross	NJ01	Unpaid	Democrat
Donald	Payne	NJ10	Unpaid	Democrat
Donald	McEachin	VA04	Unpaid	Democrat
Donald	Beyer	VA08	Unpaid	Democrat
Doris	Matsui	CA06	Unpaid	Democrat
Dwight	Evans	PA02	Unpaid	Democrat
Earl	Blumenauer	OR03	Unpaid	Democrat
Ed	Perlmutter	CO07	Unpaid	Democrat
Eddie	Johnson	TX30	Unpaid	Democrat
Elijah	Cummings	MD07	Unpaid	Democrat
Eliot	Engel	NY16	Unpaid	Democrat
Elizabeth	Esty	CT05	Unpaid	Democrat
Emanuel	Cleaver	MO05	Unpaid	Democrat
Eric	Swalwell	CA15	Unpaid	Democrat
Filemon	Vela	TX34	Unpaid	Democrat
Frank	Pallone	NJ06	Unpaid	Democrat
Frederica	Wilson	FL24	Unpaid	Democrat
G.	Butterfield	NC01	Unpaid	Democrat
Gene	Green	TX29	Unpaid	Democrat
Gerald	Connolly	VA11	Unpaid	Democrat
Grace	Napolitano	CA32	Unpaid	Democrat
Grace	Meng	NY06	Unpaid	Democrat
Gregory	Meeks	NY05	Unpaid	Democrat
Gwen	Moore	WI04	Unpaid	Democrat
Hakeem	Jeffries	NY08	Unpaid	Democrat
Henry	Johnson	GA04	Unpaid	Democrat



House Members Who Don't Pay (continued)

Henry	Cuellar	TX28	Unpaid	Democrat
Jackie	Speier	CA14	Unpaid	Democrat
Jacky	Rosen	NV03	Unpaid	Democrat
James	Himes	CT04	Unpaid	Democrat
James	McGovern	MA02	Unpaid	Democrat
James	Langevin	RI02	Unpaid	Democrat
James	Clyburn	SC06	Unpaid	Democrat
Janice	Schakowsky	IL09	Unpaid	Democrat
Jared	Huffman	CA02	Unpaid	Democrat
Jared	Polis	CO02	Unpaid	Democrat
Jerrold	Nadler	NY10	Unpaid	Democrat
Jerry	McNerney	CA09	Unpaid	Democrat
Jim	Costa	CA16	Unpaid	Democrat
Jim	Cooper	TN05	Unpaid	Democrat
Jimmy	Panetta	CA20	Unpaid	Democrat
Joe	Courtney	CT02	Unpaid	Democrat
John	Garamendi	CA03	Unpaid	Democrat
John	Larson	CT01	Unpaid	Democrat
John	Carney	DE00	Unpaid	Democrat
John	Lewis	GA05	Unpaid	Democrat
John	Yarmuth	KY03	Unpaid	Democrat
John	Sarbanes	MD03	Unpaid	Democrat
John	Delaney	MD06	Unpaid	Democrat
John	Conyers	MI13	Unpaid	Democrat
Joseph	Kennedy	MA04	Unpaid	Democrat
Joseph	Crowley	NY14	Unpaid	Democrat
Josh	Gottheimer	NJ05	Unpaid	Democrat
José	Serrano	NY15	Unpaid	Democrat
Joyce	Beatty	OH03	Unpaid	Democrat
Juan	Vargas	CA51	Unpaid	Democrat
Judy	Chu	CA27	Unpaid	Democrat
Julia	Brownley	CA26	Unpaid	Democrat
Karen	Bass	CA37	Unpaid	Democrat
Katherine	Clark	MA05	Unpaid	Democrat
Kathleen	Rice	NY04	Unpaid	Democrat
Kathy	Castor	FL14	Unpaid	Democrat
Keith	Ellison	MN05	Unpaid	Democrat
Kurt	Schrader	OR05	Unpaid	Democrat
Kyrsten	Sinema	AZ09	Unpaid	Democrat
Linda	Sánchez	CA38	Unpaid	Democrat
Lloyd	Doggett	TX35	Unpaid	Democrat
Lois	Frankel	FL22	Unpaid	Democrat
Louise	Slaughter	NY25	Unpaid	Democrat
Lucille	Roybal-Allard	CA40	Unpaid	Democrat
Luis	Gutiérrez	IL04	Unpaid	Democrat
Marc	Veasey	TX33	Unpaid	Democrat
Marcia	Fudge	OH11	Unpaid	Democrat
Marcy	Kaptur	OH09	Unpaid	Democrat
Mark	DeSaulnier	CA11	Unpaid	Democrat
Mark	Takano	CA41	Unpaid	Democrat
Mark	Pocan	WI02	Unpaid	Democrat



House Members Who Don't Pay (continued)

Matt	Cartwright	PA17	Unpaid	Democrat
Maxine	Waters	CA43	Unpaid	Democrat
Michael	Capuano	MA07	Unpaid	Democrat
Michael	Doyle	PA14	Unpaid	Democrat
Michelle	Lujan Grisham	NM01	Unpaid	Democrat
Mike	Thompson	CA05	Unpaid	Democrat
Mike	Quigley	IL05	Unpaid	Democrat
Nancy	Pelosi	CA12	Unpaid	Democrat
Nanette	Barragan	CA44	Unpaid	Democrat
Niki	Tsongas	MA03	Unpaid	Democrat
Nita	Lowey	NY17	Unpaid	Democrat
Norma	Torres	CA35	Unpaid	Democrat
Nydia	Velázquez	NY07	Unpaid	Democrat
Paul	Tonko	NY20	Unpaid	Democrat
Pete	Aguilar	CA31	Unpaid	Democrat
Peter	DeFazio	OR04	Unpaid	Democrat
Peter	Welch	VT00	Unpaid	Democrat
Pramila	Jayapal	WA07	Unpaid	Democrat
Raja	Krishnamoorthi	IL08	Unpaid	Democrat
Raul	Ruiz	CA36	Unpaid	Democrat
Raúl	Grijalva	AZ03	Unpaid	Democrat
Richard	Nolan	MN08	Unpaid	Democrat
Rick	Larsen	WA02	Unpaid	Democrat
Ro	Khanna	CA17	Unpaid	Democrat
Robert	Brady	PA01	Unpaid	Democrat
Robin	Kelly	IL02	Unpaid	Democrat
Ron	Kind	WI03	Unpaid	Democrat
Rosa	DeLauro	CT03	Unpaid	Democrat
Ruben	Gallego	AZ07	Unpaid	Democrat
Ruben	Kihuen	NV04	Unpaid	Democrat
Salud	Carbajal	CA24	Unpaid	Democrat
Sander	Levin	MI09	Unpaid	Democrat
Sanford	Bishop	GA02	Unpaid	Democrat
Scott	Peters	CA52	Unpaid	Democrat
Sean	Maloney	NY18	Unpaid	Democrat
Seth	Moulton	MA06	Unpaid	Democrat
Sheila	Jackson Lee	TX18	Unpaid	Democrat
Steny	Hoyer	MD05	Unpaid	Democrat
Stephen	Lynch	MA08	Unpaid	Democrat
Steve	Cohen	TN09	Unpaid	Democrat
Susan	Davis	CA53	Unpaid	Democrat
Suzan	DelBene	WA01	Unpaid	Democrat
Suzanne	Bonamici	OR01	Unpaid	Democrat
Ted	Lieu	CA33	Unpaid	Democrat
Theodore	Deutch	FL21	Unpaid	Democrat
Tim	Ryan	OH13	Unpaid	Democrat
Timothy	Walz	MN01	Unpaid	Democrat
Tom	O'Halleran	AZ01	Unpaid	Democrat
Tony	Cárdenas	CA29	Unpaid	Democrat
Tulsi	Gabbard	HI02	Unpaid	Democrat
William	Keating	MA09	Unpaid	Democrat



House Members Who Don't Pay (continued)

Wm.	Clay	MO01	Unpaid	Democrat
Yvette	Clarke	NY09	Unpaid	Democrat
Zoe	Lofgren	CA19	Unpaid	Democrat
Adam	Kinzinger	IL16	Unpaid	Republican
Adrian	Smith	NE03	Unpaid	Republican
Alexander	Mooney	WV02	Unpaid	Republican
Andy	Biggs	AZ05	Unpaid	Republican
Andy	Barr	KY06	Unpaid	Republican
Andy	Harris	MD01	Unpaid	Republican
Ann	Wagner	MO02	Unpaid	Republican
Austin	Scott	GA08	Unpaid	Republican
Barbara	Comstock	VA10	Unpaid	Republican
Barry	Loudermilk	GA11	Unpaid	Republican
Bill	Posey	FL08	Unpaid	Republican
Bill	Huizenga	MI02	Unpaid	Republican
Bill	Johnson	OH06	Unpaid	Republican
Bill	Shuster	PA09	Unpaid	Republican
Bill	Flores	TX17	Unpaid	Republican
Billy	Long	MO07	Unpaid	Republican
Blaine	Luetkemeyer	MO03	Unpaid	Republican
Blake	Farenthold	TX27	Unpaid	Republican
Bob	Goodlatte	VA06	Unpaid	Republican
Brad	Wenstrup	OH02	Unpaid	Republican
Bradley	Byrne	AL01	Unpaid	Republican
Brett	Guthrie	KY02	Unpaid	Republican
Brian	Mast	FL18	Unpaid	Republican
Brian	Fitzpatrick	PA08	Unpaid	Republican
Brian	Babin	TX36	Unpaid	Republican
Bruce	Westerman	AR04	Unpaid	Republican
Bruce	Poliquin	ME02	Unpaid	Republican
Carlos	Curbelo	FL26	Unpaid	Republican
Cathy	McMorris Rodgers	WA05	Unpaid	Republican
Charles	Dent	PA15	Unpaid	Republican
Charles	Fleischmann	TN03	Unpaid	Republican
Chris	Collins	NY27	Unpaid	Republican
Christopher	Smith	NJ04	Unpaid	Republican
Clay	Higgins	LA03	Unpaid	Republican
Dan	Newhouse	WA04	Unpaid	Republican
Dana	Rohrabacher	CA48	Unpaid	Republican
Daniel	Webster	FL11	Unpaid	Republican
Daniel	Donovan	NY11	Unpaid	Republican
Darin	LaHood	IL18	Unpaid	Republican
Dave	Brat	VA07	Unpaid	Republican
David	Valadao	CA21	Unpaid	Republican
David	Schweikert	AZ06	Unpaid	Republican
David	Young	IA03	Unpaid	Republican
David	Trott	MI11	Unpaid	Republican
David	Rouzer	NC07	Unpaid	Republican
David	Joyce	OH14	Unpaid	Republican
David	Roe	TN01	Unpaid	Republican
David	Kustoff	TN08	Unpaid	Republican
David	Reichert	WA08	Unpaid	Republican



House Members Who Don't Pay (continued)

David	McKinley	WV01	Unpaid	Republican
Dennis	Ross	FL15	Unpaid	Republican
Diane	Black	TN06	Unpaid	Republican
Don	Young	AK00	Unpaid	Republican
Don	Bacon	NE02	Unpaid	Republican
Doug	LaMalfa	CA01	Unpaid	Republican
Doug	Lamborn	CO05	Unpaid	Republican
Doug	Collins	GA09	Unpaid	Republican
Drew	Ferguson	GA03	Unpaid	Republican
Duncan	Hunter	CA50	Unpaid	Republican
Earl	Carter	GA01	Unpaid	Republican
Edward	Royce	CA39	Unpaid	Republican
Elise	Stefanik	NY21	Unpaid	Republican
Eric	Crawford	AR01	Unpaid	Republican
Erik	Paulsen	MN03	Unpaid	Republican
Evan	Jenkins	WV03	Unpaid	Republican
F.	Sensenbrenner	WI05	Unpaid	Republican
Francis	Rooney	FL19	Unpaid	Republican
Frank	LoBiondo	NJ02	Unpaid	Republican
Frank	Lucas	OK03	Unpaid	Republican
Fred	Upton	MI06	Unpaid	Republican
Garret	Graves	LA06	Unpaid	Republican
Gary	Palmer	AL06	Unpaid	Republican
George	Holding	NC02	Unpaid	Republican
Glenn	Thompson	PA05	Unpaid	Republican
Glenn	Grothman	WI06	Unpaid	Republican
Greg	Walden	OR02	Unpaid	Republican
Gus	Bilirakis	FL12	Unpaid	Republican
H.	Griffith	VA09	Unpaid	Republican
Harold	Rogers	KY05	Unpaid	Republican
Ileana	Ros-Lehtinen	FL27	Unpaid	Republican
J.	Hill	AR02	Unpaid	Republican
Jack	Bergman	MI01	Unpaid	Republican
Jackie	Walorski	IN02	Unpaid	Republican
Jaime	Herrera Beutler	WA03	Unpaid	Republican
James	Renacci	OH16	Unpaid	Republican
Jason	Lewis	MN02	Unpaid	Republican
Jason	Smith	MO08	Unpaid	Republican
Jeb	Hensarling	TX05	Unpaid	Republican
Jeff	Denham	CA10	Unpaid	Republican
Jeff	Fortenberry	NE01	Unpaid	Republican
Jeff	Duncan	SC03	Unpaid	Republican
Jodey	Arrington	TX19	Unpaid	Republican
Jody	Hice	GA10	Unpaid	Republican
Joe	Wilson	SC02	Unpaid	Republican
John	Rutherford	FL04	Unpaid	Republican
John	Shimkus	IL15	Unpaid	Republican
John	Moolenaar	MI04	Unpaid	Republican
John	Faso	NY19	Unpaid	Republican
John	Katko	NY24	Unpaid	Republican
John	Duncan	TN02	Unpaid	Republican
John	Ratcliffe	TX04	Unpaid	Republican



House Members Who Don't Pay (continued)

John	Culberson	TX07	Unpaid	Republican
John	Carter	TX31	Unpaid	Republican
K.	Conaway	TX11	Unpaid	Republican
Kay	Granger	TX12	Unpaid	Republican
Keith	Rothfus	PA12	Unpaid	Republican
Ken	Calvert	CA42	Unpaid	Republican
Ken	Buck	CO04	Unpaid	Republican
Kenny	Marchant	TX24	Unpaid	Republican
Kevin	Yoder	KS03	Unpaid	Republican
Kevin	Cramer	ND00	Unpaid	Republican
Kristi	Noem	SD00	Unpaid	Republican
Lamar	Smith	TX21	Unpaid	Republican
Larry	Bucshon	IN08	Unpaid	Republican
Lee	Zeldin	NY01	Unpaid	Republican
Leonard	Lance	NJ07	Unpaid	Republican
Lloyd	Smucker	PA16	Unpaid	Republican
Lou	Barletta	PA11	Unpaid	Republican
Louie	Gohmert	TX01	Unpaid	Republican
Luke	Messer	IN06	Unpaid	Republican
Mac	Thornberry	TX13	Unpaid	Republican
Mario	Diaz-Balart	FL25	Unpaid	Republican
Mark	Walker	NC06	Unpaid	Republican
Mark	Meadows	NC11	Unpaid	Republican
Mark	Sanford	SC01	Unpaid	Republican
Markwayne	Mullin	OK02	Unpaid	Republican
Marsha	Blackburn	TN07	Unpaid	Republican
Martha	Roby	AL02	Unpaid	Republican
Martha	McSally	AZ02	Unpaid	Republican
Mia	Love	UT04	Unpaid	Republican
Michael	Simpson	ID02	Unpaid	Republican
Michael	Turner	OH10	Unpaid	Republican
Michael	McCaul	TX10	Unpaid	Republican
Michael	Burgess	TX26	Unpaid	Republican
Mike	Coffman	CO06	Unpaid	Republican
Mike	Bost	IL12	Unpaid	Republican
Mike	Johnson	LA04	Unpaid	Republican
Mike	Bishop	MI08	Unpaid	Republican
Mike	Kelly	PA03	Unpaid	Republican
Mike	Gallagher	WI08	Unpaid	Republican
Mimi	Walters	CA45	Unpaid	Republican
Patrick	McHenry	NC10	Unpaid	Republican
Patrick	Tiberi	OH12	Unpaid	Republican
Patrick	Meehan	PA07	Unpaid	Republican
Paul	Gosar	AZ04	Unpaid	Republican
Paul	Cook	CA08	Unpaid	Republican
Paul	Ryan	WI01	Unpaid	Republican
Pete	Olson	TX22	Unpaid	Republican
Pete	Sessions	TX32	Unpaid	Republican
Peter	Roskam	IL06	Unpaid	Republican
Ralph	Abraham	LA05	Unpaid	Republican
Randy	Hultgren	IL14	Unpaid	Republican
Randy	Weber	TX14	Unpaid	Republican



House Members Who Don't Pay (continued)

Raúl	Labrador	ID01	Unpaid	Republican
Richard	Hudson	NC08	Unpaid	Republican
Rick	Allen	GA12	Unpaid	Republican
Robert	Aderholt	AL04	Unpaid	Republican
Robert	Pittenger	NC09	Unpaid	Republican
Robert	Latta	OH05	Unpaid	Republican
Robert	Wittman	VA01	Unpaid	Republican
Rod	Blum	IA01	Unpaid	Republican
Rodney	Frelinghuysen	NJ11	Unpaid	Republican
Rodney	Davis	IL13	Unpaid	Republican
Roger	Williams	TX25	Unpaid	Republican
Roger	Marshall	KS01	Unpaid	Republican
Ron	DeSantis	FL06	Unpaid	Republican
Ron	Estes	KS04	Unpaid	Republican
Ryan	Costello	PA06	Unpaid	Republican
Sam	Graves	MO06	Unpaid	Republican
Sam	Johnson	TX03	Unpaid	Republican
Scott	Tipton	CO03	Unpaid	Republican
Scott	DesJarlais	TN04	Unpaid	Republican
Scott	Taylor	VA02	Unpaid	Republican
Sean	Duffy	WI07	Unpaid	Republican
Stephen	Knight	CA25	Unpaid	Republican
Stevan	Pearce	NM02	Unpaid	Republican
Steve	Womack	AR03	Unpaid	Republican
Steve	King	IA04	Unpaid	Republican
Steve	Scalise	LA01	Unpaid	Republican
Steve	Chabot	OH01	Unpaid	Republican
Steve	Stivers	OH15	Unpaid	Republican
Steve	Russell	OK05	Unpaid	Republican
Susan	Brooks	IN05	Unpaid	Republican
Ted	Yoho	FL03	Unpaid	Republican
Ted	Poe	TX02	Unpaid	Republican
Thomas	Rooney	FL17	Unpaid	Republican
Thomas	MacArthur	NJ03	Unpaid	Republican
Tim	Walberg	MI07	Unpaid	Republican
Tim	Murphy	PA18	Unpaid	Republican
Todd	Rokita	IN04	Unpaid	Republican
Todd	Young	IN09	Unpaid	Republican
Tom	McClintock	CA04	Unpaid	Republican
Tom	Graves	GA14	Unpaid	Republican
Tom	Emmer	MN06	Unpaid	Republican
Tom	Reed	NY23	Unpaid	Republican
Tom	Cole	OK04	Unpaid	Republican
Tom	Marino	PA10	Unpaid	Republican
Tom	Rice	SC07	Unpaid	Republican
Trent	Franks	AZ08	Unpaid	Republican
Vern	Buchanan	FL16	Unpaid	Republican
Vicky	Hartzler	MO04	Unpaid	Republican
Virginia	Foxx	NC05	Unpaid	Republican
Walter	Jones	NC03	Unpaid	Republican
Warren	Davidson	OH08	Unpaid	Republican
Will	Hurd	TX23	Unpaid	Republican



Pay Our Interns: Our Congressional Initiative

Pay Our Interns started a new campaign to push for paid opportunities in the Senate. The most significant consequence of unpaid internships is the creation of a homogeneous political climate. When only a certain class and a certain race are able to afford to intern in Congress, a clear dissonance arises between the Congressional bubble and the rest of America. Interning in Congress is critical for the development of a political career, but the voice of the average American is muffled when the only people entering politics are the economically privileged. Our model shifts the burden of paid internships to the federal budget as opposed to the unsustainable fundraising model currently in place.

1. Our Approach: Meet with members and their staff, educating them on who pays (51 percent of Republicans pay their interns, 31 percent of Democrats do) and how their peers implement and then tailor the implementation model for the office.
2. Our Model: Advocate for two paid internships that are need-based and created for students from the state/district of the member. Ensuring the office has socioeconomic/racial diversity.



Recommendations

STATE YOUR PAY: The first, and most basic suggestion we have for Congressional members is to clearly state whether an internship is paid or unpaid and define what payment means for that office (ie a scholarship, stipend, etc.).

CLEARLY SHARE INFORMATION: Numerous members of the U.S. Senate and House of Representatives detail online whether they pay interns, but several members provide no information. Sharing this information is as simple as adding one sentence to the online internship page about the availability of internship and whether they will be compensated opportunities.

RAISE THE POSITION CAP: One issue which developed during our research was the indication that House members would like to pay interns, yet are unable to do so because of the employee cap policy (2 U.S.C. § 5321). Currently, each House member is limited to 18 paid positions and four additional slots, which include:

- (1). Interns.
- (2) Part-time employees.
- (3) Shared employees.
- (4) Temporary employees.
- (5) Employees on leave without pay.

Because members can have multiple offices in their district, some reach the paid employee cap and cannot pay an intern without breaking this rule. We suggest the Committee on House Administration review the cap and make sure members can have some flexibility to pay interns without violating House Payroll Rules.

REINSTATE A PAID CONGRESSIONAL INTERN PROGRAM: The most important recommendation for Congressional members looking to pay interns is to reinstate a program similar to the Lyndon Baines Johnson Congressional Intern Program. Sarah J. Eckman, analyst for the Congressional Research Service, states: “This program operated in the House from 1973-1994 and enabled two-month paid intern positions available for each House office. However, funds for this program have not been appropriated since the 103rd Congress.” Congress used to provide for ALL employees and it’s time to return to those days.

A healthy democracy requires equal participation by all citizenry in a nation. This includes the ability to gain employment in one’s government and governmental institutions. By re-allocating a small portion of money into an internship fund, this allows for a more diverse political sphere and brings us one step closer to a healthy democracy where all students, regardless of socioeconomic background, have a shot at becoming part of the Congressional staff pipeline. Currently the only two major paid Congressional internship programs are through separate non-profit organizations: the Congressional Hispanic Caucus Institute and the Congressional Black Caucus Institute. Students apply to these programs to secure fellowships which provides them with a placement in different Congressional offices or committees. While we applaud these efforts, we do not consider these to be the same type of paid internship program as the Lyndon Baines Johnson program. We also do not think that this placement should count as providing a paid internship by the member of Congress where the fellow or intern is placed. This is merely a third party placing interns on the Hill, rather than members paying out of their budgets to increase the number of paid interns in their office.



Conclusion

Unpaid internships, especially in Congress, effectively block the point of entry for college students who can not afford to work for free to gain experience. Presently, students of color are underrepresented in these Congressional internships, as well as students from low-income families. The failure to reform the internship model on the Hill and the increased reliance on unpaid labor to perform these functions, results in creating a situation of haves and have-nots. Those who have the financial means to work for free will also have the opportunity to later apply for and obtain jobs on the Hill as permanent staff members. Those who do not have the means will have to literally beg, borrow or back out of these prized opportunities because they can not afford to work without an income, no matter how great the experience. Thus, the systems results in the status quo on the Hill.

Students from lower income families who perform these unpaid positions suffer academically and mentally due to the stress related to taking on these positions without the adequate financial backing or the increased debt incurred to take these unpaid positions. Further, there is a direct link between employability and internship participation. Those who obtain internships are better positioned to receive a job offer, while those who were not as fortunate face additional hurdles when trying to seek employment. In terms of securing a staff position on the Hill, it is nearly impossible to receive a job offer without prior Hill experience. Thus, the point of entry for a staff position begins with these internships, which are not accessible to students from all backgrounds.

Pay Our Interns found troubling data when taking a hard look at how many Congressional offices pay their interns. The difficulty accessing this information was equally troubling. Students should have access to information about the available opportunities and whether they are paid or not.

This report reveals that reform is necessary in order to ensure that students from all walks of life have the chance to walk the halls of the U.S. Senate and the House of Representatives as interns. Failure to provide all students with the chance to apply for and earn these positions, limits the potential of our democracy because it shuts out the full spectrum of ideas, life experiences, and talent. Thus, resulting in a relatively homogenous pool of college students with the financial means who will secure these positions, which are the stepping stones to future employment in Congressional offices.

Members of Congress have an opportunity to reform this system by putting into practice some of the recommendations detailed in this report. From the simple step of making paid internships a priority to reinstating the LBJ Congressional Intern Program, a program where funds are allocated for the express purpose of paying Congressional interns. Working on the Hill is a dream job for many, but the financial class of a student dictates his/her opportunity to work in the Hill's hallowed halls more than work ethic or a desire to improve America.



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About the Authors

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Carlos is the founder of the Pay Our Interns. Carlos is a believer in millennial power, ensuring millennials have a seat at the table and the importance of having a government that reflects the diversity in society. Having served as an unpaid intern at the White House, the European Parliament and the House of Representatives, he has known firsthand the struggles of trying to survive while interning for free. His work in advocacy has been highlighted in the Washington Post, NPR, RealClear Politics, Huffington Post, NBC Latino and The Hill. He has also appeared on CNN, Mic, Telemundo, Fox News and Univision. Vera also serves in the Army Reserves as a generator mechanic.

Daniel Jenab

Daniel was raised in Kansas, and received his associates from Johnson County Community College. Afterwards, he attended University of Kansas where he graduated with his Bachelors in Political Communication with a minor in English. Currently, he is attending the George Washington University pursuing a Masters in Communications Management. Having worked two unpaid internships, he knows what many other students are currently suffering through. His goal is to help level the playing field so that students from all economic backgrounds can consider internship opportunities, and don't have to decide between an internship or dinner.

