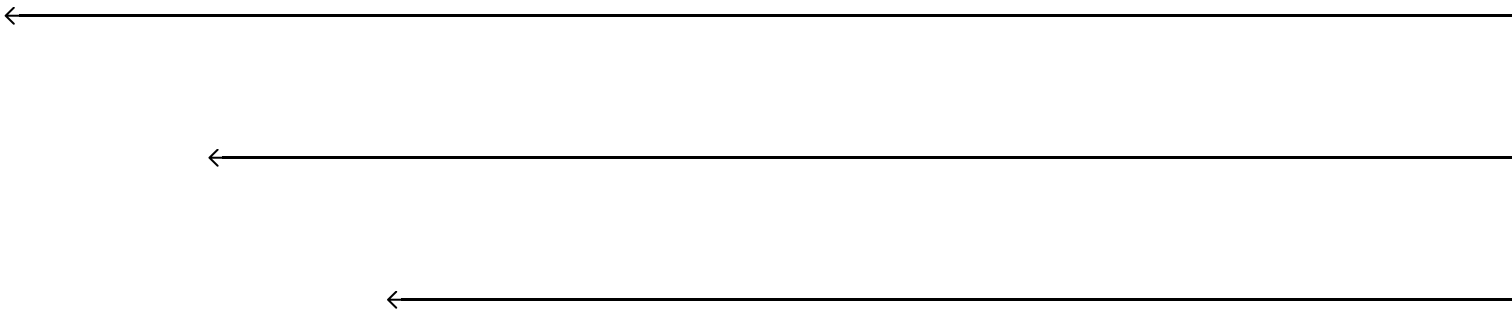


EXPERIENCE DOESN'T PAY THE BILLS



Why Paid Internships are a Must in Congress

**PAY
OUR
INTERNS**

A Congressional Research Report

By Carlos Vera & Daniel Jenab

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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.

