



## Be Careful When Using Unpaid Interns

News

2.02.14

*Northwest Landscape Professional* published an article by Bert Brannen entitled “Be careful When Using Unpaid Interns.”

The federal Department of Labor’s Wage and Hour Division has become much more aggressive in identifying and seeking damages against employers who fail to pay interns for the work they perform, Bert wrote.

Under the Fair Labor Standards Act, covered, nonexempt individuals who are permitted to work must be compensated for the services they perform for an employer. Unless an internship in the for-profit private sector meets all of the below-listed criteria, the internship will most often be viewed under the FLSA as employment, Bert explained.

Interns who qualify as employees must be paid at least the minimum wage and overtime compensation for hours worked over 40 in a workweek.

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