

## Resolution 16-2

Title: Amending the current “Intern Declaration Policy”

Sponsor: American Institute of Architects, Georgia Association (AIA Georgia)

Contact: David Southerland, Executive Director, AIA Georgia  
100 Edgewood Avenue, Suite 190  
Atlanta, GA 30303  
678.553.0509 (D)  
[dsoutherland@aiaga.org](mailto:dsoutherland@aiaga.org) (E)

Gregory Walker, Past President, AIA Georgia  
Houser Walker Architecture  
404.668.4059 (C)  
[walker@houserwalker.com](mailto:walker@houserwalker.com)

Intent: To strengthen the Institute’s commitment to its members and the profession by updating the AIA’s Intern Declaration Policy, to more assertively address the use of unpaid labor.

Resolution Text:

“WHEREAS the Institute has demonstrated a sustained concern for the welfare of members throughout its history, particularly its youngest, and that one expression of this commitment is found in its “Intern Declaration Policy”, which is required to be signed by all applicants for the Institute’s highest individual, firm, and design honor awards; and

WHEREAS the intent of the Intern Declaration Policy, as expressed by its original authors, was to ensure that members being recognized for the highest honors the Institute bestows were not doing so at the literal expense of others; and

WHEREAS the current Policy requires a member to declare “(t)he candidate individually does not employ unpaid intern architects, including working students, and neither does any firm of which the candidate is an owner or manager”; and

WHEREAS the use of unpaid labor still exists within the profession; that illegal, unpaid labor at all levels is in clear violation of local, state, and Federal laws; and that unpaid labor is not recognized as allowable work experience by NCARB’s Intern Development Program and any jurisdiction that accepts IDP as part of the licensure path; and

WHEREAS there is a need to update this Policy to reflect current realities, such as the ever increasing costs of education, training, and licensure, as well as address the effectiveness of the Policy as recognizing a span of time, not just the moment it is signed.

NOW THEREFORE, BE IT RESOLVED that the “Intern Declaration Policy” shall be updated to strengthen the Institute’s commitment regarding the practice of unpaid labor among members of the profession and to affirm that those seeking its highest honors share in this commitment; and

BE IT FURTHER RESOLVED that the title of the Policy shall be changed to “Unpaid Labor Declaration Policy” to reflect the actual focus of the Institute’s and the Policy’s concern; and

BE IT FURTHER RESOLVED that the current “Intern Declaration Policy” will be amended to read as follows:

“The candidate individually does not utilize, employ, or otherwise engage labor that is unpaid, including working students, and neither does any firm of which the candidate is an owner or manager, in part or in whole. The candidate acknowledges this wording shall cover all persons working under their employ, regardless of

position or title. Exceptions recognized by Federal law (such as legally defined internships or educational cooperative programs) are exempt from this Policy.

This candidate further acknowledges that they have not utilized any unpaid labor as defined above for a minimum of five (5) years prior to the application deadline for all Institute Honor Awards and a minimum of ten (10) years prior to the application deadline for all other Institute Honors, including the Honors Program, Membership Honors Awards, and Collaborative and Achievement Awards. The candidate personally acknowledges adherence to the terms of this Policy.”

BE IT FURTHER RESOLVED that the wording of this Policy may be adjusted by the National Board of Directors, solely with regards to adjustments for a particular award or honor; and

BE IT FURTHER RESOLVED that this policy will be implemented prior to the announcement of the 2017 Call for Entries to any of the Institute Honors, including the Honors Program, Membership Honors Awards, and Collaborative and Achievement Awards; and

BE IT FURTHER RESOLVED that this revised Policy will be forwarded to all Institute local, state, and other components for consideration and adoption into their own programs that recognize individual and design excellence among the members and the profession.