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UNPAID INTERNSHIPS IN NEW YORK

With summer approaching, your company may be considering offering unpaid internships. While unpaid internships historically have been common practice among companies, there are strict legal rules governing them.

All unpaid internships must satisfy a host of criteria, including, but not limited to, the intern not doing the work of a regular employee and always being subject to close supervision.

Notices for unpaid internships are also subject to specific legal requirements. In addition, there may be other obligations imposed on the employer, such as ensuring interns are covered by Worker's Compensation.

Unpaid internships can be a mutually rewarding experience for the company and the intern, but it is important that companies adhere to the legal requirements for such programs. Otherwise, the company might be subject to financial penalties.

Please contact us for further guidance on this or any other matter.

Contacting Pavia & Harcourt LLP

Questions regarding matters discussed in this publication or any other matters may be directed to Adam D. Mitzner at amitzner@pavialaw.com.

About Pavia & Harcourt LLP

Established in 1951, Pavia & Harcourt LLP is a business law firm concentrating in international commercial and corporate transactions, banking, media and entertainment, real estate, litigation and arbitration, intellectual property, estate planning and administration, and matrimonial law. We are based in New York City.

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