I pledge to uphold the integrity and value of architectural work by committing to:

1-----REFUSE UNPAID INTERNSHIPS
I will not accept any employment that does not offer adequate payment. All non-monetary payment must be negotiated and formalized in a written contract that explicitly defines the terms of the alternative payment method.

2-----NEGOTIATE MY EMPLOYMENT CONTRACT
I will negotiate the terms of my employment contract to include:

A---OVERTIME PAY: Legally Required Overtime pay, as set forth by the Fair Labor Standards Act
---The Fair Labor Standards Act stipulated that employees “must receive overtime pay for hours worked over 40 in a workweek at a rate not less than time and one-half their regular rates of pay”

B---LIVING INCOME/WAGE: A living income/wage as defined by the greater of the following relative to debt obligations and geographically specific costs of living.
---A Discretionary Income above the Partial Economic Hardship threshold as calculated by dividing your total Student Debt by 0.15 (the debt to income ratio that delimits Partial Economic Hardship threshold defined by the Higher Education Act). A calculator is available at http://www.finaid.org/calculators/loanpayments.phtml
---A living wage based on the specific cost of living for an individual including anticipated family size and geographic location. A calculator is available at http://livingwage.mit.edu/

C---HEALTHCARE SUBSIDY: If no company plan is offered as a benefit package, request a healthcare insurance subsidy equal to or greater than the estimated monthly premium cost of a Silver Plan purchased through the Affordable Care Act’s Health Insurance Marketplace.
---A calculator is available at http://kff.org/interactive/subsidy-calculator/

3-----BE READY TO WALK AWAY
If I am unable to negotiate an employment contract that does not comply adequately with the above terms, I will exercise my right to refuse the employment offer. In exercising this right, I will communicate that I understand the worth of my skills as an architectural worker, and that by demanding adequate compensation for my labor, I am safeguarding my own value and that of my profession.

Signature _________________________________
Date _________________________________ Email _________________________________

For ongoing assistance and support please let us know you signed this pledge by emailing architecturelobby@gmail.com and find more information at www.architecture-lobby.org

NOTE: We will not use your name in any public forum or medium unless you give us explicit permission to do so.