

ETHICS AT A GLANCE

Are you a student intern in a state agency?



Be aware of the post-employment restrictions!



Overview

When state employees leave state service, they are subject to the post-employment restrictions in the Public Officers Law, including the two-year and lifetime bars. Depending on the circumstances, these restrictions may apply to student interns who were hired by the state while they attended school. It is important for students to be aware of these restrictions and their implications before starting employment in the private sector.

Some exemptions to post-employment restrictions may not apply to student interns if they are primarily students during their state employment. Factors to consider are whether the student intern:

- was enrolled full-time in an accredited course of study or on a seasonal recess from study;
- worked half-time or less per week during the school year;
- was limited to a maximum of four months of full-time state service during the summer vacation period and other semester breaks;
- received any state employee benefits, such as health insurance and paid leave;
- satisfied the minimum course credit requirement of their educational program, or used earnings from the state service to finance their education;
- filled a state position specifically designed to be filled by a student; and,
- functioned in a role that was substantially the same as other state employees.

If you are a student intern, do not hesitate to contact your agency's Ethics Officer or COELIG's Attorney of the Day to determine how these rules may apply.

[More information on post-employment restrictions is available on COELIG's website.](#)

Questions?

Contact us by calling 1-800-87-ETHICS (3-8442) or by e-mail at GUIDANCE@ETHICS.NY.GOV.

All guidance communications with COELIG are confidential.

March 2024