



UNPAID INTERNSHIPS AT MCGILL: TOWARD A SSMU POLICY

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Overview

- Winter 2015 GA mandate
- SSMU research
 - Context & regulations
 - McGill-specific
- Steps forward (policy & consultation)



Mandate

- Review current offerings
- Ensure McGill legal compliance
- Policy criteria for evaluation
- Eliminate internships fees
- Promote paid internships
- Public statement & external advocacy



Issues

- Unemployment & job scarcity
- Exacerbation of inequalities
- Lax enforcement of existing laws
- Elimination of entry-level jobs
- “Foot in door” myth
- Labor exploitation & wage theft



Students' Society of McGill University

3600 McTavish Street, Suite 1200, Montréal, Québec

Regulations (QC)

- Quebec Act Respecting Labour Standards
- Unpaid internships (*stages*) illegal except:
 - where part of a program provided by an approved educational institution;
 - where the student is working for a non-profit organization with social or community purposes;
 - where part of a vocational training program.



Regulations (ON)

- Ontario Employment Standards Act
- Unpaid internships illegal except:
 - where part of a program approved by a secondary school board, college, or university;
 - where providing training for certain professions (e.g. architecture, law, public accounting, veterinary science, dentistry, optometry);
 - Where considered a “trainee”.



Regulations (CAD)

- Canada Labour Code
 - No exclusions for students, trainees, or internships
- Policy on Hours of Work
 - Entitled to provincial minimum wage for all “work” (including training)



Suggested Criteria

- [Canadian Association of Career Educators and Employers \(CACEE\)](#)
 - Applied, transferable training
 - Organization receives little benefit (e.g. not replacement employee)
 - Clear learning outcomes & qualified supervision



McGill Issues

- Limited screening
- Student awareness
- Practicum programs
- Internship courses
- Student groups
- Volunteer research
- Shortage & quality of opportunities



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External Advocacy

- Campagne de revendications et d'actions interuniversitaires des étudiantes et étudiants en education en stage (CRAIES)
- Fédération interuniversitaire des doctorants en psychologies (FIDEP)
- Association for the Voice of Education in Quebec (AVEQ)



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SSMU Action

- Education & awareness
- Screening criteria/review of postings
- University advocacy
- Student groups & events
- External advocacy



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Questions?



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