

**TO:** Senate

**FROM:** Senator Erin Sobat

**SUBJECT:** Question Regarding University Regulation of Unpaid Internships

**MEETING DATE:** November 23, 2016

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**PREAMBLE:** Whereas, numerous McGill units post and promote unpaid student internship opportunities, including but not limited to Faculty internship and career offices, University internship and career offices, and academic departments;

Whereas, these opportunities may be distributed through channels including, but not limited to, University websites, databases, emails, social media, posters, handbills, and events;

Whereas, according to Quebec's *Act Respecting Labour Standards*, unpaid internships or *stages* are illegal unless they meet the following criteria:

1. internships that are part of a program provided by an approved educational institution;
2. internships where the student is working for a non-profit organization with social or community purposes;
3. internships that are part of a programme of vocational training;

Whereas, some campus internship and job listings include disclaimers indicating that students are responsible for determining the legality and benefits of any internship opportunities.

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**QUESTION:** What steps does the University currently take to regulate the posting and promotion of unpaid internship opportunities?

- a. What mechanisms or criteria are in place, either at the University or unit level, to ensure compliance of these opportunities with government regulations?
- b. How can community members report issues or concerns regarding unpaid internship postings?

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