



Ontario Association of Architects

October 29, 2018

Via E-mail

To the Ontario Schools of Architecture:

I am writing to you regarding the work of architectural interns and students. It has come to the OAA's attention that students at architecture schools across the province are being advised by some professors to offer services for a reduced rate, or for free, in order to secure work and internships.

Students or interns should never offer their services for a free or reduced rate, and it is incumbent on architecture schools across the province to reinforce this message. Offering services for a lesser amount reduces not only the self-worth of students and interns, but also the worth of the architecture profession itself.

In this regard, it sets up a harmful precedent whereby our next generation of architects will further perpetuate the crisis facing the profession today. With fee cutting to win projects or gain experience now often endemic, many practices consider the profession to be on a "race to the bottom."

Within the *Employment Standards Act*, architects and "students in training" are not required to be paid the minimum wage, to have set hours of work, daily rest periods, time off between shifts, weekly/bi-weekly rest periods, eating periods, overtime pay, personal emergency leave, public holidays or vacation with pay. The OAA believes this is unacceptable and is working to have these exemptions removed from the *Employment Standards Act*. Eliminating these restrictions will allow the architecture profession to continue to move forward as a modern profession that is inclusive of all people.

For all of the reasons outlined above, I am asking for your support in this matter and to please circulate this message with your faculty. In working together, we can help ensure architects and students are being fairly compensated for their work both now, and later as full-fledged members of the profession.

Sincerely,

A handwritten signature in black ink, appearing to read 'John K. Stephenson', written in a cursive style.

John K. Stephenson, Architect
OAA, MRAIC
President

