



**Ontario Association of Architects**

March 20, 2017

The Honourable Kevin Flynn  
Minister of Labour  
400 University Ave, 14th Flr  
Toronto, ON  
M7A 1T7

Dear Minister,

As you are no doubt aware, the Ontario Association of Architects (OAA) is the licensing body and professional association for Ontario's architects established under the *Architects Act* to regulate the practice of architecture "in order that the public interest may be served and protected." The OAA has a membership that comprises nearly 4,050 licensed architects and 1,600 intern architects; and more than 1,750 practices. As part of its regulatory mandate, the Association provides a wide range of services to its members and the public.

Early in 2015, the OAA recently joined the federal advocacy body, the Royal Architectural Institute of Canada, in issuing an open letter to all architectural practices affirming the right of architectural interns to receive payment for their work. The OAA noted that fair compensation recognizes the value of intern architects, but that fair compensation reflects on our larger desire "that society values architects and architecture."

In October 2016, the OAA issued a letter of support for the Changing Workplaces Review but had not yet had the opportunity to study the issue. At that time, we committed to sharing any relevant findings or recommendations with the Ministry when such information became available. On the whole, we are happy to report that the architectural profession appears largely committed to paying overtime to employees working within architectural practices.

The OAA has discussed the professional exemptions associated with the *Employment Standards Act* and has decided to again take a leadership position by recommending that the Ministry of Labour remove professional exemptions that apply to architecture and other related professions.

Removing these professional exemptions will recognize both the OAA and the Government's commitment to protecting all employees in the Province of Ontario while similarly preventing any unfairness from occurring in the competitive market if only the exemptions related to the architectural profession were to be rescinded.

We hope the Government will enact the OAA's recommendation, and remain committed to working with you and your staff on this important file.

Sincerely,

A handwritten signature in black ink, appearing to read 'John K. Stephenson', written over a horizontal line.

John K. Stephenson, Architect  
OAA, MRAIC  
President