



Founding Assembly of the Montreal coalition for paid internships

Saturday June 3rd, 2017, 1 PM, at UQAM

TABLE OF CONTENTS

HOW TO GET THERE	3
AGENDA PROPOSALS	4
ASSEMBLY MOTIONS	5
ADEESE-UQAM	5
AFESH-UQAM (excerpt)	6
SECMV	7
REFLECTION TEXTS	9
Call for the creation of a Montreal coalition for paid internships	9
PROPOSITIONS	12

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(In case of differences between versions, only the original one shall be valid.)

You can add any relevant content to this booklet by sending it to us:

cute.travail@gmail.com

HOW TO GET THERE

By subway:

1. Take the subway to Berri-UQAM station.
2. Take the UQAM exit, then continue straight ahead, through the agora.
3. Then take left and continue to the escalators of the Aquin building.
4. Go to the first floor, then follow the signage to A-1785, the assembly's room.

By walking, cycling or bus:

1. Go to the intersection of St-Denis and Ste-Catherine, then head east to enter the Aquin building.
2. Go straight ahead, then take the escalators up to the first floor.
3. Follow the signage to A-1785, the assembly's room.

If you would like to attend the meeting but these options are not accessible to you, please contact us for satisfactory alternatives: cute.travail@gmail.com.

AGENDA PROPOSALS

0. Opening, presidium & procedures
1. Roundtable
2. Membership
3. Demands
4. Action plan
5. Structures / Outreach & coordination platform
6. Information material
7. Training
8. Finance & transparency
9. Identity & media relations
10. Varia
11. Adjournment

Tabled by SECMV (sent on May 16, 2017)

1. Roundtable
2. Presentation of the coalition
3. Demands
4. Action plan
5. Next meeting

That proposals which cannot be dealt with in the agenda items be dealt with at a later stage.

Tabled by CUTE-UQAM (sent on May 30, 2017)

ASSEMBLY MOTIONS

ADEESE-UQAM

General Assembly on March 28th, 2017

Be it resolved that

- ADEESE-UQAM continue the paid internships campaign by forming a regional coalition for paid internships;
- This coalition bring together student associations from all programs with mandatory unpaid internships, as well as student groups and committees involved in the struggle for the remuneration of all internships;
- This coalition work to disseminate and defend the demand for the remuneration of all internships, in all disciplines and at all levels of education, by planning, among other things, actions, rallies, assemblies, debates and strike days;
- ADEESE-UQAM invite the member associations of the CRAIES and other relevant groups to take position in favor of the remuneration of all internships and to set up regional coalitions promoting the remuneration of all internships, in all disciplines and at all levels of education;
- Within this coalition, ADEESE defend the internships strike and join with other associations including students of different programs with unpaid internships in order to issue an ultimatum to the government before initiating such a strike.

AFESH-UQAM (excerpt)

General Assembly on April 11th, 2017

Be it resolved that

- AFESH participate in the establishment of a regional coalition for the remuneration of all internships;
- This coalition bring together student associations from all programs with mandatory unpaid internships, as well as student groups and committees involved in the struggle for the remuneration of all internships from the Greater Montreal area;
- This coalition work to disseminate and defend the demand for the remuneration of all internships, in all disciplines and at all levels of education by planning, among other things, actions, rallies, assemblies, debates and strike days;
- Within this coalition, ADEESE defend the internships strike and join with other associations including students of different programs with unpaid internships in order to issue an ultimatum to the government before initiating such a strike;
- AFESH call for the formation of similar coalitions in all the other regions of Quebec and ensure the production of content in English on the issue in order to extend the movement to Anglophone-majority campuses and elsewhere in Canada;
- AFESH share this call for the founding of a regional coalition through its various channels, notably on social media and on the ASSÉ-Support mailing list.

SECMV

General Assembly on May 3rd, 2017

Whereas the campaign on student work begun this year has made a broad impact on the whole Quebec student movement,

Whereas one of its axes, the struggle for the remuneration of internships, is particularly popular and would be a good first step towards the full recognition of studying as work,

Whereas the SECMV wishes to do its part in the student movement while learning from the many problems experienced within ASSÉ in recent years,

Be it resolved that

- The SECMV 2017-2018 Action Plan prioritize the achievement of full salary and adequate working conditions for all students in an internship at any level of education.
- The SECMV join the regional coalition for the remuneration of internships launched by ADEESE-UQAM, AFESH-UQAM, AETS-UQAM and AESSUM while ardently bringing and defending the principles below:
 - The coalition has as its central demand full salary and adequate working conditions for all students in an internship at any level of education
 - The coalition can include as members, in addition to student associations (whatever their affiliation), trade unions and political, community or other groups actively supporting the remuneration of internships
 - The coalition is a coordination body, local GAs remaining sovereign at all times
 - The coalition does not appoint executives or employees and operates on a task-rotation basis between its associations, unions and member groups
 - The coalition makes available to its members, promptly and at all times, all of its minutes and accounting information
 - The coalition includes members from the Greater Montreal area and liaises with other regional coalitions to the extent that they share its organizational principles
 - The coalition draws its funding from voluntary contributions from its members, it being based mainly on their mobilizing force
 - The coalition focuses on training and knowledge transfer by organizing training activities on a regular basis and systematically training new people

- The coalition includes physical and Web discussion spaces, both during and outside body meetings, reserved for members from colleges (open to members of these associations)
- The coalition emphasizes in its pitch the intersectional nature of the problems it denounces and the gains it demands
- The coalition includes in its information material, as far as possible, English content, mobilization news from each campus and debates on the ins and outs of the campaign
- The coalition implements an escalation of pressure tactics that allows for joint negotiations with other regional coalitions and the State once it is in an advantageous position to do so
- Only student associations that have general assemblies may be members of the coalition
- The coalition invites its members to circulate their proposals at least one week before body meetings
- The coalition may decide to deal with other political struggles brought about by its members.
- All colleges and major metropolitan university associations (including anglophone campuses) be contacted as soon as possible to invite them to observe and ideally participate in coalition bodies and campaigns.
- All SECMV delegations to coalition bodies be open to all interested members, with simple majority (respecting GA motions) directing delegation votes, and that calls to participate be sent at least 48 hours before each meeting.
- The executive report on the progress of the coalition at each regular GA.
- The executive consider overrepresentation of committees or associations from a same place, in order to avoid overrepresentation.

REFLECTION TEXTS

Call for the creation of a Montreal coalition for paid internships

Jointly signed by ADEESE-UQAM, AETS-UQAM, AÉSSUM, SECMV, AFESH-UQAM, CUTE UQAM, CUTE-MV and CUTE UdeM

February 16th marks an important turning point in the history of the student movement in Quebec. For the first time, associations and student groups from various programs and levels of education got together to organize a joint demonstration in order to demand that all internships be paid. We were close to 30,000 students on strike that day - members of eleven associations located in five different regions - and some 300 students gathered in Quebec City to demonstrate on the sidelines of the *Provincial Workforce Summit*. Some interns even went on strike in response to their general assembly's call.

Why unite and broaden the struggles for paid internships?

Until now, these struggles have always been carried out program by program and for specific internships. In most cases, and particularly so in teaching, they have remained at the level of demands and have had difficulty taking off, which has forced activists to repeatedly start such campaigns from scratch. Then, the psychology interns' strike happened: after three months and taking advantage of their particular situation, it obtained the setting up of a bursary program. This victory, albeit qualified since 750 hours of unpaid internship remain, has paved the way for other programs requiring the completion of hundreds of hours of free internship, particularly in disciplines where women are overrepresented among interns. The common aspect of these various struggles and their extension to all programs are necessary to constitute an effective movement capable of exerting sufficient pressure to solve the problem once and for all.

Why now?

In addition to contributing to the efforts of student associations regarding unpaid internship programs and of other groups and unions involved in this issue, it is important to move ahead. At the end of the *Provincial Workforce Summit*, the Quebec Government announced that it would undertake the first review of labor standards in 15 years, "as soon as possible". It is precisely a clause in this legislation that allows employers not to pay interns the minimum wage! We ought to put in place the organizational bases of the struggle now because the fall semester will be quite busy! In the past decade, with the ongoing economic crisis, the number of unpaid interns has been increasing in response to labor shortages in the private, public and non-profit sectors. In Canada, there are about 200,000 unpaid internships completed each year as part of academic training, and over 300,000 after studies! Moreover, that situation is similar all across the world.

Who can get involved?

For this coalition to be inclusive, it must be flexible and serve more to coordinate the efforts of different groups than to represent them. Executives of student associations that include members enrolled in programs with unpaid internships, but also women's committees, mobilization committees, parent-student committees, student unions, affinity groups mobilizing on the question or simply individuals who wish to organize for this struggle are invited to join; our ambition requires the pooling of all efforts. Already five associations have adopted a motion for the establishment of such a coalition. We encourage you to do the same in your student associations and activist milieus!

Why a regional coalition?

To ensure that the different groups can take charge of the coalition without it dissociating them from their efforts and making them invisible, it seems preferable to coordinate between groups on a regional basis. This offers more structural flexibility in tune with the associations and committees from each region, and prevents a Montreal group from becoming a "national" one, as it

has very often been the case in the past decades of the student movement. Thus, we encourage the creation of coalitions, similar or not, in all the regions, as well as mutual assistance and the exchange of information and resources between them. The diversity of structures and the actual and concrete control of the struggle by its mobilized base allow for a movement's greater efficiency as well as a better anchoring on the campuses and in relevant communities.

By putting our efforts together, let's make sure that next year is the year we succeed in getting pay for all internships! So, are you in?

PROPOSITIONS

0. Opening, presidium & procedures

0.1 *See the two agenda proposals on page 4.*

0.2 *Considering that the coalition is a coordination body,
Considering that a minimal and logical code of procedure makes it possible to deal with political issues in a more just manner,
Considering a desire to restore high standards of transparency to the student movement,
Considering that a procedure such as closed sessions contradicts principles of transparency,*

That the coalition adopt ASSÉ's code of procedure amended as follows:

- In no case may general meetings be held in closed session
 - That a coalition regulatory code be designed in the clearest and most concise manner possible, and that it be publicized at least one week before the next general meeting of the coalition
 - That particular attention be given to the relevance of the coalition's structures at the beginning of each general meeting, and that these can be totally modified or eliminated by the assembly through majority vote
- Tabled by SECMV (sent on May 28, 2017)*

0.3 *Considering that the coalition is a coordinating body and, in this sense, should promote involvement,*

Considering that the coalition relies on mobilizing force more than on financial means,

Considering our shared principles and practices of direct democracy,

That the voting system of the coalition should be a double majority, meaning that each vote requires the majority of the coalition student associations, on the basis of the "one association, one vote" principle, in addition to a majority of all those present who are members of coalition member entities.

That an entity's membership in the coalition should proceed in such a way that it complies with its own rules and principles and with those of direct democracy.

Tabled by SECMV (sent on May 28, 2017)

0.4 Considering that time is a factor not to be neglected in coordination bodies such as the coalition,

Considering that functional structures can be improved,

That the presidium of this body consider the use of additional handsigns to those common in the Quebec student movement, such as those for clarification requests (C-shaped hand) and points of order (two hands shaped in a triangle pointing upwards) used in the Occupy movement.

Tabled by SECMV (sent on May 28, 2017)

0.5 Considering that fair transparency requires knowledge of the context and details for any decision-making,

Considering that a more or less detailed transcription has a long-term historical and, above all, strategic value,

Considering some recent criticisms of the practices of associations such as the ASSÉ and their lack of transparency,

Considering that a minimum delay is required for delegations to study various proposals and to make informed decisions with regard to them,

That the minutes of the coalition bodies be produced in semi-verbatim (main ideas of interventions being summarized by the secretary).

That all general meetings of the coalition be recorded, in audio or video, and that the recordings be publicized with the shortest possible delay, not later than one week after the meeting.

That in the future, proposals from delegations should be publicized at least a week before the coalition body in question, unless urgent.

Tabled by SECMV (sent on May 28, 2017)

2. Membership

2.1 That the coalition can include as members, in addition to student associations (whatever their affiliation), trade unions and political, community or other groups actively supporting the remuneration of internships.

Tabled by SECMV (sent on May 17, 2017)

3. Demands

3.1 That the coalition have as its central demand full salary and adequate working conditions for all students in an internship at any level of education.

Tabled by SECMV (sent on May 17, 2017)

Tabled by CUTE-UdeM (sent on June 1, 2017)

3.2 The coalition may decide to deal with other political struggles brought about by its members.

Tabled by SECMV (sent on May 17, 2017)

3.3 *Considering the overhaul of the Act Respecting Labour Standards Act in the fall.*

That the coalition and groups involved advocate for the repeal of the second paragraph of section 2 of the Regulation Respecting Labour Standards.

Tabled by CUTE-UQAM (sent on May 30, 2017)

3.4 That the coalition have as subsidiary demands:

- the abolition of parental contribution in the calculation of loans and bursaries;
- the recognition of studying as work deserving a fair pay.

Tabled by CUTE-UdeM (sent on June 1, 2017)

4. Action plan

4.1 That the coalition implement an escalation of pressure tactics that allows for joint negotiations with other regional coalitions and the State once it is in an advantageous position to do so.

Tabled by SECMV (sent on May 17, 2017)

4.2 *Considering the importance of establishing a balance of power capable of leading to significant gains,*

Considering the importance that the coalition respect principles of horizontality and organizing for future events,

That the coalition convene its meetings on a regular basis, choosing pre-established dates in order to better coordinate its activities with local groups in perspective of these meetings.

That the date of the next general meeting of the coalition be determined today.

That each person in the delegations present personally make commitments for the next meeting and that these be recorded in the minutes.

Tabled by SECMV (sent on May 28, 2017)

4.3 That the coalition organize a mobilization tour during the fall so that other student unions or groups join the coalition.

That the coalition organize a training tour on the issue of internships remuneration.

Tabled by SECMV (sent on May 28, 2017)

4.4 That the coalition organize a demonstration or a major action during the fall on the issue of internships remuneration.

Tabled by SECMV (sent on May 28, 2017)

4.5 That the coalition and involved groups organize a demonstration in the fall:

- either on the margins of work related to the reform of the Act Respecting Labour Standards;
- or at an event attended by H el ene David and concerning postsecondary education.

Tabled by CUTE-UQAM (sent on May 30, 2017)

4.6 That the coalition implement an escalation of pressure tactics by advocating for an unlimited general internships strike and for its eminently feminist character as a valuable mean in the struggle for the remuneration of all internships and the recognition of student work.

Tabled by CUTE-UdeM (sent on June 1, 2017)

4.7 That the coalition recognize and prioritize joint negotiations with other regional coalitions to build consensus before negotiations with the State.

Tabled by CUTE-UdeM (sent on June 1, 2017)

5. Structures / Outreach & coordination platform

5.1 That the coalition be a coordination body, local GAs remaining sovereign at all times.

Tabled by SECMV (sent on May 17, 2017)

5.2 That the coalition do not appoint executives or employees and operates on a task-rotation basis between its associations, unions and member groups.

Tabled by SECMV (sent on May 17, 2017)

5.3 That the coalition include members from the Greater Montreal area and liaises with other regional coalitions to the extent that they share its organizational principles.

Tabled by SECMV (sent on May 17, 2017)

5.4 That the coalition include physical and Web discussion spaces, both during and outside body meetings, reserved for members from colleges (open to members of these associations).

Tabled by SECMV (sent on May 17, 2017)

5.5 That the coalition invite its members to circulate their proposals at least one week before body meetings.

Tabled by SECMV (sent on May 17, 2017)

6. Information material

6.1 That the coalition emphasize in its pitch the intersectional nature of the problems it denounces and the gains it demands.

Tabled by SECMV (sent on May 17, 2017)

6.2 That the coalition include in its information material, as far as possible, English content, mobilization news from each campus and debates on the ins and outs of the campaign.

Tabled by SECMV (sent on May 17, 2017)

6.3 That the coalition highlight in its pitch for the remuneration of all internships the interweaving of different social relations of power affecting more precisely individuals in vulnerable intersections such as women, parenting students, people with disabilities, and racialized and immigrant populations.

Tabled by CUTE-UdeM (sent on June 1, 2017)

7. Training

7.1 That the coalition focus on training and knowledge transfer by organizing training activities on a regular basis and systematically training new people.

Tabled by SECMV (sent on May 17, 2017)

7.2 Considering the importance of transmitting knowledge between different activists,

Considering the importance of energizing a body such as the coalition,

That the Coalition organize a training day in the fall about paid internships and make information material on the subject.

That the coalition publicize this event.

That the logistical tasks of this event be divided among the different members and observers of the coalition.

That this training day emphasize, through its workshops, the intersectional nature of its demand for paid internships.

That a workshop differentiate remuneration from assistantship (loans and bursaries system).

Tabled by SECMV (sent on May 28, 2017)

8. Finance & transparency

8.1 That the coalition make available to its members, promptly and at all times, all of its minutes and accounting information.

Tabled by SECMV (sent on May 17, 2017)

8.2 That the coalition draw its funding from voluntary contributions from its members, it being based mainly on their mobilizing force.

Tabled by SECMV (sent on May 17, 2017)

9. Identity & media relations

9.1 Whereas the SECMV strives for decentralization of communications,

Whereas the criticisms made by the SECMV regarding how ASSÉ operates,

Whereas the item on task rotation in our positions motion for this coalition,

That the SECMV demand a rotation for coalition spokespersons.

That this rotation be alternated between college and university campuses and that the proportion of women as spokespersons should be at least 50%.

Tabled by SECMV (sent on May 17, 2017)