

LA GUILDE
DES MUSICIENS & MUSICIENNES
DU QUÉBEC



Section locale 406 de la Fédération américaine des musiciens des États-unis et du Canada
Au service de la musique et des artistes qui la font, depuis 1897

**MINIMUM WORKING CONDITIONS
APPLICABLE TO STAGE PERFORMANCES
AND BACKGROUND MUSIC
(Thereafter "the conditions")**

Effective September 1st, 2011
(Modified May 20th, 2011)

This document establishes the minimum working conditions in the absence of any preceding collective agreement. Musicians are obliged to demand at least minimum scale and a musician may, at any time, negotiate a fee that is superior to those stipulated in this document. Wherever specific collective agreements exist, the minimum working conditions described in these collective agreements take precedence.

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1. RECOGNITION OF THE QUEBEC MUSICIANS' GUILD

The Quebec Musicians' Guild (hereafter referred to as the "Guild") is an association recognized by virtue of the Act S-32.1, an Act respecting the Professional status and conditions of engagement of performing, recording and film artists, R.S.Q. c. S-32.1 (hereafter the "Act"), "to represent all artists who practice the art of instrumental music in all areas of artistic production including any person who sings while accompanying himself with a musical instrument as the instrumental part of his performance in the territory of the Province of Quebec, exclusive of all royalties."

2. SCOPE AND DEFINITIONS OF THE ACT

2.1 Scope of the Act

This Act applies to artists and to producers who retain their professional services in the following fields of artistic endeavor: the stage, including the theatre, the opera, music, dance and variety entertainment, multimedia, the making of films, the recording of discs and other modes of sound recording, dubbing, and the recording of commercial advertisements.

1987, c. 72, s. 1; 2004, c. 16, s. 6

2.2 Definitions of the Act

2.2.1 Artist

For the purposes of this Act, an artist is a natural person who practices an art on his own account and offers his services, for remuneration, as a creator or performer in a field of artistic endeavor referred to in article 2.1. 2009, c. 32, s. 1

2.2.2 Producer

"Producer" means a person or partnership who or which retains the services of artists in view of producing or presenting to the public an artistic work in a field of endeavor contemplated in article 2.1. 1987, c. 72, s. 2; 1999, c. 40, s. 310; 2009, c. 32, s. 2

2.2.3 Partnership or Legal Person

The fact that an artist furnishes personal services through a partnership or legal person is no obstacle to the application of this Act. 1987, c. 72, s. 3; 1997, c. 26, s. 1

2.3 Special Provision of the Act

2.3.1 Conditions of Engagement

Every artist is free to negotiate and agree the conditions of his engagement by a producer. An artist and a producer bound by the same collective agreement cannot, however, stipulate a condition that is less advantageous for the artist than the condition stipulated in this collective agreement. 1987, c. 72, s. 8.

3. DEFINITIONS

3.1 Annual Dues:

A fixed sum payable annually by a Guild member in accordance with Guild by-laws.

3.2 Arranger:

Musician who transforms an existing musical work to be perform in another form. The arranger's work involves the reharmonizing, paraphrasing and/or development of a musical work in order to highlight its melodies, harmonies and rhythms in the form of a musical score.

3.3 Assistant Concertmaster:

In classical music, violinist who plays the same parts as the concertmaster and who is called upon to fill in if the concertmaster is absent.

3.4 Audition Accompanist:

Musician who accompanies a candidate for an audition.

3.5 Background Music:

Performance played in the background before a public, with the goal of creating an atmosphere.

3.6 Break:

Rest period in the course of a musical performance.

3.7 Chamber Music Ensemble:

In classical music, an ensemble composed of 2 or more musicians who each play a distinct musical part, without a leader (conductor).

3.8 Concertmaster:

Violinist who acts as the Principal Player of the string section of an orchestra. This musician is also responsible for indicating bowings.

3.9 Contractor:

Musician whose mandate, among other tasks, is to recruit musicians, to verify their status with the Guild, and to complete and sign the standard contract on behalf of the musicians.

3.10 Convocation:

The time at which the producer requires the musician's presence, be it for a rehearsal, a concert or other stage performance, or any other musical service.

3.11 Copyist:

Musician who extracts and reproduces instrument parts from a musical score.

3.12 Educational Concert:

A commented concert, during which are presented the instruments being played or the music being performed.

- 3.13 Fee:**
A sum of money payable to the musician and ensuing from his standard contract, which may include remuneration superior to the minimum scale established by the Guild. The fee does not include lodging, travel indemnities, meal allowances, instrument transport charges or any other applicable tax.
- 3.14 Instrument Doubling:**
The addition of one or more instrument(s) played by a same musician in the course of an engagement.
- 3.15 Instrument Transport Allowance:**
Sum allotted to compensate the costs of transporting a musical instrument.
- 3.16 Leader:**
Musician who directs other musicians for the performance of a musical work. In classical music, the non-playing leader is referred to as the conductor.
- 3.17 Minimum Fee:**
The minimum remuneration provided for herein that the producer must pay to the musician when he retains his services. The minimum fee includes all additional percentages relative to the function fulfilled. The minimum fee does not include lodging, travel indemnities, meal allowances, instrument transport charges or any other applicable tax.
- 3.18 Music Librarian:**
Musician who manages the musical parts written for performance.
- 3.19 Musician:**
Any artist for whom the Guild negotiates minimum working conditions, including the leader (conductor), arranger, orchestrator, copyist, contractor, music librarian and singer who plays an instrument as the instrumental part of his performance.
- 3.20 Occasional Engagement:**
In background music, an engagement of musical services on an occasional basis.
- 3.21 Orchestrator:**
Musician who adapts a musical work for specific instrumentation, without changing the melodies, counter-melodies, harmonies or rhythms of that musical work.
- 3.22 Overtime:**
Time exceeding the maximum duration of a show or concert, or the maximum duration of a performance provided for in the standard contract.
- 3.23 Pension Fund:**
Contribution paid for by the producer for every musician.
- 3.24 Performance:**
Musical services, including a show, a concert, a rehearsal and background music.

Also included in musical services, all work executed by the arranger, copyist, music librarian and orchestrator.

3.25 Principal Player:

In classical music, a musician who, in a section made up of more than one identical instrument (with the exception of the first violin section), plays the first part and is responsible for the section.

Also considered Principal Player is the musician alone in his or her section, along with those who play one of the following instruments without doubling: piccolo, English horn, Eb clarinet, bass clarinet, contrabass clarinet, contrabassoon, piccolo trumpet, alto trombone, bass trombone, contrabass trombone, euphonium and tuba.

3.26 Recital Accompanist:

Musician who plays with a recitalist in order to harmonically support his performance.

3.27 Recitalist:

In classical music, the musician starring in a recital, with or without an accompanist.

3.28 Regular Engagement:

In background music, an engagement consisting of several performances, repeated at least once a week over a minimum period of three consecutive weeks, or two or more consecutive days at the same location.

3.29 Rehearsal:

The hours of work that a musician devotes to the preparation of a show or concert, or of background music.

3.30 Rehearsal Accompanist:

Musician who accompanies one or more artists during rehearsals.

3.31 Show or Concert:

Public performance during which one or more musical works are played.

3.32 Signatory:

Playing musician responsible for the signing of the standard contract.

3.33 Soloist:

In classical music, a musician who interprets in solo a work or movement of a work, accompanied by an orchestra.

3.34 Sound check:

Rehearsal intended for the sole purpose of assessing or testing the sound system or the acoustics of a hall.

3.35 Standard Contract:

Form provided by the Guild outlining the conditions of engagement agreed upon between the musicians and the producer.

3.36 Statutory Holidays:

New Year's Day, Good Friday, Easter Sunday, Victoria Day, June 24, July 1, Labor Day, Thanksgiving, December 25.

All performance that finishes after 5 pm on December 24th and 31st is renowned as being held on a statutory holiday.

3.37 Strolling Musician:

In background music, a musician who is required to roam in the course of his performance.

3.38 Work Dues:

A percentage, payable by every musician whether member of the Guild or not, of the minimum fee.

3.39 Work Permit:

A portion of the annual dues paid by a musician who is not a Guild member.

4. GENERAL CONDITIONS OF REMUNERATION

4.1 Calculation of Remuneration Rates

All remuneration rate calculations are based on minimum fee, which is the minimum fee of a musician who performs as part of an ensemble.

4.2 Performance Duration

4.2.1 Show or Concert

The minimum fee allows for up to three (3) consecutive hours of performance, including intermissions. Any part of a show or concert exceeding three (3) hours, or any amount of break time not taken, is remunerated at the overtime rate.

4.2.2 Educational Concert

The maximum duration of an educational concert is one (1) hour. When there are two (2) concerts to be given on the same day at the same location, these must take place within a maximum period of three (3) hours. Any part of an educational concert, which exceeds these prescribed periods, is remunerated at the overtime rate.

4.2.3 Background Music

The musician is remunerated at the applicable minimum fee for a minimum of three (3) consecutive hours, including breaks when an engagement finishes before 8 p.m. When an engagement finishes after 8:00 p.m., the musician is remunerated for a minimum of four (4) hours, including breaks. Any time period exceeding the hours provided for in the standard contract is remunerated at the overtime rate.

4.2.4 Rehearsal

The musician is remunerated at the applicable minimum fee for a minimum of two (2) consecutive hours. When the rehearsal is the only musical service in the day, a minimum

of two hours and a half (2½ hours) is paid to the musician. These rehearsal durations include breaks. Any period of time exceeding the rehearsal duration provided for in the standard contract is remunerated at the overtime rate.

4.2.5 Break

The musician has the right to have a break of ten (10) minutes per hour, calculated proportionally according to the total duration of the performance. There is no break for any performance that does not exceed one and a half (1 ½) hours in length. The musician's work period cannot exceed one and a half (1 ½) hours without a break, unless a mutual agreement has been reached between the producer and the musician.

4.2.6 Overtime

The musician receives a supplement of fifty percent (50%) of the minimum fee applicable, payable per every fifteen-minute overtime segment, or portion thereof.

4.2.7 Sound check

When a sound check is done during the hour preceding the show or concert, one (1) hour at rehearsal scale is applicable. If, however, the sound check takes place more than one hour before the performance, a minimum fee of two (2) hours at rehearsal scale is applied.

4.3 Minimum Fees by Function

4.3.1 Leader or conductor

The leader or conductor of an ensemble, which comprises two to nine playing musicians, receives two hundred percent (200%) of the minimum fee.

The leader or conductor of an ensemble, which comprises ten or more playing musicians, receives three hundred percent (300%) of the minimum fee.

4.3.2 Concertmaster

For each ensemble comprising at least eight (8) musicians playing string instruments, the producer must retain the services of a concertmaster.

The concertmaster receives two hundred and fifteen percent (215 %) of the minimum fee. However, when the concertmaster is hired for more than one concert having the same program, the concertmaster receives one hundred and ninety percent (190%) of the minimum fee for each concert and two hundred and fifteen percent (215%) of the minimum fee for each rehearsal.

4.3.3 Contractor

The contractor of an ensemble comprising two to nine playing musicians receives one hundred percent (100%) of the minimum fee.

The contractor of an ensemble comprising ten or more playing musicians receives two hundred percent (200%) of the minimum fee.

This function is mandatory for ensembles comprising ten or more playing musicians directed by a leader or conductor (Table 12.3.1).

4.3.4 Music Librarian

The music librarian receives one hundred percent (100%) of the minimum basic fee, when this function is required.

4.3.5 Signatory

The signatory receives a supplement of twenty percent (20%) of the minimum basic fee. This function is mandatory. However, the musician performing alone, the leader or the contractor assumes the function of signatory without the related supplement.

4.3.6 Arranger

The arranger receives the remuneration provided for in Annex A.

4.3.7 Orchestrator

The orchestrator receives the remuneration provided for in Annex A.

4.3.8 Copyist

The copyist receives the remuneration provided for in Annex A.

4.3.9 Concurrent Fees

Except for the leader or conductor, the musician, whether playing or not, draws minimum fees related to the function or functions he fulfills.

4.3.10 Payment of Fees

The musician's fees must be paid no later than 48 hours after the engagement, except if a previous arrangement exists between the musician and the producer.

4.4 Other Fees

4.4.1 Outdoor Show or Concert

When a show or concert takes place on an outdoor stage, the musician is remunerated as follows:

- For Classical Music – Ensemble Directed by a leader or conductor, Table 12.3.1 applies.
- For Classical Music – Chamber Music Ensemble, Table 12.3.2, Room Capacity 101 to 249 applies.
- For All Other Musical Genres – Table 12.4, Room Capacity 400 to 999 applies.

4.4.2 Statutory Holidays

The musician whose services are retained to perform on a statutory holiday receives a supplement of one hundred percent (100%) of the applicable minimum fee.

This supplement applies for the total duration of a performance that ends after 5pm on December 24th and 31^{rst}.

4.4.3 Costumes and Make-up

When, by request of the producer, the musician must wear an unconventional costume for an engagement, the time required for dressing and undressing and/or applying or

removing make-up will be remunerated at the hourly scale for a rehearsal. The costs of costumes and make-up are payable by the producer.

4.4.4 Strolling

When the musician is required by the producer to move from one performance area to another over the course of a performance, a supplement of twenty-five (25%) of the minimum fee is applicable.

4.5 Instrument Doubling

4.5.1 Applicable Rates

For all performances, the musician who plays more than one (1) instrument receives a supplement of:

- 50 % of the minimum fee for the first (1st) instrument double.
- 25 % of the minimum fee for each additional instrument double.

4.5.2 Percussion Instrument Doubling

Percussion instruments are divided into the following three (3) groups:

- Timpani
- Chromatic Instruments
- Non-chromatic Instruments

For every performance in which a musician plays percussion instruments belonging to two (2) of these groups, he receives the supplement applicable for the first (1st) double.

For every performance in which the musician plays percussion instruments belonging to three (3) of these groups, he receives the supplement applicable for each additional double.

4.5.3 Non-Remunerated Instrument Doubling

The following instrument combinations are not considered doubles:

- Piano / celesta / synthesizer
- Alto saxophone/ tenor saxophone
- *B^b* clarinet/ *A* clarinet
- *B^b* trumpet / *C* trumpet / *D* trumpet / *E^b* trumpet
- *F* tuba / *E^b* tuba / *C* tuba / *B^b* tuba

5. DECLARATION OF MUSICAL SERVICES

5.1 Standard Contract

A standard contract, provided by the Guild, must be duly completed and signed for each musical services.

5.2 Mandatory Information

The name and the member number of the musician must appear on the standard contract, as well as any other required information. Any annex provided by the Guild is an integral

part of the standard contract and must be attached thereto.

5.3 Distribution of Fees

It is possible to share the total minimum basic fees of the standard contract equally among all the musicians. This should be duly noted on the standard contract.

5.4 Signatory

A playing musician must act as a signatory for every service. The musician performing alone, the leader or the contractor assumes this function.

6. REMITTANCES RELATED TO STANDARD CONTRACT

6.1 Pension Fund

The producer contributes an amount equal to eleven percent (11%) of the minimum fee, for each musician. A cheque to this effect made out to the *Musicians' Pension Fund of Canada* must accompany the standard contract when it is filed with the Guild, as provided for in Article 7.2.

6.2 Work Dues

The producer deducts work dues from the musician's fee equal to four percent (4%) of the minimum fee per musician. A cheque to this effect made out to the *Quebec Musicians' Guild* or *GMMQ* must accompany the standard contract when it is filed with the Guild, as provided for in Article 7.2.

6.3 Work Permits

Work permits are granted in accordance with the Guild *Work Permit Policy*.

7. PRODUCER'S OBLIGATIONS

7.1 Musician's Status

Before the performance, the producer, or the contractor, must verify with the Guild the status of the musician whose services are retained. The musician must be in good standing with the Guild, meaning that his annual dues payment is up to date, or that he has obtained a work permit if not a member of the Guild or of another local of the American Federation of Musicians of the United States and Canada (henceforth referred to as the AFM).

If this Article is not respected, a penalty of twenty dollars (\$20) per musician not in good standing with the Guild will be applied and the cost assumed by the producer.

7.2 Filing of Standard Contracts and Related Remittances

The standard contract must be signed by the signatory and the producer before the performance and filed by the latter with the Guild, along with related remittances, within the first twenty-one (21) days of the next month following the engagement.

7.3 Late Fees

Late fees of two percent (2%) per month (24% per year) apply from the expiration of the

deadline provided for in Article 7.2 and will be assumed by the producer.

7.4 Penalty

A penalty of ten dollars (\$10) will be applied on all standard contracts that do not conform to Article 5.2, or on those contracts that do not respect the Conditions.

8. TRAVEL INDEMNITIES

8.1 Travel Distances

Travel Distances are calculated from the kilometer-marker of the Guild office address established by the Quebec Ministry of Transport, whether in Montreal (downtown) or Quebec City (South Limoilou).

Travel indemnities are calculated from the kilometer-marker of Quebec City (South Limoilou) for all musicians whose postal code begins with "G" and from the Montreal kilometer-marker (downtown) for all other postal codes.

8.2 Travel Fees

When a musical service takes place at more than forty (40) kilometers from the Montreal (downtown) kilometer-marker or from that of Quebec City (South Limoilou), the producer pays the musician who uses a vehicle an indemnity of forty-three cents (\$0.43) per kilometer as travel fees for the round trip, unless the producer provides transportation. Travel fees will rise to forty-four cents (\$0.44) on September 1st, 2011, and to forty-five cents (\$0.45) on September 1st, 2012.

The producer pays the musician passenger in a land vehicle an indemnity of twenty-three cents (\$0.23) per kilometer as travel fees for the round trip. Travel fees will rise to twenty-four cents (\$0.24) per kilometer on September 1st, 2011, and to twenty-five cents (\$0.25) on September 1st, 2012.

The producer pays the musician passenger on an airplane an indemnity of thirty dollars (\$30) per hour in flight as travel fees for the round trip. Travel fees will rise to thirty-one dollars (\$31) on September 1st, 2011 and to thirty-two dollars (\$32) on September 1st, 2012.

8.3 Lodging

When an engagement takes place at more than one hundred and fifty (150) kilometers from the kilometer-marker of Montreal (downtown) or from that of Quebec City (South Limoilou), the producer must provide the musician with lodging in a hotel, a motel or equivalent. However, when road conditions prohibit travel during the same day at the departure/return time, the present article is applied.

8.4 Meal Allowances

When an engagement takes place at more than forty (40) kilometers from the kilometer-marker of Montreal (downtown) or from that of Quebec City (South Limoilou), if the producer does not provide a full meal, he provides the musician with a meal allowance as follows:

Meal / Date	09/01/2010 to 08/31/2011	09/01/2011 to 08/31/2012	09/01/2012 to 08/31/2013
Breakfast	\$10.25	\$10.50	\$10.75
Lunch	\$15.50	\$16.00	\$16.50
Supper	\$25.75	\$26.75	\$27.75

Meal allowances are provided under these terms:

- Breakfast if departure occurs before 8am or if the return occurs after 9am.
- Lunch if departure occurs before 12pm or if return occurs after 1pm.
- Supper if departure occurs before 6pm or if return occurs after 7pm.

8.5 Instrument Transport

The producer assumes instrument transport costs. When the producer engages the services of an instrument transport company, he must ensure that the instrument transport company has appropriate insurance coverage.

When, due to the size or weight of his instruments and/or equipment, the musician is obliged to use a vehicle to transport his instrument(s) and/or equipment himself, and the instrument(s) and/or equipment do not appear on the following list, a transport allowance of forty-five dollars (\$45) is paid to the musician by the producer.

When a musician requires the services of an instrument transport company or must rent an adapted vehicle, the costs are reimbursed by the producer.

Congas (pair)	\$20	Drum Set (5-piece)	\$45
Contrabassoon	\$20	Double Bass	\$45
Glockenspiel	\$20	Marimba	\$45
Bass Drum	\$20	Electric Piano	\$45
Baritone Saxophone	\$20	Vibraphone	\$45
Accessory Case	\$20		
		Carillon	\$110
Amplifier	\$30	Celesta	\$110
Music Library/Carrying Case	\$30	Harpsichord	\$110
Synthesizer and Accessories	\$30	Harp	\$110
Tuba	\$30	Timpani	\$110
Cello	\$30	Ondes Martenot	\$110
Marimba	\$30		
Xylophone	\$30		

9 CANCELLATION, POSTPONEMENT AND REPLACEMENT

9.1 Musician Replacement

The musician cannot be replaced by another musician, unless approved by the producer. In this case, the producer pays the musician a fee equal to the value of services rendered.

9.2 Performance Cancellation or Postponement

One hundred percent (100%) of the fees provided for in the standard contract are to be paid to the musician for performances cancelled or postponed by the producer.

The musician is to be paid one hundred percent (100%) of the fee provided for in the standard contract for performances cancelled or postponed by virtue of Article 10.1.

The producer or the musician can cancel or postpone a performance provided for in the standard engagement contract or rescind a standard engagement contract without compensation in the following instances:

- in the case of *force majeure*;
- through common accord.

9.3 Cancellation Due to Illness

The musician is not held to honor his standard engagement contract when afflicted with illness or when victim of an accident. In this case, the producer pays the musician fees equivalent to the value of services rendered up to that point.

10. MISCELLANEOUS

10.1 Environment

The producer has the responsibility to take all necessary measures to protect the musician's health and to ensure the musician's safety and physical well-being. The producer must ensure that the venue where the musician's performance takes place meets usual hygiene, safety and comfort norms, and that the environment conditions are adequate.

An individual musician or the majority of musicians in an ensemble can refuse to honor their standard contract when the conditions described in the previous paragraph are not respected. In this case, the producer cancels or postpones the performance in accordance with the conditions described in Article 9.2.

10.2 Dressing Room

The producer provides the musician with a safe location in which to leave his or her personal effects.

10.3 Recording and Remote broadcast

The working conditions provided for in the present document do not authorize the sound or audiovisual recording, or the broadcasting of the musician's performance.

Any sound or audiovisual recording, or any broadcasting of the musician's performance is subject to an agreement with the Guild.

10.4 Musical sheet

When a written musical part is required for a performance, a hard copy will be made available by the Producer.

11. GRIEVANCE PROCEDURE

(See French version)

12. PAY SCALES

12.1 Rehearsal (All Types of Engagements)

The musician is remunerated at the rate applicable for a minimum of two (2) consecutive hours. When the rehearsal is the only service in the day, the musician is remunerated for a minimum of two and a half (2½) consecutive hours. Rehearsal durations include breaks.

Hourly Rates

Playing Musician	% of fee	01/09/2010 to 31/08/2011	01/09/2011 to 31/08/2012	01/09/2012 to 31/08/2013
Musician in an ensemble (minimum basic fee)	100 %	\$30.80/hr	\$31.40/hr	\$32.00/hr
Musician performing alone	200 %	\$61.60/hr	\$62.80/hr	\$64.00/hr
Concertmaster	215 %	\$66.20/hr	\$67.50/hr	\$68.80/hr
Assistant Concertmaster	120 %	\$36.95/hr	\$37.70/hr	\$38.40/hr
Principal Player	120 %	\$36.95/hr	\$37.70/hr	\$38.40/hr
Function				
Leader or conductor (2 to 9 playing musicians)	200 %	\$61.60/hr	\$62.80/hr	\$64.00/hr
Leader or conductor (10 or more playing musicians)	300 %	\$92.40/hr	\$94.20/hr	\$96.00/hr
Contractor * (2 to 9 playing musicians)	100 %	\$30.80/hr	\$31.40/hr	\$32.00/hr
Contractor ** (10 or more playing musicians)	200 %	\$61.60/hr	\$62.80/hr	\$64.00/hr
Music Librarian *	100 %	\$30.80/hr	\$31.40/hr	\$32.00/hr
Signatory *	20 %	\$6.15/hr	\$6.30/hr	\$6.40/hr

*The fees for this function are added to the fees of the playing musician.

**This function is mandatory for an ensemble comprising 10 or more playing musicians directed by a leader or conductor.

12.2 Background music

The musician is remunerated according to an hourly rate applicable for a minimum of three (3) consecutive hours, including breaks, when the engagement finishes before 8:00 p.m. and for a minimum of four (4) hours, including pauses, when the engagement finishes after 8:00 p.m. Any period of time exceeding the hours stipulated in the standard contract is remunerated at the overtime rate.

12.2.1 Occasional Engagement

Hourly Rates

Playing Musician	% of fee	01/09/2010 to 31/08/2011	01/09/2011 to 31/08/2012	01/09/2012 to 31/08/2013
Musician in an ensemble (minimum basic fee)	100 %	\$36.00/hr	\$36.70/hr	\$37.45/hr
Musician performing alone	200 %	\$72.00/hr	\$73.40/hr	\$74.90/hr
Function				
Leader (2 to 9 playing musicians)	200 %	\$72.00/hr	\$73.40/hr	\$74.90/hr
Leader (10 or more playing musicians)	300 %	\$108.00/hr	\$110.10/hr	\$112.35/hr
Contractor* (2 to 9 playing musicians)	100 %	\$36.00/hr	\$36.70/hr	\$37.45/hr
Contractor* (10 or more playing musicians)	200 %	\$72.00/hr	\$73.40/hr	\$74.90/hr
Music Librarian*	100 %	\$36.00/hr	\$36.70/hr	\$37.45/hr
Signatory*	20 %	\$7.20/hr	\$7.35/hr	\$7.50/hr

*The fees for this function are added to the fees of the playing musician.

12.2.2 Regular Engagement

Hourly Rates

Playing Musician	% of fee	01/09/2010 to 31/08/2011	01/09/2011 to 31/08/2012	01/09/2012 to 31/08/2013
Musician in an ensemble (minimum basic fee)	100 %	\$30.80/hr	\$33.15/hr	\$33.80/hr
Musician performing alone	200 %	\$65.00/hr	\$66.30/hr	\$67.60/hr
Function				
Leader (2 to 9 playing musicians)	200 %	\$65.00/hr	\$66.30/hr	\$67.60/hr
Leader (10 or more playing musicians)	300 %	\$97.50/hr	\$99.45/hr	\$101.40/hr
Contractor* (2 to 9 playing musicians)	100 %	\$32.50/hr	\$33.15/hr	\$33.80/hr
Contractor* (10 or more playing musicians)	200 %	\$65.00/hr	\$66.30/hr	\$67.60/hr
Music Librarian*	100 %	\$32.50/hr	\$33.15/hr	\$33.80/hr
Signatory*	20 %	\$6.50/hr	\$6.65/hr	\$6.75/hr

*The fees for this function are added to the fees of the playing musician.

12.3 Show or Concert: Classical Music

12.3.1 Ensemble Directed by a Conductor (Leader)

Playing Musician	% of fee	01/09/2010 to 31/08/2011	01/09/2011 to 31/08/2012	01/09/2012 to 31/08/2013
Musician in an ensemble (minimum fee)	100%	\$160.00	\$163.20	\$166.45
Concertmaster (single concert)	215%	\$344.00	\$350.90	\$357.85
Concertmaster (2 or more concerts)	190%	\$304.00	\$310.10	\$316.25
Assistant Concertmaster	120%	\$192.00	\$195.85	\$199.75
Principal Player	120%	\$192.00	\$195.85	\$199.75
Function				
Conductor (leader) <i>Mandatory</i> (2 to 9 playing musicians)	200%	\$320.00	\$326.40	\$332.90
Conductor (leader) <i>Mandatory</i> (10 or more playing musicians)	300%	\$480.00	\$489.60	\$499.35
Soloist	500%	\$800.00	\$816.00	\$832.25
Contractor* (2 to 9 playing musicians)	100%	\$160.00	\$163.20	\$166.45
Contractor* <i>[Mandatory]</i> (10 or more playing musicians)	200%	\$320.00	\$326.40	\$332.90
Music Librarian*	100%	\$160.00	\$163.20	\$166.45

*The fees for this function are added to the fees of the playing musician.

12.3.2 Chamber Music Ensemble

Room Seating Capacity 1 to 100

Playing Musician	% of fee	01/09/2010 to 31/08/2011	01/09/2011 to 31/08/2012	01/09/2012 to 31/08/2013
Musician in an ensemble (minimum fee)	100%	\$160.00	\$163.20	\$166.45
Function				
Contractor* (2 to 9 playing musicians)	100%	\$160.00	\$163.20	\$166.45
Contractor* (10 or more playing musicians)	200%	\$320.00	\$326.40	\$332.90
Music Librarian*	100%	\$160.00	\$163.20	\$166.45
Signatory*	20%	\$32.00	\$32.65	\$33.30

*The fees for this function are added to the fees of the playing musician.

Room Seating Capacity 101 to 249

Playing Musician	% of fee	01/09/2010 to 31/08/2011	01/09/2011 to 31/08/2012	01/09/2012 to 31/08/2013
Musician in an ensemble (minimum fee)	100%	\$179.00	\$182.60	\$186.25
Function				
Contractor* (2 to 9 playing musicians)	100%	\$179.00	\$182.60	\$186.25
Contractor* (10 or more playing musicians)	200%	\$358.00	\$365.20	\$372.50
Music Librarian*	100%	\$179.00	\$182.60	\$186.25
Signatory*	20%	\$35.80	\$36.50	\$37.25

*The fees for this function are added to the fees of the playing musician.

Room Seating Capacity 250 to 499

Playing Musician	% of fee	01/09/2010 to 31/08/2011	01/09/2011 to 31/08/2012	01/09/2012 to 31/08/2013
Musician in an ensemble (minimum fee)	100%	\$235.00	\$239.70	\$244.50
Function				
Contractor* (2 to 9 playing musicians)	100%	\$235.00	\$239.70	\$244.50
Contractor* (10 or more playing musicians)	200%	\$470.00	\$479.40	\$489.00
Music Librarian*	100%	\$235.00	\$239.70	\$244.50
Signatory*	20%	\$47.00	\$47.95	\$48.90

*The fees for this function are added to the fees of the playing musician.

Room Seating Capacity 500 and more

Playing Musician	% of fees	01/09/2010 to 31/08/2011	01/09/2011 to 31/08/2012	01/09/2012 to 31/08/2013
Musician in an ensemble (minimum fee)	100%	\$376.00	\$383.40	\$391.05
Function				
Contractor* (2 to 9 playing musicians)	100%	\$376.00	\$383.40	\$391.05
Contractor* (10 or more playing musicians)	200%	\$752.00	\$766.80	\$782.10
Music Librarian*	100%	\$376.00	\$383.40	\$391.05
Signatory*	20%	\$75.20	\$76.70	\$78.20

*The fees for this function are added to the fees of the playing musician.

12.4 Show or Concert: All Other Musical Styles

Room Seating Capacity

1 to 399

Playing Musician	% of fee	01/09/2010 to 31/08/2011	01/09/2011 to 31/08/2012	01/09/2012 to 31/08/2013
Musician in an ensemble (minimum fee)	100%	\$160.00	\$163.20	\$166.45
Musician performing alone	200%	\$320.00	\$326.40	\$332.90
Function				
Leader (2 to 9 playing musicians)	200%	\$320.00	\$326.40	\$332.90
Leader (10 or more playing musicians)	300%	\$480.00	\$489.60	\$499.35
Contractor* (2 to 9 playing musicians)	100%	\$160.00	\$163.20	\$166.45
Contractor* (10 or more playing musicians)	200%	\$320.00	\$326.40	\$332.90
Music Librarian*	100%	\$160.00	\$163.20	\$166.45
Signatory*	20%	\$32.00	\$32.65	\$33.30

* The fees for this function are added to the fees of the playing musician.

Room Seating Capacity

400 to 999

Playing Musician	% of fee	01/09/2010 to 31/08/2011	01/09/2011 to 31/08/2012	01/09/2012 to 31/08/2013
Musician in an ensemble (minimum fee)	100%	\$200.00	\$204.00	\$208.80
Musician performing alone	200%	\$400.00	\$408.00	\$417.60
Function				
Leader (2 to 9 playing musicians)	200%	\$400.00	\$408.00	\$417.60
Leader (10 or more playing musicians)	300%	\$600.00	\$612.00	\$626.40
Contractant* (2 à 9 musiciens jouants)	100%	\$200.00	\$204.00	\$208.80
Contractor* (10 or more playing musicians)	200%	\$400.00	\$408.00	\$417.60
Music Librarian*	100%	\$200.00	\$204.00	\$208.80
Signatory	20%	\$40.00	\$40.80	\$41.75

*The fees for this function are added to the fees of the playing musician.

**Room Seating Capacity
1000 to 3999**

Playing Musician	% of fee	01/09/2010 to 31/08/2011	01/09/2011 to 31/08/2012	01/09/2012 to 31/08/2013
Musician in an ensemble (minimum fee)	100%	\$250.00	\$255.00	\$260.10
Musician performing alone	200%	\$500.00	\$510.00	\$520.20
Function				
Leader (2 to 9 playing musicians)	200%	\$500.00	\$510.00	\$520.20
Leader (10 or more playing musicians)	300%	\$750.00	\$765.00	\$780.30
Contractor* (2 to 9 playing musicians)	100%	\$250.00	\$255.00	\$260.10
Contractor* (10 or more playing musicians)	200%	\$500.00	\$510.00	\$520.20
Music Librarian*	100%	\$250.00	\$255.00	\$260.10
Signatory*	20%	\$50.00	\$51.00	\$52.00

*The fees for this function are added to fees of the playing musician.

**Room Seating Capacity
4000 to 9999**

Playing Musician	% of fee	01/09/2010 to 31/08/2011	01/09/2011 to 31/08/2012	01/09/2012 to 31/08/2013
Musician in an ensemble (minimum fee)	100%	\$350.00	\$357.00	\$364.15
Musician performing alone	200%	\$700.00	\$714.00	\$728.30
Function				
Leader (2 to 9 playing musicians)	200%	\$700.00	\$714.00	\$728.30
Leader (10 or more playing musicians)	300%	\$1050.00	\$1071.00	\$1092.45
Contractor* (2 to 9 playing musicians)	100%	\$350.00	\$357.00	\$364.15
Contractor* (10 or more playing musicians)	200%	\$700.00	\$714.00	\$728.30
Music Librarian*	100%	\$350.00	\$357.00	\$364.15
Signatory*	20%	\$70.00	\$71.40	\$72.85

*The fees for this function are added to the fees of the playing musician.

Room Seating Capacity 10000 and more

Playing Musician	% of fee	01/09/2010 to 31/08/2011	01/09/2011 to 31/08/2012	01/09/2012 to 31/08/2013
Musician in an ensemble (minimum fee)	100%	\$480.00	\$489.60	\$499.40
Musician performing alone	200%	\$960.00	\$979.20	\$998.80
Function				
Leader (2 to 9 playing musicians)	200%	\$960.00	\$979.20	\$998.80
Leader (10 or more playing musicians)	300%	\$1440.00	\$1468.80	\$1498.20
Contractor* (2 to 9 playing musicians)	100%	\$480.00	\$489.60	\$499.40
Contractor* (10 musiciens jouants ou plus)	200%	\$960.00	\$979.20	\$998.80
Music Librarian*	100%	\$480.00	\$489.60	\$499.40
Signatory*	20%	\$96.00	\$97.92	\$99.88

*The fees for this function are added to the fees of the playing musician.

12.5 Educational Concerts

The maximum length of a demonstration concert is one (1) hour. When two (2) concerts are to be given *on the same day*, these must be given within a maximum period of three (3) hours. Any part of an educational concert, which exceeds these prescribed periods, is remunerated at overtime scale.

12.5.1 One (1) Educational Concert, Maximum Duration One (1) Hour

Playing Musician	% of fee	01/09/2010 to 31/08/2011	01/09/2011 to 31/08/2012	01/09/2012 to 31/08/2013
Musician in an ensemble (minimum fee)	100%	\$177.00	\$180.55	\$184.15
Musician performing alone	200%	\$354.00	\$361.10	\$368.30
Function				
Leader (2 to 9 playing musicians)	200%	\$354.00	\$361.10	\$368.30
Leader (10 or more playing musicians)	300%	\$531.00	\$541.65	\$552.45
Contractor* (2 to 9 playing musicians)	100%	\$177.00	\$180.55	\$184.15
Contractor* (10 or more playing musicians)	200%	\$354.00	\$361.10	\$368.30
Music Librarian*	100%	\$177.00	\$180.55	\$184.15
Signatory*	20%	\$35.40	\$36.10	\$36.85

*The fees for this function are added to the fees of the playing musician.

12.5.2 Two (2) Educational Concerts, Maximum Duration One (1) Hour Each, Presented within a Three (3)-Hour Time Limit

Playing Musician	% of fee	01/09/2010 to 31/08/2011	01/09/2011 to 31/08/2012	01/09/2012 to 31/08/2013
Musician in an ensemble (minimum fee)	100%	\$265.50	\$270.80	\$276.20
Musician performing alone	200%	\$531.00	\$541.60	\$552.40
Function				
Leader (2 to 9 playing musicians)	200%	\$531.00	\$541.60	\$552.40
Chef d'orchestre (10 or more playing musicians)	300%	\$796.50	\$812.40	\$828.60
Contractor* (2 to 9 playing musicians)	100%	\$265.50	\$270.80	\$276.20
Contractor* (10 or more playing musicians)	200%	\$531.00	\$541.60	\$552.40
Music Librarian*	100%	\$265.50	\$270.80	\$276.20
Signatory*	20%	\$53.10	\$54.15	\$55.25

*The fees for this function are added to the fees of the playing musician.

12.6 MISCELLANEOUS

12.6.1 Wedding, Baptism, Funeral or other Ceremony

Playing Musician	% of fee	01/09/2010 to 31/08/2011	01/09/2011 to 31/08/2012	01/09/2012 to 31/08/2013
Musician in an ensemble (minimum fee)	100%	\$128.00	\$130.50	\$133.10
Musician performing alone	200%	\$256.00	\$261.00	\$266.20
Function				
Leader (2 to 9 playing musicians)	200%	\$256.00	\$261.00	\$266.20
Leader (10 or more playing musicians)	300%	\$384.00	\$391.50	\$399.30
Contractor* (2 to 9 playing musicians)	100%	\$128.00	\$130.50	\$133.10
Contractor* (10 or more playing musicians)	200%	\$256.00	\$261.00	\$266.20
Music Librarian*	100%	\$128.00	\$130.50	\$133.10
Signatory*	20%	\$25.60 \$	\$26.10	\$26.60

*The fees for this function are added to the fees of the playing musician.

12.6.2 Other Rates

Function	% of fee	01/09/2010 to 31/08/2011	01/09/2011 to 31/08/2012	01/09/2012 to 31/08/2013
Recitalist	Concert	\$800.00	\$816.00	\$832.30
Recital Accompanist	Concert	\$400.00	\$408.00	\$416.15
Rehearsal Accompanist or Audition Accompanist	Hourly rate	\$60.00/hr	\$61.20/hr	\$62.40/hr
Musician Accompanist for a Class (music, dance, theatre, etc.)	Hourly rate	\$50.00/hr	\$51.00/hr	\$52.00/hr

13. IMPLEMENTATION PERIOD

The present Minimum Working Conditions come into effect September 1st, 2010 and remains in effect from year to year thereafter. The minimum fees provided for in Article 12, as well as the travel indemnities provided for in Article 8, will be raised by two percent (2%) on the first (1st) of September of each consecutive year.

ANNEX A COPY, ORCHESTRATION AND ARRANGEMENT

COPY

Hourly Work:

Any copy work which is difficult to calculate by the page, such as: additions, cuts, modifications, proof readings, corrections, markings, bowing indications, printing or photocopying, cutting and pasting, etc. is remunerated at the rate of \$30.80 (September 1st, 2010); \$31.40 (September 1st, 2011); \$32.00 (September 1st, 2012) per hour or portion thereof.

OR

General conditions apply to all forms of copy:

- a) The fee calculated is based on a page of ten (10) staves or forty (40) measures.
- b) The fee is calculated by the half-page and by the page, except the first page, which is always calculated at the rate of a full page. The half-page comprises at most five (5) staves. The full page comprises five (5) staves or more, up to and including (10) staves.
- c) On average, each staff comprises four (4) measures, if possible, and two (2) staves of the first page are reserved for the title and other indications.
- d) The paper and materials necessary are supplied or paid for by the producer, or furnished by the copyist at a reasonable price.
- e) The transposition of any part of a sheet of music is remunerated at the rate indicated, plus fifty percent (50%).
- f) The copyist who prepares the original score or music part is remunerated at the rate indicated for any reproduction by any existing mechanical or electronic means, except when the copyist has already been paid at the scale rate for the original score or music part.
- g) The copy of all foreign-language lyrics (other than French or English) is remunerated at the rate of \$3.91/page (September 1st, 2010); \$4.00/page (September 1st, 2011); \$ 4.05/page (September 1st, 2012).

List of Minimum Fees for Copy

1. Single Staff
 - a) Simple Notation
\$6.20 per page (September 1st, 2010); \$6.30 per page (September 1st, 2011); \$6.45 per page (September 1st, 2012)
 - b) Divided parts or with chords - supplement of 50%
 - c) Rhythm Section Parts – chord symbols plus one line (bass or other) - supplement of 50%

Plus entrance cues for other voices (without lyrics) - an additional 25%

- d) Vocal Parts
 - i) Melodic line for a single voice with words – supplement of 50%
 - ii) Leader's Score; melody and chord symbols plus one line of lyrics.
\$14.35 per page (September 1st, 2010); \$14.65 per page (September 1st, 2011); \$14.95 per page (September 1st, 2012)
- e) Leader's Score with Cues
\$14.35 per page (September 1st, 2010); \$14.65 per page (September 1st, 2011); \$14.95 per page (September 1st, 2012)

2. Multiple Staves

- a) Double Staves, Chords – Piano, Organ, Harp, etc. (with or without chord symbols)
\$19.78 per page (September 1st, 2010); \$20.15 per page (September 1st, 2011); \$21.00 per page (September 1st, 2012)
- b) Piano - Voice - Three (3) Staves with one (1) Line of Lyrics
\$19.78 per page (September 1st, 2010); \$20.15 per page (September 1st, 2011); \$21.00 per page (September 1st, 2012)
- c) Choral Parts with One (1) Line of Lyrics
\$19.78 per page (September 1st, 2010); \$20.15 per page (September 1st, 2011); \$21.00 per page (September 1st, 2012)
- d) Leader's, Producer's, Stage Manager's Score, two (2) or three (3) staves with melodic line, bass chord symbols and indications, through signs or words, of instrument entrances \$33.95 per page (September 1st, 2010); \$34.60 per page (September 1st, 2011); \$35.30 per page (September 1st, 2012)

3. Pianist Leader Scores

Complete chord annotation with instrument entrance cues – chord symbols derived from the score. \$33.95 per page (September 1st, 2010); \$34.60 (September 1st, 2011); \$35.30 (September 1st, 2012)

The fees payable for the copy of serious music are not subject to the above regulations and must be negotiated separately.

ORCHESTRATION AND ARRANGEMENT

Hourly Work:

An hourly rate for arrangers and/or orchestrators should only serve for adjustments, rehearsal time, modifications, additions and other cases where scale by the page is not applicable.

\$50.80 per hour (September 1st, 2010); \$51.80 per hour (September 1st, 2011); \$52.85 (September 1st, 2012)

OR

The following terms apply to arrangement and orchestration:

- a) The fee payable for arrangement and orchestration by virtue of the present Article includes neither copy nor composition.
- b) Instrumental scores comprise four (4) measures and are calculated on the basis of at least ten (10) parts.
- c) The double staff and divided parts are calculated as two (2) parts.
- d) The entrance pick-up, leading to the first measure, is calculated as a complete measure.
- e) The *come sopra* (signifying "as before") is remunerated as complete notation.
- f) The last page can be remunerated at the half-page rate.
- g) Vocal parts written into instrumental scores are treated as instrumental parts. When lyrics are added, these are calculated as an additional instrumental part.
- h) When a vocal part is written into an instrumental score, the vocal parts can be calculated as additional instrument parts, meaning that each vocal line is equivalent to an instrumental part.
- i) The word "PIANO" designates the organ, the harp, the celesta, the harpsichord, the accordion, the cymbalum, etc., when the notation appears on two (2) staves
- j) When the vocal part is not included in an instrumental score, the applicable rate is that of vocal parts and includes a piano accompaniment part – chord symbols and a bass line or complete notation of the piano part.
The vocal part, as the instrument part, comprises four (4) measures and not more than four (4) vocal lines. Any additional vocal line is remunerated based upon paragraph 4d) of the following fees list.
- k) The producer has the right to a half an hour of consultation for each arrangement commissioned and is not obliged to pay a supplementary fee.

List of Minimum Fees for Arrangement and Orchestration

1. Score of More than Ten (10) parts: Rates per Page
 - a) Arrangement and Orchestration
\$32.90 (September 1st, 2010); \$33.55 (September 1st, 2011); \$34.25 (September 1st, 2012)
 - b) Orchestration of an Arrangement
\$18.65 (September 1st, 2010); \$19.00 (September 1st, 2011); \$19.40 (September 1st, 2012)
(Not requiring changes or additions. See the definition of the Orchestrator.)

2. Any additional line, instrumental or vocal, which exceeds ten (10) parts per page of the score:
\$1.40 (September 1st, 2010 / 2011 / 2012)
3. Parts added to an existing orchestration [per part]
\$2.15 (September 1st, 2010); \$2.20 (September 1st, 2011); \$2.25 (September 1st, 2012)
4. Addition of a Piano Part [per page of score]
\$3.90 (September 1st, 2010); \$3.95 (September 1st, 2011); \$4.05 (September 1st, 2012)
 - a) Chord Symbols and Bass Line
\$3.90 (September 1st, 2010); \$3.95 (September 1st, 2011); \$4.05 (September 1st, 2012)
 - b) Complete Notation
\$17.15 (September 1st, 2010); \$17.50 (September 1st, 2011); \$17.85 (September 1st, 2012)

Moreover, the following provisions apply:

- a) The writing of a melodic line with harmonization (chord symbols) produced by the voice, by an instrument or by mechanical means, including symbols (single line)

Per group of four (4) measures:
\$9.40 (September 1st, 2010); \$9.60 (September 1st, 2011); \$9.80 (September 1st, 2012)
- b) Piano reduction of an orchestral score to two (2) lines for pianist leader
Per group of four (4) measures
\$17.15 (September 1st, 2010); \$17.50 (September 1st, 2011); \$17.85 (September 1st, 2012)

Piano reduction of an orchestral score to three (3) lines for pianist leader
Per group of four (4) measures
\$21.50 (September 1st, 2010); \$21.95 (September 1st, 2011); \$22.40 (September 1st, 2012)
- c) Reduction of orchestral score to a part for piano solo, harp, accordion, etc.
Per group of four (4) measures
\$17.15 (September 1st, 2010); \$17.50 (September 1st, 2011); \$17.85 (September 1st, 2012)
- d) Vocal part (when the vocal parts are not included in an instrumental score) of four (4) measures per page comprising at most four (4) voices with piano accompaniment.
 - i) Chord symbols and Bass Line
Per group of four (4) measures
\$16.40 (September 1st, 2010); \$16.75 (September 1st, 2011); \$17.05 (September 1st, 2012)
 - ii) Complete Score Reduction for Piano
Per group of four (4) measures
\$33.15 (September 1st, 2010); \$33.80 (September 1st, 2011); \$34.50 (September 1st, 2012)

Each additional voice
Per group of four (4) measures
\$1.40 (September 1st 2010/2011/2012)