



Gmmq

Section locale 406 de l'AFM

ANNUAL REPORT

2016-2017

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Message from the President

The past few years have been rich in debates and pronouncements for the **Gilde**, and your association has been actively involved in various socioeconomic and cultural files of vital importance to its members. Here is an overview of our activities in 2016-2017.

Political Representation

Québec's Cultural Policy

In February 2016, Culture Minister Hélène David announced that the government was launching a review of Québec's 25-year-old cultural policy. The **Gilde** tabled a position statement in April, took part in public hearings in June 2016, and then attended the consultation forum in September 2017.

In the summer and fall of 2017, I played an active role on the *Comité consultatif sur le soutien à la création et à la condition socio-économique des artistes* (Advisory committee on support for creation by artists and artists' socioeconomic conditions). We took the opportunity to reiterate to the Minister of Culture that any cultural policy must place the artists front and center: the sums that the Québec State invests in culture must be distributed fairly, and we must ensure that our creators and performers can earn a decent living from their art rather than merely survive. The entertainment industry, major festivals and concert halls—all generate significant economic spinoffs, which often fail to reach musicians. The Status of the Artist Act must be reviewed, as it no longer meets its stated objectives. The new policy and action plan published on June 12, 2018 by Culture Minister Marie Montpetit fulfilled these expectations.



GMMQ President Luc Fortin and Executive Director Mylène Cyr were at the Chapelle du Musée de l'Amérique francophone in Québec City on June 6, 2016 to present the GMMQ's position statement as part of public consultations on the renewal of Québec's cultural policy.

Birth of the RAM

In the fall of 2016, following an initiative put forward by singer-songwriter David Bussi eres, authors, composers, performers and musicians-entrepreneurs pooled their efforts to form the **Regroupement des artisans de la Musique (RAM)**. The GMMQ has been part of this initiative from the outset and holds a seat on its executive committee, together with the UDA, SPACQ and Artisti. There is strength in numbers, and the RAM has become an important mouthpiece with various levels of government. In February

2017, the RAM announced a platform detailing an approach to reviewing the revenue-sharing model used to commercialize music with the objective of ensuring the long-term viability of Québec music and that of its creators and performers. Long live the RAM!

Coalition for Culture and Media / Federal Cultural Policy

In May 2017, the GMMQ joined a handful of Fédération des travailleurs du Québec-affiliated unions from the cultural and media sectors to create the Coalition for Culture and Media. The Coalition went on to bring together some 40 member organizations for the launch of the “Declaration for the sustainability and the vitality of national culture and media in the digital era.”

The Coalition has played an active part in the public debate following the announcement of the Netflix agreement and the Creative Canada Policy Framework by Canadian Heritage Minister Mélanie Joly. We held an important press conference concerning the issue on September 14, 2017. I sit on the Coalition’s Strategy Committee, and I invite you to follow the Coalition’s public pronouncements on Facebook.



Press conference held by the Coalition for Culture and Media on September 14, 2017. From left to right: Ms. Louise Beaudoin; Denis Bolduc, President of SFCP-Québec and V-P of the FTQ; Gilles Charland E-D of AQTIS; Nicole Matiation, E-D of On Screen Manitoba; Luc Fortin, President of the *Guilde des musiciens et musiciennes du Québec*; Hugo Latulippe, President of the *Documentary Network*; Jérôme Payette, E-D of the *Association des professionnels de l’édition musicale (APEM)*; Sophie Prigent, President of the *UDA*

Fighting harassment in the cultural sector

In October 2017, after multiple cases sexual harassment shook the cultural community, the GMMQ and other associations, including the UDA, helped Juropop establish Montreal's first legal aid and psychosocial support clinic for alleged victims of sexual harassment or aggression. We then took part in broad-ranging discussions with cultural community stakeholders intended to take stock and adopt shared mechanisms that will allow everyone to create and work in a safe environment. The declaration in favour of a work environment free of harassment, adopted and signed by some 30 cultural organizations on behalf of several thousand Québec artists, artisans, producers, creators and cultural workers, speaks to the cultural community's concerted commitment.

The next steps will be to create an anti-harassment policy model, draft a code of conduct, establish a single window for all victims across the cultural community to file a complaint (neutrality, confidentiality and impartiality), and present training activities geared to the cultural community in response to the various needs expressed in this regard.

In December, media reported on a series of serious allegations of sexual aggression involving conductor Charles Dutoit, essentially in relation to events that are said to have taken place in the United States. Mr. Dutoit worked served as conductor of the OSM for close to 25 years, and psychological harassment complaints led to his resignation in 2001. The orchestra's administration subsequently requested an independent inquiry, and at the time of publishing this activity report we have yet to find out what the results were.

Union Life

Historic agreement between the GMMQ and the American Federation of Musicians

Members who attended the **Annual General Assembly on March 31, 2016** unanimously adopted the agreement in principle marking the start of a new era for GMMQ, Local 406 of the American Federation of Musicians. Our thanks go out to all those who took the time to complete the online survey, which saw more than 98% of members come out in favour of the agreement. The agreement signals the beginning a constructive partnership with the Federation. I would like to thank AFM President Ray Hair and Canadian Vice-President Alan Willaert for their openness and understanding during the recent negotiations leading to this agreement. The agreement meets the specific needs of our association, which operates in a social, cultural and legal context that's unique in North America.

The 100th AFM Convention in June 2016 marked another historical milestone, with the unanimous adoption, by delegates, of a resolution in favour of integrating into the Federation's general regulations a section stipulating that French is recognized as the official language of Québec and Canada and requiring that the AFM consider this reality. The Federation has since translated its general regulations as well as articles from its monthly journal, *International Musicians*, and its website (AFM.org). Years of

advocacy work with AFM authorities finally bore fruit, therefore, and we're very pleased with this positive outcome.

International Federation of Musicians (FIM) – International Orchestra Conference

The FIM's International Orchestra Conference came to close in Montréal on May 14, 2017. The project was first launched at the Oslo IOC in 2014, when our candidacy was presented by then-executive director Mylène Cyr, who successfully convinced the FIM executive to embark on this adventure with the GMMQ. Over the three-day conference period, we met with orchestra administrators, musicians, union representatives and professionals from 30 countries who share our passion for concert music and the orchestral world. The 270 delegates and about 30 expert panelists shared ideas and perspectives, including on the specific societal context in which their respective careers have evolved. Individuals were thus able to make a unique contribution to this ambitious effort to gather ideas with the goal of finding solutions and identifying the main challenges facing orchestras in 2017. It was truly an honour for the GMMQ, Local Section 406 of the AFM, to play host to the first-ever IOC event in North America.



Liza Frulla, actuelle Directrice générale de l'ITHQ, ex-ministre de la Culture du Québec (1990-94) et du Patrimoine Canadien (2004-06) lors de la Conférence Internationale des Orchestres (CIO)



Luc Fortin, président de la GMMQ, s'adresse aux participants de la CIO



International Orchestra Conference – May 2017

Negotiations

Request for arbitration as part of the negotiation of the GMMQ-AQPM collective agreement

In January 2017, after two years of unproductive negotiations and mediation with the Association Québécoise de la production médiatique, the AQPM's financial offers represented a significant step back from the minimal conditions already in force. To break the impasse, we were reduced to requesting the appointment of an arbitrator. The arbitrator will evaluate the various demands and offers in order to rule upon the working conditions. In the meantime, agreements with presenters remain in force.

ADISQ agreement on working conditions for performing artists

ADISQ and the Guilde des musiciens et musiciennes du Québec reached an agreement on the renewal of their collective agreement governing shows, in force since 2009. The new three-year agreement includes a number of improvements to our working conditions and sets out varying rates for musical directors, accompanists and featured musicians, based on the type of show and hall capacity.

ADISQ, agreement on sound recordings – Grievances tabled by ADISQ

This legal dispute stems from an ADISQ challenge concerning an application for tariffs tabled before the Copyright Board by Artisti, a collective society that administers the rights of performers. These new tariffs for performing artists cover fixation and reproduction rights, the right to make available to the public, and distribution rights. ADISQ is firmly against this initiative, maintaining that it violates existing agreements between ADISQ and the UDA as well as ADISQ and the Guilde des musiciens, and it has filed grievances on the issue. The dispute has yet to be settled.

Report on representations in 2016-2017

2016

- **February 4 and 10:** Consultation meetings on broadcasting classical music in the digital era
- **February 7:** 19th edition of the Opus Awards Gala presented by the Conseil Québécois de la musique (CQM)
- **February 15:** The start of work on the renewal of Québec's cultural policy announced at Place-des-Arts by Minister Hélène David
- **April 29:** The GMMQ statement on the review of Québec's cultural policy submitted to the Ministère de la Culture
- **May 9, 10, 11:** International symposium held on the measurement of digital cultural products.
- **May 12 and 13:** Forum on "copyrights in the digital era: issues and perspectives" presented by the Ministère de la culture et des communications.
- **June 2:** Participation in the roundtable on broadcasting concert music in the digital era, held in conjunction with the 7th Grand Rendez-vous de la musique
- **June 17 to 23:** AFM Canadian Conference, followed by the 50th American Federation of Musicians Convention.
- **September 12:** Annual SOCAN Gala
- **October 24:** Official signature of the "GMMQ-ADISQ Stage" agreement at the offices of ADISQ
- **November 1:** Panel on copyrights and cultural diversity (Assemblée des parlementaires de la Francophonie)
- **November 27:** Submission of the position statement entitled "*Réponse à la consultation de Patrimoine canadien sur le contenu canadien dans un monde numérique*" (*Response to the consultation by Canadian Heritage on Canadian content in a digital world*), drafted by Éric Lefebvre, Secretary-Treasurer of the GMMQ
- **December 21:** Meeting with the spokesperson for the Official Opposition on the issue of culture

Presentations to students:

We gave [six presentations to music students](#) at CEGEPs and universities during the 2015-2016 school year.



2016 Grand Rendez-vous de la musique presented by the CQM. On the right, President Luc Fortin, in the center, Bellemare Première Directrice, ICI-Musique. Photo credit: Caroline Laberge



GMMQ President Luc Fortin at the Séminaire sur la diversité des expressions culturelles à l'ère du numérique (November 1, 2017)

2017

- **February 5:** Opus Awards Gala presented by the Conseil Québécois de la musique (CQM)
- **February 14 and 15:** Press conferences held by the RAM in Montreal and Québec City
- **March 21 and 22:** Forum Culture numérique
- **May 11 to 14:** FIM International Orchestra Conference
- **June 7:** Grand Rendez-vous de la Musique presented by the CQM
- **August 11 to 13:** AFM Canadian Conference of Musicians in Hamilton
- **September 5 and 6:** National forum on Québec's draft policy on culture
- **September 14:** Press conference and launch of the declaration drafted by the Coalition for Culture and Media.
- **October 10:** Official launch of the RAM
- **October 14:** Closing event at the OFF JAZZ Festival, and presentation of the Prix François-Marcaurette to pianist Gentiane Michaud-Gagnon.
- **October 16:** SOCAN Gala
- **October 31:** Presentation of the grants from the Music Promotion Fund

Presentations to students:

We gave [nine presentations to music students](#) in CEGEPs and universities during the 2016-2017 school year.



Lévy Bourbonnais, President of the OFF Jazz Festival, and Geneviève Plante, Vice-President of the



GMMQ President Luc Fortin and Marie-Laurence Primeau of the Fête Alors ensemble, recipient of a 2017 grant from the Music Promotion Fund.



GMMQ President Luc Fortin and Alexa Rainwright of the Infusion Baroque ensemble, recipient of a 2017 grant from the Music Promotion Fund.

Fond Jean-Carignan

The **Fonds Jean-Carignan** was established by the *Guilde des musiciens et musiciennes du Québec* to support professional musicians in need. Named after Jean-Carignan, the famed Québec violinist who died on February 16, 1988, this fund offers occasional assistance to musicians who experience financial and social difficulties.

Each year, the GMMQ operates **fundraisers** (named *Coup de chapeau* and *Coup de chaleur*) in collaboration with five major national orchestras with the goal of collecting donations for the **Fonds Jean Carignan**.

In 2016, five *Coup de chapeau* events were held in collaboration with the *Orchestre Symphonique de Montréal*, the *Orchestre Symphonique de Québec*, the *Orchestre Métropolitain*, the *Violons du Roy* and the *Domaine Forget*, raising a total of **\$8,267**.

In 2017, five *Coup de chapeau* events were held in collaboration with the *Orchestre Symphonique de Montréal*, the *Orchestre Symphonique de Longueuil*, the *Orchestre Métropolitain*, *I Musici de Montréal* and the *Opéra de Montréal*, raising a total of **\$9,360**.



Employees of GMMQ and volunteers at Coup de chapeau events

Key financial data

Financial data

	2013	2014	2015	2016	2017
Annual dues	599 540 \$	600 553 \$	596 456 \$	598 147 \$	621 377 \$
Work dues	828 743 \$	835 647 \$	794 190 \$	770 877 \$	842 124 \$
AFM remittances	256 640 \$	303 923 \$	295 040 \$	296 154 \$	319 467 \$
Pension fund	2 217 695 \$	2 292 011 \$	2 189 124 \$	2 422 524 \$	2 458 839 \$
Vacation pay	115 105 \$	116 292 \$	108 853 \$	111 043 \$	111 254 \$

Statistic data

	2013	2014	2015	2016	2017
Number of contract	4 503	4 488	4 495	3 842	3 444
Average number of musicians per contract	5,97	6,02	5,85	6,25	6,90
Number of producers	299	304	304	295	278

Members count as of December 31st

	2013	2014	2015	2016	2017
Regular members and student members	2 986	2 993	2 969	3 013	2 945
Lifetime honorary members and honorary members	190	196	164	155	149
Gold lifetime honorary member	26	23	24	38	41
Total	3 202	3 212	3 157	3 206	3 135

Labour relations

Agreements

A pair of important files drew our attention in 2016 and 2017: negotiations with the Association québécoise de la production médiatique (AQPM) for television shows, and negotiations with the Association québécoise de l'industrie du disque, du spectacle et de la vidéo (ADISQ) for sound recording. These negotiations required third-party arbitration, for different reasons.

- **AQPM:** Following the failure to negotiate a collective agreement between the GMMQ and the AQPM for television, a request to appoint a dispute arbitrator was submitted to the Minister of Culture on January 25, 2017. Subsequently, the GMMQ and the AQPM jointly appointed Esq. Eric Lévesque to hear the case. The following hearing dates are scheduled: September 25, 26 and 27, 2018; October 31; November 1, 27, 28, and 29, 2018. At the same time, the GMMQ and the AQPM are in continued discussions aimed at reducing the number of issues to debate before the arbitrator.
- **ADISQ:** While the GMMQ and ADISQ are still in negotiations to reach a collective agreement on sound recordings (an agreement that governs remuneration and working conditions specific to recording on a CD-type medium, for example, which expired in 1998 and remains in force), ADISQ submitted two grievances, one against the Union des artistes (UDA), and the other against the GMMQ. For ADISQ, musicians and singers assigning their exclusive rights under the Copyright Act to Artisti or any other collective society would constitute a breach of the UDA-ADISQ and GMMQ-ADISQ collective agreements. The GMMQ is of the opinion that musicians have the option of assigning the rights they hold to their performances to a person of their choice, including a collective society, without breaching collective agreements. This became a major issue after Artisti, the collective society, submitted two tariff projects aimed at artists-performers to the Copyright Board. The parties appointed arbitrator Yves Saint-André to conduct an inquiry and hearings on this issue. Several arbitration hearings were scheduled in 2017 and 2018.

Other than these files, the GMMQ continues to negotiate collective agreements with a significant number of producers. The following two tables list the collective agreements that were reached between January 1, 2016 and December 31, 2017, while the third table indicates the negotiations in progress through December 31, 2017.

**Signed collective agreements
Symphony orchestras and chamber orchestras**

Producer	Subject	Signature date	Period
Orchestre symphonique de Laval	Letter of agreement, Show : Musique Maestro	2016-01-17	2017-2018
Orchestre symphonique de Laval	Letter of agreement, Show : Musique Maestro	2017-04-18	2017-2018
Violons du Roy	collective agreement	2016-04-27	2015-2020
Orchestre symphonique de Longueuil	collective agreement	2016-05-25	2015-2017
Jeunesses Musicales	collective agreement	2016-06-27	2016-2019
Orchestre Métropolitain	collective agreement	2017-03-10	2015-2021
Orchestre de chambre Appassionata	collective agreement	2016-05-24	2016-2017
Orchestre symphonique de Sherbrooke	Letter of agreement, Sound recording of a concert on CD	2016-10-18	2017-02-19
Sinfonia de Lanaudière	collective agreement	2016-11-08	2016-2017
I Musici de Montréal	collective agreement	2017-06-27	2017-2020
Orchestre symphonique de Drummondville	collective agreement	2016-01-27	2015-2019
Nouvel Ensemble Moderne	collective agreement	2017-02-08	2016-2017
Orchestre Métropolitain	Letter of agreement, Sound recording of a concert on CD	2016-10-13	2016
Orchestre Métropolitain	Letter of agreement, Sound recording of a concert on CD	2017-03-23	2017
Orchestre Métropolitain et Opéra de Montréal	Letter of agreement, Audiovisual recording	2017-10-29	2017

**Signed collective agreements
Other fields of artistic production.**

Producer	Subject	Signature date	Period
Groupe MSBG	collective agreement	2016-03-29	2016-2017
ADISQ scène	collective agreement	2016-10-24	2016-2019
Productions Juste pour rire	Letter of agreement, Musical Grease	2016-03-18	2016-2017
Productions Juste pour rire	Letter of agreement, Musical Mary Poppins	2017-01-17	2016-2017
Productions Juste pour rire	Letter of agreement, Musical Footloose	2016-05-16	2017
CBC/Société Radio-Canada	General agreement of production	Nov. 2017	2015-2018
XS La petite boîte à musique	Tribute to Robert Charlebois	2016-06-23	2016
XS La petite boîte à musique	Tribute to Plamondon	2017-05-15	2017
Le théâtre Magasin	<i>La nuit de la patate</i>	2016-01-14	2016-2017

Current negotiations at december 31st 2017

Producer	Fields of production
Orchestre symphonique de Montréal (OSM)	scene
Association Québécoise de la Production Médiatique (AQPM) (arbitration of a first collective agreement, television)	television
Association Québécoise de l'Industrie du Disque, du Spectacle et de la Vidéo (ADISQ)	sound recording
Orchestre symphonique de Trois-Rivières	scene
Orchestre symphonique de Longueuil	scene
Orchestre symphonique de Gatineau	scene
Orchestre Métropolitain (fees for 2015-2021 period)	scene

Oversight results

The Guild's labour relations officers have carried out oversight work over the course of the year. This work consists of listing shows, concerts and albums (physical or digital) as well as verifying whether the related contracts were submitted. The officers then check whether the producers are bound to the GMMQ via a collective agreement. If such is the case, the officers ask to view the contracts and the related remittances. This system, by proceeding through notices of claim or grievances, makes it possible to recover thousands of dollars in contributions to the pension fund, vacation pay, and union dues.

	CONTRIBUTIONS	PENALTIES	VACATIONS	MEMBERSHIP	PERMITS	OVERSIGHT	PENSIONS	TOTAL
2016	44 582 \$	13 795 \$	36 983 \$	800 \$	2 705 \$	1 313 \$	95 670 \$	195 848 \$
2017	42 930 \$	8 875 \$	37 607 \$	0 \$	1 638 \$	1 435 \$	90 860 \$	183 345 \$
Total	87 512 \$	22 670 \$	74 590 \$	800 \$	4 343 \$	2 748 \$	186 530 \$	379 193 \$

Communications

The Entracte

L'entracte 2016-2017 – November 2016 edition. Circulation of 25,000 across Québec

L'entracte 2017- 2018 – November 2017 edition. Circulation of 25,000 across Québec

The end of 2017 also marked the final print edition of *the entracte*, which will henceforth be circulated in digital format only. This decision was made after our members expressed a desire to receive the publication by email rather than standard mail (see the survey results below), and for budgetary reasons (high printing costs). Members who do not have access to the Internet will still be able to receive a print copy at home, if they wish.

The frequency of publication will also change: *The entracte* will be published three times a year.

The Newsletter

The Guild's *newsletter* is your one-stop source for monthly information as a GMMQ member. You'll find news updates from the music community, together with job opportunities, details on grants available, audition notices, and any relevant information on association life at the Guild, with details on all the important events.

In 2016 and 2017, all members in good standing received nine and seven newsletters, respectively.

Social media

NOUVEAU ! La Guild est maintenant présente sur **Instagram** :
@gildedesmusiciensduquebec

Everything you need to know about GMMQ activities in real time, with stories and information on special offers for members. Liking and sharing our publications is already a commitment to the GMMQ in and of itself. Help us promote our new account by subscribing. And express your support for every Guild initiative that you feel is necessary to improve working conditions for professional musicians. **Ready, set, click!**

Social media report	2017	2016	2015
Facebook	1 427 likes	1 300 likes	1 100 likes
Twitter	452 followers	440 followers	380 followers

Since our last annual report, the number of people liking the GMMQ Facebook page has increased by **30%**, while we also added 72 Twitter followers.

The Guild intends to further develop these two social media platforms. In 2018, our social media pages will feature contests intended to increase our subscriber base. Keep an eye on our publications for numerous prizes to win.

Like, share, comment! Let's work together to develop our online community and forge a strong network of professional musicians, using the hashtag **#TeamGMMQ**

New Logo :

The GMMQ adopted a new logo at the end of 2017. Our new visual identity is meant to be modern and unifying so that it represents all our musicians.



The shape of the sine wave was chosen because it encompasses all music, and more importantly all instruments. What's more, its shape is simple, flexible and elegant. Its overall symmetry suggests cohesion, uniqueness and dynamism—all essential qualities for an association like the *Guilde*. The sine wave is in perfect step with the two “Ms” below and can itself be associated, by virtue of its shape, with two Ms.

In terms of typography, it is a blend of several fonts, which have been modified. There is little chance of seeing these three letters in the same configuration again, and at the same time. One final detail: this new logo is easily recognizable and will automatically be associated with the *Guilde*.

The new visual identity will be used when the GMMQ website is revamped in early 2018.

Member survey – October 2017

The survey was aimed at sounding out our members about issues they face as artists. We also wanted to know what directions they feel the *Guilde* should be charting over the next three years. Their answers will serve to identify the main themes addressed at our next Estates General. Only members in good standing through October 2017 were invited to answer the anonymous survey, which featured 24 questions. The survey was available in French and English. A total of 562 members responded in French, and 87 responded in English, which is equivalent to a response rate of 23% for francophone members, and 20% for anglophone members.

The survey was forwarded to members on Monday, October 6, and there were two subsequent reminders, seven and 14 days after the initial mailing, respectively.

Some responses drew special attention. First, the cyberbulletin is the communications tool used most often by our members; it would be appropriate to review its format and design, therefore, to ensure that it remains as interesting as possible for our members.

It would be a good idea to promote the GMMQ's mobile application, as well, as only 17% of members know about it. The mobile application is an essential tool that lets users consult information on members in a timely and effective manner.

In addition, the vast majority of members expressed a wish to see *l'Entracte* distributed in electronic format only (84%). That said, they agreed that a few print copies should be kept to accommodate members who don't have access to the Internet, and for distribution to libraries and relevant organizations.

Moreover, 86% of members would like the option of paying their membership dues online. This option will be available to members next winter, with the implementation of the new website.

In regards to general meetings, 74% of members stated that they would be more inclined to attend these meetings if they had the option of voting electronically. Most members are interested in becoming more involved in union life at the *Guilde*, but don't have enough time to attend the various meetings.

The final section of the survey was dedicated to *lagamme.mu*. The results show that more than half of GMMQ members are not aware of the cooperative's existence. Some 54% of members expressed an interest in taking advantage of a referral service of this kind to secure contracts, and 60% of respondents stated that they would like to receive more information about *lagamme.mu*

Media presence

Press releases

The Guilde des musiciens et musiciennes du Québec issued one press release in 2016 and three in 2017, under the following titles:

Conférence Internationale des Orchestres à Montréal - Une première en Amérique du Nord !	2017, may 9th
Mise en place d'un projet pilote pour aider les musiciens et compositeurs québécois	2017, march 30th
Négociations entre les musiciens et les producteurs d'émission de télévision : la Guilde des musiciens et musiciennes du Québec demande la nomination d'un arbitre	2017, january 25th
Accord entre la Guilde et l'American Federation of Musicians - « Une entente historique ! » - Luc Fortin, président	2016, march 16th

Media review

The Guilde des musiciens et musiciennes du Québec stepped up its media presence at the end of 2017, when it was called upon to issue a statement at the height of the #metoo/#moiaussi movement, concerning allegations of sexual misconduct in the cultural community. The GGMQ teamed up with other professional cultural associations in order to speak with one voice.

The Guilde was also featured in the media on several occasions, including during the International Orchestra Conference in May 2017, and the February 2017 launch of the Regroupement des artisans de la musique (RAM) initiated by David Bussières of the group Alfa Rococo. The GMMQ is a member of the RAM.

-The Charles Dutoit affair:

The Guilde was cited in **12 media articles** concerning allegations of misconduct and sexual aggression by conductor Charles Dutoit, which appeared in December 2017. Several of these articles specifically questioned whether the Guilde was made aware of these reports of sexual misconduct at the time (Journal de Montréal, La Presse, Le Devoir, 98.5 FM, Huffingtonpost, Radio Canada, TVA Nouvelles, L'actualité).

Media review 2016-2017

- « **La détresse des musiciens** », Le Journal de Québec, 2017, december 20th
- « **Grégory Charles réfute les allégations de Marie-Pier Simard Gagnon** », le droit, 2017, november 22nd
- Texte collectif « **La presse écrite est en péril et le gouvernement Trudeau doit agir** », Huffingtonpost Québec, 2017, november 20th
- « **Harcèlement : vers un plan d'action pour la tolérance zéro sur les plateaux** », lapresse.ca, 2017, november 9th
- « **Dénoncer des inconduites sexuelles : le milieu culturel se donne un plan d'action** », Radio Canada, 2017, october 30th
- « **Plusieurs victimes d'agression sexuelle ont profité de la clinique CAVAC-Juripop** », Huffingtonpost Québec, 2017, october 28th
- « **Gentiane MG CD reviewed** » (François-Marcaurette/ Guilde des musiciens et musiciennes du Québec prize), Ottawa citizen, 2017, october 27th
- « **Juripop et le CAVAC accueillent des victimes d'agressions sexuelles** », L'Actualité, 2017, october 27th
- « **Les victimes d'agressions sexuelles pourront consulter gratuitement un avocat** », lapresse.ca, 2017, october 25th
- « **Scandales sexuels** » : électrochoc pour l'industrie du spectacle, lapresse.ca, 2017, october 20th
- « **Netflix et Spotify : une grande coalition culturelle demande plus de fermeté** », Le Journal de Montréal, 2017, september 14 th
- « **Ex-participante à La Voix, Tamara Weber-Fillion joue dans la rue pour gagner sa vie** », Le Journal de Montréal, 2017, august 7th
- « **18^e édition de l'OFF JAZZ de Montréal** », L'Initiative, 2017, july 18th
- « **Yannick Nézet-Séguin : l'homme prestissimo** » (Conférence Internationale des Orchestres), lapresse.ca, 2017, may 1st
- « **Il faut que l'artiste soit correctement rétribué - Florence K** », Radio Canada, 2017, february 21st
- « **Streaming : les musiciens se regroupent** », Le Journal de Montréal, 2017, february 15th
- « **Des artisans de la musique souhaitent réviser le modèle de partage des revenus** », Radio Canada, 2017, february 15th
- « **L'année musicale 2017 : 3 interrogations et une prière** », Radio Canada, 2016, december 29th
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Secretary-Treasurer

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Special advisor :

Marc Fortier

NB : All members of the board of directors are professionals musicians and members of the GMMQ

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