

# ANNUAL REPORT

2022



GMMQ

Section locale 406 de l'AFM



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# **POLITICAL REPRESENTATIONS**

Prepared by: Amélie Bissonnette-Théoret,  
Assistant to the Executive Director

## President's message

Dear members,

The year 2022 has been punctuated by significant events for the cultural world and musicians in general, both from a legislative and socio-economic point of view.

### **February 2022: The pandemic is over.**

Shortly after a painful curfew in the middle of the vacation season, the Quebec government finally unveiled a decontamination schedule, which led to a return to near-normal life. As of February 28, concert halls were able to open at 100%, a situation not experienced for two years. The page has finally been turned on a very difficult period, one that has left a lasting mark on the world of the performing arts.

### **June 2022: Reform of the Law on the Status of the Artist (LSA), a step forward, but there's still work to be done.**

June 3 was a historic day, when the National Assembly finally passed Bill 35, aimed at harmonizing and modernizing the Professional Status of the Artist Act (PSA). It was the first real reform of this 35-year-old law. The then Minister of Culture, Nathalie Roy, kept her government's promise to revise the law before the summer of 2022.

The GMMQ had been campaigning for years for a revision of the LSA and had presented its demands in a [brief submitted in February 2021](#). The law adopted on June 3 meets some of our demands: a specialized tribunal (the Tribunal administratif du travail) to protect artists' freedom of association and right to collective bargaining. It's high time artists had the same rights as other workers with regard to the harassment provisions of the Act respecting labour standards.



On a positive note, one of the GMMQ's key demands was the right to minimum conditions for all sectors of musical activity. A new section in the ISA seems promising in this regard, and would enable the government to set minimum conditions by regulation for the conclusion of professional contracts with artists. We are, however, perplexed as to the real scope of this new section of the law. We'll be keeping a close eye on the situation in our next attempts to set working conditions in these sectors.

The new LSA did not resolve the long-standing problem that subsidized productions are not accountable to the state for respecting minimum working conditions for artists. Performances continued until the end of the summer, interrupted by provincial elections and a change in the head of the Ministry of Culture.

### **Broadcasting Act C-11**

All Canadian cultural associations and groups welcomed this bill, which would finally regulate the Web giants and oblige them to contribute to Canada's cultural ecosystem. However, provision C-11, which amends the Status of the Artist Act (SOA), excluded "online businesses" from this legislation. Without amending this Act, we would not have been able to negotiate working conditions for musicians hired by such online companies (Netflix, Amazon, etc.). Fortunately, along with Canadian AFM VP Alan Willaert, I was able to appear before the Senate Committee studying C-11. We were delighted to find out later that our efforts had paid off, and the law was subsequently amended.

In solidarity,

Luc Fortin, GMMQ President and General Manager



## Public events:

### *Public events attended by GMMQ President Luc Fortin:*

April 14: 36<sup>ème</sup> Grand Prix du Conseil des arts de Montréal at the Palais des congrès de Montréal

April 27: Nathalie Roy holds a press conference on the revision of the Loi sur le Statut de l'Artiste, in Montreal.

May 2, 3 and 4: National Summit on Arts, Culture and Heritage Renewal at the National Arts Centre in Ottawa

May 24: Special consultation at the Quebec Parliament on Bill 35 and the modernization of rules governing the professional status of artists, with the UDA

June 2 and 3: *Culture en action*, by Compétence culture, conferences, workshops and discussions on workforce issues in culture, with Vincent Séguin, GMMQ Board member, in Montreal.

June 22 and 23: Virtual Roundtable for the self-employed/demand workers on Employment and Social Development Canada's Income Support Benefit for the Self-Employed

July 5: Inauguration of Télé-Québec and SODEC Au-Pied-Du-Courant headquarters in Montreal

September 8: Grand débat sur la culture, élections 2022, at HEC's Banque National auditorium in Montreal

November 2: Appearance before the Senate Committee on Transport and Communications on Bill C-11, amending the Broadcasting Act

November 24 and 25: *Culture en action* by Compétence culture, in Montreal, with GMMQ Board member Vincent Séguin. Continuation of June 2 and 3 workshops

November 30: Quebec 2022 Awards Ceremony at Palais Montcalm in Quebec City

## Meetings with your elected officials and government representatives:

<b>Federal :</b>	<b>Provincial: MCCQ</b>	<b>CNESST</b>	<b>Service de la Culture de la ville de Montréal</b>
Heritage Canada: 4 meetings Meeting with Senator René Cormier: 1 meeting	7 meetings	1 meeting	1 meeting



## Coalitions:

The GMMQ is present in several coalitions to present a united front on issues affecting several professional associations. In 2022, it attended several meetings with the following coalitions:

-9 inter-union meetings, in coalition coordinated by the FNCC, with the UDA, APASQ, TRACE, CSN and AJIQ, to follow up on cultural policy.

-6 inter-union meetings, coordinated by TACT, with ARRQ, UDA and SARTEC.

-4 meetings with Projet Métamusique, of which our secretary-treasurer Eric Lefebvre is a member, on the Board of Directors and Finance Committee. See [metamusique.ca](https://metamusique.ca).

-1 meeting with the Coalition La culture, le cœur du Québec, in preparation for the provincial election.

-Constant communication with our counterparts at UDA, UNEQ, ARRQ, SARTEC, CQM, FAMEQ, TRACE, APASQ, ACTRA, SCGC and AJIQ, to name but a few.

-In 2022, the GMMQ president also sat on the board of directors of the Resound music management company. 3 meetings were held.



opposite:  
examples of coalition  
campaigns

## Presentation to students:

The GMMQ gave 5 presentations to music students. Presentations resume after the pandemic, both face-to-face and virtual. The virtual format works well for many teachers.

- March 18: UDEM, virtual
- March 22 and September 13: Cégep de Sherbrooke, virtual
- April 6: Cégep Marie-Victorin
- April 13: Cégep de Lanaudière, virtual



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# COMMUNITY LIFE

Prepared by : Amélie Bissonnette-Théorêt,  
Assistant to the Executive Director



## 5@7 members

In addition to our annual general meetings, the GMMQ regularly organizes thematic 5@7s to bring members together to discuss common issues.

Members were invited to the 5@7 launch of the CAFID committee on April 26, 2022, at the Île Noire pub in Montreal. Committee godmother Florence K was on hand for the event, as were a number of members of the DIG! group (Différences et inégalités de genre en musique au Québec), with whom the Guild has collaborated in the past.

A live band accompanied the evening as participants enjoyed a drink on the theme of inclusion and diversity.



Members Christine Tassan and Francis Tétu performed at the CAFID launch 5@7.



## General Meetings:

The GMMQ held three general meetings in 2022. The hybrid format is now a given. Members can take part in the meeting both in person and virtually, via the zoom software. This formula is appreciated, as it allows a greater number of people to participate, such as members who do not live in Montreal.

**-GM April 29:** 22 members present

**-GM on October 20:** 22 members present

**-GM December 20:** 25 members present

According to the by-laws, a quorum of 21 people is required, and this has been reached at every GM.

All General Meeting minutes are available on the GMMQ website, in your member's area.



GM on October 20, 2022, hybrid formula



## Board of Directors:

In 2022, the GMMQ held 5 Board meetings, with its 14 members and special advisor, at regular intervals.

A shoulder lake of the executive committee (presidency, vice-presidencies, secretariat-treasury) also took place on May 6, 2022.

See Appendix 1: Attendance lists for Board of Directors and General Meetings.



GMMQ board members: Geneviève Plante (vice-president Montreal), Muhammad Abdul Al-Khabyr, Eric Lefebvre (secretary-treasurer), Jacques Bourget (vice-president Quebec), Line Deneault, Luc Fortin (president), Elisa Boudreau, Vincent Seguin, Marc Fortier (special advisor), Claude Soucy (Quebec) and Jean-Fernand Girard. Absent from photo: Annie Vanasse (Québec), Maxime Lalanne and Daniel Tardif (Québec).

## Canadian Federation of Musicians (CFM)

From September 12 to 16, the Canadian conference was held, bringing together local representatives of the Canadian Federation of Musicians (CFM). The event took place online.



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# KEY FINANCIAL DATA

Prepared by : Mario Lacoursière CPA,  
Director, Finance and Member Services



## Financial data

	2019	2020	2021	2022
<b>Annual contributions received</b>	609 999 \$	559 861 \$	489 165 \$	558 815 \$
<b>Fiscal year contributions received</b>	901 067 \$	654 215 \$	670 872 \$	947 550 \$
<b>Various donations to AFM</b>	327 952 \$	271 111 \$	250 786 \$	303 265 \$
<b>Pension fund - employer contributions</b>	2 699 517 \$	1 893 657 \$	1 980 439 \$	2 748 862 \$
<b>Annual leave allowance - (Holidays 4%)</b>	128 335 \$	61 088 \$	47 957 \$	118 325 \$

## Statistical data

	2019	2020	2021	2022
<b>Number of contracts processed</b>	3 408	2 876	3 138	3 323
<b>Average number of musicians per contract</b>	7,77	7,74	8,58	8,61
<b>Total number of paid services under Guild contract</b>	26 480	22 260	26 924	28 611
<b>Number of producers</b>	286	221	210	253

## Number of members at December 31

	2019	2020	2021	2022
<b>Regular and student members</b>	2 913	2 505	2 362	2 731
<b>Life and honorary members</b>	264	216	243	256
<b>Gold Life Members</b>	36	97	104	125
<b>Total members</b>	3 170	2 818	2 709	3 112



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# **LABOUR RELATIONS**

Prepared by : Louis Leclerc,  
Director of Labour Relations

## Summary by Louis Leclerc, Director of Labour Relations

The year 2022 began as the year 2021 ended, i.e. with a complete closure of the concert halls. We had to wait until early February for a partial reopening of the venues with a potential capacity of 50%, up to a maximum of 500 people. It wasn't until February 28, 2022 that the venues were able to receive their audiences at full capacity. Finally, the state of health emergency was completely lifted in June.

Several negotiations that had been suspended due to the pandemic were able to resume throughout 2022, including those with ADISQ for the performing arts sector, Orchestre Métropolitain and Orchestre Symphonique de Québec, to name but a few.

On the human resources front, Catherine Forget joined the team in February as a labour relations officer and articling student supervised by Éric Lefebvre, on a full-time basis and then part-time to pursue personal projects. Melissa Raymond, Labour Relations Advisor and lawyer, left the Guild in October to take on new challenges in a law firm. The Labour Relations Advisor position remained vacant for the remainder of the year.

Despite the gradual resumption of activities in the performing arts milieu, it is clear that we have not been able to resume all the department's normal activities; for example, workplace visits, watch activities, etc. Notwithstanding the constraints caused by the pandemic and the lack of personnel, we still achieved satisfactory results.

In closing, I would like to emphasize that the support and involvement of the President and the Secretary-Treasurer in negotiation activities, as well as in the management of more complex files, were greatly appreciated and clearly contributed to the achievement of the department's performance objectives.

Thank you.

Louis Leclerc, GMMQ Director of Labour Relations



## Yield 2022

Indicator	2022 targets	Results 2022	2021 results	2020 results
Contributions	754 688.00 \$	947 550.00 \$	670 872.00 \$	654 215.00 \$
Cumulative permits	30 000.00 \$	34 059.00\$	33 135.00 \$	30 135.00 \$
Penalties	11 000.00 \$	14 709.00 \$	12 261.00 \$	11 192.00 \$
Management fees	19 000.00 \$	14 709.00 \$	20 634.00 \$	13 587.00 \$
Non-cumulative permits	21 694.00 \$	23 757.00 \$	16 135.00 \$	14 581.00 \$

## Watch results (2013 @ 2022)

Year	Contributions	Penalties	Vacations	Membership	Permits	Régie	Pension	Totals
2013	26 543,75 \$	1 121,07 \$	23 750,55 \$	200,00 \$	3 603,95 \$	478,89 \$	51 591,02 \$	107 289,23 \$
2014	53 682,77 \$	2 284,62 \$	46 074,36 \$	400,00 \$	6 807,92 \$	478,89 \$	113 832,55 \$	223 561,11 \$
2015	45 220,09 \$	2 209,43 \$	44 394,59 \$	500,00 \$	4 793,90 \$	633,37 \$	95 868,24 \$	193 619,62 \$
2016	44 778.39 \$	13 795,29 \$	36 983,29 \$	800,00 \$	2 805,00 \$	1 312,60 \$	95 670,10 \$	196 144.67 \$
2017	42 930,18 \$	8 875,00 \$	37 606,60 \$	- \$	1 637,68 \$	1 434,87 \$	90 860,71 \$	183 345,04 \$
2018	22 355,39 \$	10 449,59 \$	23 959,85 \$	100,00 \$	878,70 \$	992,99 \$	47 147,73 \$	105 884,25 \$
2019	40 000,98 \$	14 387,62 \$	46 534,94 \$	- \$	300,00 \$	2 018,86 \$	85 017,83 \$	188 261,23\$
2020	22 537,56 \$	8 842,35 \$	26 152,47 \$	100,00 \$	1 325,00 \$	1 728,12 \$	47 275,82 \$	107 961,32 \$
2021	11 503.14 \$	8 898.38 \$	10 895.75 \$	600.00 \$	1 875.00 \$	2 925.10 \$	19 068.27 \$	55 765.64 \$
2022	16 998.16 \$	13 917.43 \$	16 152.32 \$	400.00 \$	1 085.00 \$	2 358.01 \$	29 504.77 \$	80 415.69 \$
<b>Total</b>	<b>326 550.41 \$</b>	<b>84 780,78 \$</b>	<b>312 705,72 \$</b>	<b>3 100,00 \$</b>	<b>25 112,15 \$</b>	<b>14 361,70 \$</b>	<b>675 837,04 \$</b>	<b>1 442 247,80 \$</b>





## Amounts recovered by the watch



\*Total amount recovered in 2022 :

80 415,69 \$

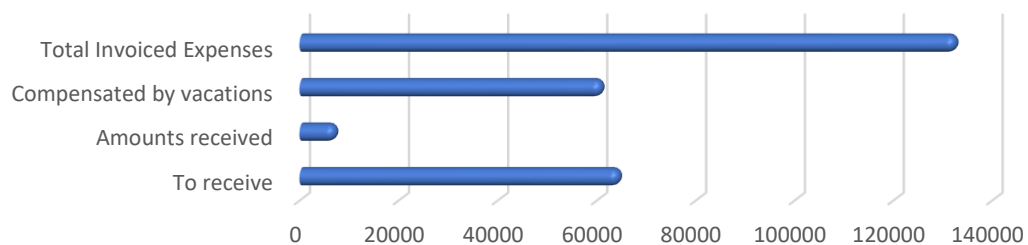
Total amounts recovered from 2014-2022 1 442 247,80 \$

## Retrieval of ADISQ-Scene service fees

	Invoiced service fees	Compensated with vacation	Paid for by the musicians	Accrued expenses	Total fees received
<b>2014</b>	2 800.00 \$	2 100.00 \$	700.00 \$	0.00 \$	2 800.00 \$
<b>2015</b>	13 150.00 \$	9 675.00 \$	2 150.00 \$	1 325.00 \$	11 825.00 \$
<b>2016</b>	19 450.00 \$	15 800.00 \$	1 300.00 \$	2 350.00 \$	17 100.00 \$
<b>2017</b>	15 550.00 \$	9 025.00 \$	1 175.00 \$	5 350.00 \$	10 200.00 \$
<b>2018</b>	14 000.00 \$	6 075.00 \$	1 000.00 \$	6 925.00	7 075.00 \$
<b>2019</b>	14 625.00 \$	6 725.00 \$	675.00 \$	7 225.00 \$	7 400.00 \$
<b>2020</b>	450.00 \$	0.00 \$	50.00 \$	400.00 \$	50.00 \$
<b>2021</b>	13 050.00 \$	1 625.00 \$	25.00 \$	11 400.00 \$	1 650.00 \$
<b>2022</b>	39 462.09	9 887.09	100.00 \$	29 475.00 \$	9 987.09 \$
<b>Total</b>	<b>132 537.09 \$</b>	<b>60 912.09 \$</b>	<b>7 175.00 \$</b>	<b>64 450.00 \$</b>	<b>68 087.09 \$</b>



### Recovery of ADISQ service fees



### Sampling results

	Contracts received	Audited contracts	Major errors	Minor errors
<b>2013</b>	4388	831	23	212
<b>2014</b>	4455	663	30	181
<b>2015</b>	4459	877	26	360
<b>2016</b>	3959	661	27	290
<b>2017</b>	3478	815	31	258
<b>2018</b>	3320	858	63	195
<b>2019</b>	3476	892	20	138
<b>2020</b>	2766	530	7	83
<b>2021</b>	3026	866	11	158
<b>2022</b>	3021	990	38	285
<b>Total</b>	<b>36 375</b>	<b>7 983</b>	<b>276</b>	<b>2 160</b>



### Contract verification

Year	Number of contracts	
	Received	Verified
2013-14	8 873	1 494
2015	4 459	877
2016	3 958	661
2017	3 478	815
2018	3 318	858
2019	3 476	892
2020	2 766	530
2021	3 026	866
2022	3 021	990
Total	36 375	7 983



Jean-Carignan Fund: Total \$800.00

Derogation	Organization	Amounts received
DE-306	KOTV	300.00 \$
DE-307	Attraction Image	500.00 \$



Music Promotion Fund: Total \$1,517.53

Derogation	Organization	Amounts received
DE-304	OSQ	1 517.53 \$



## Renewed and new agreements

Producer / employer	Agreement targeting ...	Period	Date of signature
OSQ	Total production	New agreement	In progress
OM	Total production	Agreement renewal	In progress
GFN Productions	Total production	Agreement renewal	Suspended
ADISQ / Stage	Total production	Agreement renewal	In progress
Orchestre de la Francophonie	Total production	Agreement renewal	July 12, 22
Agora Orchestra	Total production	New agreement	In progress
OSTR	Total production	Agreement renewal	February 27, 22
Music Mill	Single musician production	Agreement renewal	February 22 22
GBC- GMMQ	Requiem Brahms webcast	One-off agreement	March 3, 22
Cirque du Soleil	Increase in % pension fund	2022-2025	March 16, 22
OSG	Total production	Agreement renewal	April 20, 22
Cirque Éloize	Total production	Uses soundtracks	Suspended
NME	Multimedia	New agreement	March 31, 22
GMMQ-OSM	Side by Side project	New agreement	May 20, 22
Albert's Productions	Total production	Agreement renewal	June 7, 22
The Unisson Festival	FU and Salle Bourgie MBAM	Adherence to standards	June 21, 22
Cobalt Quartet	Creations on casing	Adherence to standards	June 22, 22
JMC	Digital broadcasts	Agreement renewal	August 18, 22
GSI-OSM-GMMQ	Riopelle symphonic studio	New agreement	August 3, 22
OSM-GMMQ	Educational product	New agreement	August 4, 22
ADISQ-GMMQ	ADISQ Gala 2022-2023	Agreement renewal	August 30, 22
GMMQ-Sphère Média	Belle et Bum special 20 <sup>ième</sup> anniversary	New agreement	20 sept 22
GSI-OSM-GMMQ	Riopelle symphonic live	New agreement	27 sept 22
OSTR-GSI-GMMQ	Diane Dufresne symphonic live CD	New agreement	October 3, 22
GSI-OSM-GMMQ	Live symphonic harmonium	New agreement	October 3, 22
Rigoletta	Total production	New agreement	October 11, 22
Segal Center	Josephine, a musical cabaret	New agreement	November 19, 22
Pamplemousse Média II	Koriste	Adherence to standards	November 24 22
OSS	Total production	Agreement renewal	December 14, 22



## Number of renewed and new agreements

	2022	2021	2020	2019	Total over 3 years
New agreements	18	15	14	14	61
Renewal	10	7	5	9	31

## Workplace visits

Producer	Date
Entourage (Nicole-Les chansons d'une vie)	May 25, 2022



From left to right: Marco Tessier, Donald Meunier, Charles Barbeau, Louis Leclerc (GMMQ), Gilbert Fradette, Rémi Malo. Absent from photo: Richard Beaudet



## MPTF (Music Performance Trust Fund)

The Recording Industry's



Number of organizations receiving subsidies for 27 services	Total amount requested by organizations	Total amount granted to organizations	The Fund awards up to 50% of the total budget requested per commitment that meets the eligibility criteria.
7	56 470.45 \$	28 235.13 \$	



The background features several abstract, organic shapes in shades of blue and orange. In the top right, there are blue shapes including a circle and a large, elongated, rounded rectangle. In the bottom left, there are orange and blue shapes, including a large, elongated, rounded rectangle and a circle. A single blue circle is positioned in the bottom right area.

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# **COMMUNICATIONS AND EVENTS**

Prepared by : Floriane Barny,  
Director of Communications

## Newsletter

The GMMQ Newsletter is your monthly source of information as a member. In it, you'll find the latest news from your association, the latest news from the industry and not-to-be-missed events.

In 2022, 10 newsletters were sent in French and English to GMMQ members in good standing, as well as to former members less than 2 years old and anyone who subscribed to the newsletter via the website - an average of 3,500 people.

## L'Entracte

L'entracte is GMMQ's 100% digital magazine. It offers in-depth content on GMMQ activities, analyses of certain media hot spots, an inspiring portrait of a GMMQ member and the various negotiation files currently underway at the GMMQ.

L'entracte is distributed to members by e-mail and via social networks, and is always available online on the GMMQ website. It is published twice a year (Autumn and Spring). A printed version is available on request.

### The 2022 editions:





## Special communications

In 2022, 9 special communications were sent by e-mail to GMMQ members. These communications are sent to newsletter subscribers and include special communications relating to important news (such as the COVID crisis), or invitations to participate in special events, major surveys or special projects.

Members can unsubscribe at any time. However, we invite them to stay connected with us through this channel, so as to receive important communications relating to their environment as quickly as possible.

## Social networking

Social networking review	2022	2021	2020	2019
Facebook	4,169 subscribers	3,915 subscribers	3096 subscribers	2,267 subscribers
Instagram	1225 subscribers	1,121 subscribers	948 subscribers	570 subscribers
Twitter	503 subscribers	590 subscribers	546 subscribers	504 subscribers

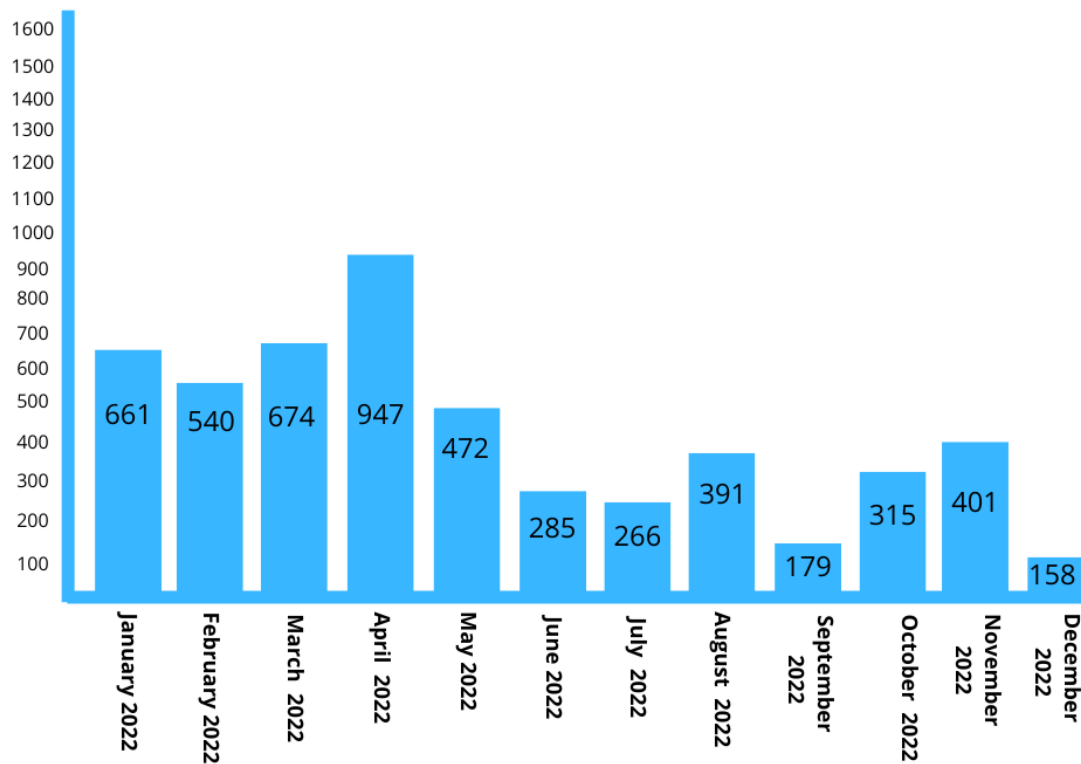
Since our last annual report, the number of subscribers to the GMMQ Facebook page has increased by 6.5%, and is still rising. We've surpassed 4,000 subscribers! The growth of the Instagram account continues, 9.3% increase in our subscribers. Our twitter account is experiencing a 14.7% drop in subscribers.

**Like, share and comment!** Let's develop our online community to weave a strong network of professional musicians, with the keyword **#TeamGMMQ**.

Below is a graph showing the coverage of our Facebook page in 2022, i.e. the average number of people per day who saw our page or related content, per month.



### Average Facebook coverage per month for 2022



On average, we reached 441 people a day this year.

Attendance peaks coincide with political events in culture, which are more effervescent in the first half of the year (with a new lockdown at the beginning of the year, and the revision of the law on the status of the artist in April).



## Media presence

### Press releases

February 04: [Bill C-11: Quebec's cultural associations applaud the government's swift action](#)

MONTREAL, Feb. 4, 2022 - Quebec's leading arts and culture associations - APASQ, AQAD, ARRQ, FNCC-CSN, GMMQ, SARTEC, TRACE, UDA and UNEQ - are delighted with the swift introduction of Bill C-11, aimed at bringing digital giants under Canada's broadcasting rules.

February 17, 2022: [Extension of support measures: relief for artists' associations \(leleazard.com\)](#)

MONTREAL, Feb. 17, 2022 - The associations of artists and cultural workers welcome the announcement by the Minister of Culture and Communications that the Quebec government is extending its support measures for the arts and culture community, which has been severely shaken since the start of the pandemic.

April 27: [Status of the artist: historic reform welcomed \(newswire.ca\)](#)

MONTREAL, April 27, 2022 - The Union des écrivaines et des écrivains québécois (UNEQ) is very pleased with the bill to harmonize and modernize the rules governing the professional status of artists tabled today in the National Assembly by the Minister of Culture and Communications, Nathalie Roy, and calls on the government and opposition parties to study and adopt it as soon as possible.

June 03: [Adoption of Bill 35: a major victory for artists!](#)

QUÉBEC CITY, June 3, 2022 - At last! For the first time in Quebec's history, writers and playwrights have won the right to collectively bargain their working conditions, and all artists will now be able to defend their individual and collective rights before the Tribunal administratif du travail (TAT), which will ensure that they are respected.

### Press review

In 2022, there were 57 GMMQ appearances in the media, an average of 5 articles per month. 33% were the result of direct interviews, the rest were the result of our work in coalition with other associations.

The GMMQ's lobbying activities include interventions in the media. In 2022, our interventions are significant but less frequent than in 2021. This corresponds to a more traditional frequency of publication, outside crisis periods.

The press review is presented in Appendix 2 of this report.



## Events

### Webinar: Mental health, women and the music industry

The event took place on Tuesday, May 10, 2022, at 7:00 pm, Via Zoom. It was presented to us by Florence K, the committee's godmother, and a singer-songwriter, pianist and PhD candidate in psychology at the Université du Québec à Montréal, as part of the CAFID committee's activities.

This one-hour interactive webinar focused on the theme of "mental health, women and the music industry". Drawing on her background as a musician, Florence K raised the veil on the sensitive subject of musicians' mental health, and provided food for thought in relation to the issues encountered in the field.

The whole event took place in a friendly, relaxed atmosphere.

The event was attended by 10 members and non-members. Participation was free for members, and \$8 for non-members.



### Journées de la Culture 2022

On October 2, 2022, the GMMQ offered a musical talk for the Journées de la culture, in partnership with the Grande bibliothèque in Montreal.



Three members of the GMMQ Board of Directors were invited to share moments from their careers as musicians, and the reasons for their involvement with the GMMQ, with the general public. The discussions were interspersed with short musical extracts, delivered by the guests themselves.

Special thanks to Line Deneault, Vincent Seguin and Marc Fortier for their exclusive participation.

We shared a wonderful moment with visitors to the Grande Bibliothèque that day, and were able to demystify certain aspects of the life of a professional musician.



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# **TRAINING COURSES**

Prepared by : Floriane Barny,  
Director of Communications

## Training courses, in partnership with CQM

For the fourth consecutive season, the GMMQ offered training courses in partnership with the CQM (in french). These courses are partially funded by Compétence Culture and Emploi Québec, enabling us to offer them at affordable prices.

These courses are given by experts in their field, and are aimed at professional musicians and cultural managers, with a view to career development. For the 2022-2023 season (September 2022 to June 2023), 15 training sessions were given, benefiting 151 people.

### Autumn 2022

Stratégie de découvrabilité pour les musiques de niche sur les plateformes numériques.

Préparer sa carrière, préparer sa vie de musicien et de musicienne.

Communiquer son offre de concert : comment sortir du lot.

Droits d'auteur, répartitions des revenus et intermédiaires en musique.

### Winter 2023

Réalisation vidéo : Valorisez votre œuvre musicale ?

Autoroute de la notoriété : présence web du musicien.

À la conquête de votre public! Les clés d'une communication efficace sur scène.

Fiscalité pour travailleur et travailleuse autonome en musique.

Obtenir un contrat ou l'art de la négociation.

### Spring 2023

L'art de créer votre image artistique et de raconter votre histoire.

Rédaction efficace d'une bourse d'artiste pour les artistes.

Musique et mise en scène. Repenser son concert de façon créative.

Autoroute des ventes: présence web du musicien.

Les réseaux de diffusion et mon positionnement.

Logiciel Dorico.

## Exclusive webinars

On May 26, 2022, a webinar was offered to GMMQ members on suicide prevention, by the Association Québécoise de Prévention du Suicide (AQPS). Suicide has particularly marked our community this year, and GMMQ is working to deploy concrete actions in 2023 to support prevention and break taboos. The training session is available for replay in the online member area of our website.



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Prepared by : Amélie Bissonnette-Théorêt,  
Assistant to the Executive Director



In 2022, the Fonds Jean-Carignan helped **12 GMMQ members**, for a total amount distributed of **\$6,000**. That's 12 people who received financial relief in a difficult situation, and that's priceless. The fund provides one-time financial assistance to professional musicians in need. It intervenes as a last resort, in a context of emergency and crisis.

We have now **helped a total of 71 musicians** since our founding in 2011.

In 2022, there were no fundraising events, mainly due to the uncertain health situation at the beginning of the year, which made it difficult to organize such large-scale events.

Fundraising activities should resume in 2023, including the impro challenge with the Fondation des artistes.

The most important source of revenue in 2022 was donations from GMMQ members, particularly when they renewed their annual dues, for a total of 153 private donors and 4 corporate donors, raising \$20,100. A big THANK YOU! **Thanks to you, solidarity within our community takes on a concrete meaning.**

In 2022, Quebec artists were still suffering the effects of the COVID 19 pandemic. That's why, at the same time, Quebec's professional musicians, GMMQ members and non-members alike, continued to receive direct assistance in many forms, thanks to major budget envelopes from the governments of Quebec, Canada and the Conseil des arts et des lettres du Québec (CALQ), through the Fondation des artistes. Musicians requiring financial assistance for psychological, legal or social support were referred to the Fondation des artistes. The GMMQ would like to thank the Government of Quebec, the Government of Canada, CALQ and the Fondation des artistes for these programs, which have been of great assistance to our community. The Fondation remains the only organization in Quebec to ensure that the funds invested by the various government bodies actually reach the artists and are used to improve their living conditions. For more information, visit the [Fondation des artistes](#) website.

*\*We wish to emphasize that all Fonds Jean-Carignan activities are carried out on a voluntary basis by the entire team. No fees are charged to the Fund by the GMMQ. Only 2.24% of our revenues go to management fees for our investments, which are managed by the Fondation des Artistes du Québec in a separate silo.*





**GMMQ Executive Committee:****Luc Fortin**

President

**Éric Lefebvre**

Secretary-Treasurer

**Geneviève Plante**

Vice-President, Montreal

**Jacques Bourget**

Vice-President, Quebec

**GMMQ Board of Directors:****Muhammad Abdul Al-Khabyr**

director

**Jean Fernand Girard**

director

**Elisa Boudreau**

administrator

**Daniel Tardif**

Director, Quebec

**Annie Vanasse**

Director, Quebec

**Vincent Seguin**

director

**Maxime Lalanne**

director

**Claude Soucy**

Director, Québec

**Line Deneault**

director

**Marc Fortier**

special advisor



### The GMMQ administrative team :

#### HEAD OFFICE - MONTREAL

**Amélie Bissonnette-Théorêt**  
Assistant to the General Manager

**Kiara Vilchez, replacing Floriane Barny**  
Director of Communications

**Mario Lacoursière CPA**  
Director, Finance and Member Services

**Louis Leclerc**  
Director of Labor Relations

**Melissa Raymond**  
Lawyer, Labour Relations and Legal Support Officer

**Catherine Forget**  
Labour Relations Officer

**Anne Carmen Hubert**  
Accounting assistant

**Manon Robert**  
Member Service Agent  
P2 Permits and Visas

**Sébastien Aumont**  
Intermediate Clerk | Operations Support

**Geneviève Gauthier**  
Administrative Officer

**Samuel Hogue and Jessica Duranleau**  
Scanning clerks

#### EASTERN QUEBEC OFFICE

**Johanne Truchon**  
Labour Relations Officer



## APPENDICES

## Appendix 1: Board of Directors and Annual General Meeting attendance chart

**Directors' attendance at GMs and BoDs**

Period from January 1 to December 31, 2022

	BoDs	BoDs	GM	BoDs	BoDs	GM	BoDs	GM	TOTAL
MEMBERS	Feb, 4	April, 25	April, 29	June, 3	Sept, 19	Oct, 20	Nov, 23	Dec, 20	
Luc Fortin	x	x	x	x	x	x	x	x	8
Éric Lefebvre	x	x	x	x	x	x	x	x	8
Geneviève Plante	x	x	x	x	x	x	x	x	8
Jacques Bourget	x	x	x	x	x	x	x	x	8
Élisa Boudreau	x	x	Abs	x	x	Abs	x	x	6
Maxime Lalanne	x	x	x	Abs	x	x	x	Abs	6
Line Deneault	x	Abs	x	x	Abs	x	x	Abs	5
Muhammad Abdul Al-Khabyr	x	x	Abs	x	Abs	x	x	Abs	5
Annie Vanasse	x	x	Abs	x	Abs	Abs	x	x	5
Vincent Séguin	x	Abs	x	x	x	x	Abs	Abs	5
Claude Soucy	x	Abs	x	x	Abs	x	Abs	x	5
Daniel Tardif	Abs	x	Abs	Abs	x	x	Abs	x	4
Jean-Fernand Girard	Abs	x	Abs	x	x	Abs	Abs	Abs	3
Marc Fortier	Abs	Abs	Abs	x	x	Abs	Abs	Abs	2

Abs = absent

BoDs = Boards of Directors

X = present

GM = General Meeting



## Appendix 2: Press review

*All the articles below were published in French.*

*We have translated some titles into English for ease of understanding. Thank you.*

January 4: [Stéphane Laforest leaves the Orchestre symphonique de Sherbrooke | Le fil des régions | Actualités | Le Soleil - Québec](#)

January 10: [OCM launches mentoring program with UdeM - L'initiative \(linitiative.ca\)](#)

January 11: [Gathering for equality in music - Montreal Campus \(montrealcampus.ca\)](#)

January 15: [COVID-19 : Le milieu culturel convoquer la semaine prochaine pour dessiner la suite des choses | Le Devoir](#)

January 20: [Karim Ouellet dies: an album was in the works when he cut the ties | TVA Nouvelles](#) and [Journal de Québec](#).

January 20: [Ces musiciens qui se réorientent | Noovo Info](#), broadcast on the 5 p.m. newscast.

January 21: [Catch-up on Jan. 21, 2021: A diplomatic meeting on Ukraine, and a possible universal vaccine against COVID-19 \(radio-canada.ca\)](#) Interview with Luc Fortin at 12:22 p.m., on MIDI INFO, on ici Première with Alec Castonguay, on the reopening of concert halls.

January 22: [The cultural community demands more predictability | Le Devoir](#)

January 22: Interview with Luc Fortin on RDI - Flash info at 10am, 11am and 12pm.

January 24: [Libérez l'art! | Le Devoir](#) Editorial by Brian Myles

January 24: Radio Canada, ici première, le 15-18, 16 h 51 | Culture with Catherine Richer: Reopening of theatres. Interview Sophie Prigent and Luc Fortin.  
[Catch-up on Monday, Jan. 24, 2022: Vaccine passport and strategy for the unvaccinated \(radio-canada.ca\)](#)

January 24: [Reopening of movie theatres: pressure from the cultural community grows on Quebec City | Radio-Canada.ca](#)

January 26: [Allô, François, ça va? | La Presse](#)

January 29: [Wave of suicides among stage artisans | When the curtain falls forever | La Presse](#)

February 5, 2022: [Ideas: Recognizing the professional reality of musicians | Le Devoir](#)

February 6, 2022: [Cultural sector | The slope will be difficult to climb back up, according to several stakeholders | La Presse](#)

February 6, 2022: [Bill C-11: Quebec cultural associations applaud the government's swift action](#)



- February 7, 2022: [Bill C-11: Quebec cultural associations applaud government's swift action - Vingt55](#)
- February 8, 2022 [Cultural community welcomes Quebec City's deconfinement plan with relief | Radio-Canada.ca](#)
- February 10, 2022 : [Access to music as an essential service | Points of view | Opinions | Le Soleil - Québec](#), Open letter
- March 2022 : [Interview with Luc Fortin and Éric Lefebvre of the Quebec Musicians' Guild: Spotify, iTunes and Bill C-11](#) , L'Aut'journal
- March 18: [12% of musicians admit to having had suicidal thoughts during the pandemic, notes Luc Fortin - Sophie Durocher - Omny.fm](#)
- April 10: [Québec presents a \\$225.8 M plan for the cultural sector \(journalmetro.com\)](#)
- April 13: [Revision of Status of the Artist laws | Net public support for creators | La Presse](#)
- April 13: [Reform of the Status of the Artist Act: François Legault must keep his promise, say Quebecers \(csn.qc.ca\)](#)
- April 14: [\[Opinion\] Face à l'industrie de la musique, #JeSuisPhilémon | Le Devoir](#)
- April 27: [Status of the Artist Bill: a step forward welcomed by the cultural community | Radio-Canada.ca](#)
- April 27: [Bill 35 must be adopted before the end of the parliamentary session, say artists' associations. Csn.qc.ca](#)
- May 24: Bill 35: [a unique opportunity for artists, argue their associations in parliamentary committee today csn.qc.ca](#)
- September 7: [Food: Soups](#)  
Geneviève Plante interviewed by Radio-Canada's Pénélope, mention of the Guilde des musiciens et musiciennes du Québec.
- September 22: [EMPLOYMENT INSURANCE IS "NONSENSE" - LeCNC.com](#)
- October 14: [Self-producers still waiting for SODEC recognition - Le Devoir](#)
- October 17: [OFF JAZZ 2022 | LAST WEEKEND OF AN OFF-ROAD JAZZ MARATHON - sorstu.ca](#)
- October 20: [Gentiane presents her new album "Walls Made of Glass" Sunside Sunset Jazz Club Paris - Unidivers.fr](#)
- October 21: [Staff shortages, inflation, stimulus... Here's what's in store for Minister Lacombe - Ici radio canada Arts](#)
- November 12: [The music of others - La Presse](#)
- December 15: [All writers on the same footing | Le Devoir](#)



December 15: [Quebec: authors' strategy for the coming years \(actualitte.com\)](#)

December 23, 2022 : [Artists of literature | Les syndicats, en sommes-nous vraiment besoin ? | La Presse](#)

December 29, 2022: [\[Opinion\] Selling the Maison des écrivains, really? | Le Devoir](#)

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#### PRESS REVIEW ORCHESTRE SYMPHONIQUE DE QUÉBEC :

December 14: ["Insufficient salaries threaten OSQ's survival, musicians believe"](#), Le Soleil

*Also published in :*

- [La Voix de l'Est](#)
- Le Quotidien
- Le Nouvelliste

December 14: ["Négociations à l'OSQ : les musiciens " au bout du rouleau ""](#), ICI Québec

*Also appeared on :*

- [MSN.ca](#)

December 14: ["Les musiciens de l'Orchestre symphonique de Québec crient famine"](#), Le Devoir.

*Also appeared on :*

- [Moroccoday.fr](#)
- [MSN.ca](#)

December 15: ["Orchestre symphonique de Québec: musicians denounce impasse in negotiations"](#) TVA Nouvelles.

*Also appeared on :*

- [Qub Radio](#)
- TVA Québec - TVA Nouvelles, 6:02 p.m.

Radio :

December 20: CKIA FM 88.3 - Quebec City, wake-up call, [8:00 a.m.](#)

Television :

December 15: Noovo Québec - Le Fil, [5:30pm](#) (from 7min48sec).

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