

City of Mississauga  
**Corporate Report**



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| <p>Date: April 16, 2024</p> <p>To: Chair and Members of General Committee</p> | <p>Originator's files:</p>           |
| <p>From: Jodi Robillos, Commissioner of Community Services</p>                | <p>Meeting date:<br/>May 8, 2024</p> |

## Subject

**Musician Fair Pay Policy**

## Recommendation

That the Musician Fair Pay Policy, attached as Appendix 1 to the Corporate Report dated April 16, 2024 entitled "Musicians Fair Pay Policy" from the Commissioner of Community Services be approved.

## Executive Summary

- This Policy is a recommendation from the approved Music Strategy.
- Staff identified a gap in policy whereby no set minimum payments for musicians contracted for City-produced events existed.
- Musicians are the foundation of a vibrant music ecosystem.
- To ensure payments for all City-produced events support professional musicians, staff recommend following minimum payment guidelines set by the Toronto Musicians' Association 149, the local union branch of the American Federation of Musicians of the United States and Canada.

## Background

The approved Mississauga Music Strategy identifies a vibrant music scene brings a multitude of benefits including job creation, tourism, city brand-building, and attraction and retention of skilled workers. At the foundation of any music scene is musicians.

Staff in the Creative Industries Office identified a gap in policy whereby no set minimum payments for musicians contracted for City-produced events existed.

## Present Status

The majority of musicians for City-produced events are contracted by the Culture and Events unit, which includes Event Development and Creative Industries teams. Musicians are also contracted, though much less frequently, by units such as Corporate Communications, Libraries and Culture Programs for events such as protocol events and conferences.

Currently, some payments to musicians are lower than industry standard rates and do not recognize the compensation standards for professional musicians.

## Comments

This policy applies to City-produced events where musicians are contracted by City Staff for live performances.

### Exclusions

This policy does not apply to:

- Vocalists contracted by the City only to perform the National Anthem
- Musicians performing in the Sauga Busks Program
- Musicians being contracted by the City for purposes other than live music performances
- Partnerships with other agencies to produce events where the City is not directly contracting musicians, or engagements where a musician is contracted by the City but paid by a third-party, or
- Community music groups, music clubs and/or citizens' bands contracted by the City whose members are fully or partially comprised of volunteer musicians

For greater clarity, the following are out of the scope of this policy:

- Individuals or organizations receiving grant funding from the City of Mississauga
- Registered Affiliate Groups of the City of Mississauga
- Business Improvement Areas (BIAs)
- Musicians contracted by the Mayor and Members of Council
- Community-led events held on City property, or
- Any music licensing fees due to SOCAN, Re: Sound, Entandem or other collective management organizations

## Strategic Plan

This policy results directly from the City's first Music Strategy (2022-2026), which recommends developing a policy to set minimum payments to musicians for all city-produced events.

## Engagement and Consultation

To determine industry standard rates, staff consulted with Toronto Musicians' Association 149 (TMA 149), the local union branch of the American Federation of Musicians of the United States and Canada (AFM). TMA 149 represents professional musicians and establishes annual minimum rates for live performances on behalf of its membership. Mississauga falls within the jurisdiction of TMA 149.

## Financial Impact

There is no financial impact to this report. Musicians booked for events at cultural venues such as Celebration Square and the Living Arts Centre are at minimum paid the industry rates and often times due to competitive markets above the minimum rates. Musicians contracted for Creative Industries Office programs such as the Summer Concert Series are currently paid standard TMA 149 minimum rates.

## Conclusion

Adopting this policy will ensure payments to musicians for City-produced events are in line with industry standards, contributing to a complete and vibrant local music economy.

## Attachments

Appendix 1: Musician Fair Pay Policy



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Jodi Robillos, Commissioner of Community Services

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