

CITY OF HAMILTON

MOTION

General Issues Committee: February 17, 2021

MOVED BY MAYOR FRED EISENBERGER

SECONDED BY COUNCILLOR

Establishing Fair Wages for Musicians: Guidelines and/or Policy for City-Run or City-Funded Events Utilizing Musicians

WHEREAS, the Mayor's Task Force on Economic Recovery recommends the creation of a "minimum wage" pay scale for musicians hired by the City and at City related/sanctioned events, to ensure musicians are fairly compensated as COVID-19 related re-openings occur and to establish a best practice for the future;

WHEREAS, one of the City of Hamilton's Music Strategy key goals is to cultivate music creation and talent;

WHEREAS, the City's Creative Industries Sector Profile identifies music as one of the top industries for growth and development; identifies Hamilton as the number one/top destination for music related occupations in Canada; and identifies talent retention and attraction as essential in maintaining and developing the music industry in Hamilton;

WHEREAS, Hamilton is recognised as 7th in the world for the number of independent musicians per capita; and musicians and singers are the top core creative music sector occupations, representing 14% of all music sector occupations; and with 22% of all music industry workers identified as self employed;

WHEREAS, recognizing that the single most important source of income for a musician is generated through live performances in venues and spaces in cities across Canada, and that many musicians are unable to perform in venues and festivals due to COVID-19;

WHEREAS, the current Canadian Federation of Musicians and the Hamilton Musician Guild rates range from \$150 to \$590 for performances of approximately one hour in length (rates dependent on the number of musicians performing);

THEREFORE, BE IT RESOLVED:

That staff be directed to report back to the General Issues Committee on the establishment of City guidelines and/or a policy establishing a practice of payment for musicians, based on the most current fees recommended by the Canadian Federation for Musicians, represented locally by the Hamilton Musicians Guild Local 293 for City-hosted and City-funded events.