

June 14, 2021

Re: Fair Payment of Musicians for City-Led Events Policy

Dear Members of the General Issues Committee,

On behalf of the Hamilton Chamber of Commerce, Hamilton's oldest institution at 175 years old, I would like to take this opportunity to endorse the proposed *Fair Payment of Musicians for City-Led Events Policy*.

As President & CEO of the Chamber, I have the privilege of speaking for our 1,000+ members that employ over 75,000 people in our community and wish to express our support of the guideline recommendation to ensure that any musicians hired to perform at a City of Hamilton organized events are paid using, at the minimum, the Canadian Federation of Musicians annually established payment guidelines.

As per the recommendations stemming from the Mayor's Task Force on Economic Recovery to "create [a] minimum wage pay scale for musicians hired by the City and at City-related/sanctioned events, to ensure musicians are paid fairly as reopening happens and afterwards," the Hamilton Chamber of Commerce recommends that Committee ratify the proposed policy which will formalize an approach and ensure consistency across the Corporation of the City of Hamilton regarding staff responsibilities when hiring and paying musicians for City-led events.

Establishing and implementing a *Fair Payment of Musicians for City-Led Events Policy* aligns with the City's Music Strategy, Economic Development Action Plan and Fair Wage Policy. Moreover, the adoption of such a policy demonstrates leadership and models fair payment practices found in many Canadian cities that further supports, recognizes, retains and attracts musicians to Hamilton who are essential to our own local music industry.

Sincerely,



Keanin Loomis
President & CEO
Hamilton Chamber of Commerce