



**HAMILTON**  
cityofmusic

May 26, 2021

Re: Fair Payment Recommendation

Dear Councillors,

On behalf of the Hamilton Music Advisory Team (HMAT), this is a letter delegating in support of the Fair Payment guideline recommendation with the intent to ensure any Hamilton musicians hired to perform at a City of Hamilton organized events are paid using, at the minimum, the Hamilton Musicians' Guild payment guidelines.

As a self-declared city of music, it is critically important our municipality demonstrates a leadership role that reinforces a gold standard payment approach. This will positively impact the music community because it's actions offer respect for a musician's work, part of the arts community, and will influence the greater community to follow suit.

The old and antiquated approach of Payment in Exposure (PIE) continues to be perceived as worthy compensation while in fact it is not in keeping with a progressive arts and culture community best practice. The PIE approach doesn't pay bills, cover the expenses an artist experiences to produce the art and it helps perpetuates the myth of the starving artist.

The decision to offer Fair Payment will demonstrate leadership in support of the music community. It will reinforce a message that our musicians are

vital to the community, their work is valued and, just as importantly, it will help influence our greater local community, including the arts community, that Payment in Exposure is no longer an acceptable practice.

If the City of Hamilton is truly a city of music who wishes to strengthen its music eco-system and enjoy the economic spin-offs as a greater community, then important steps need to be taken. Fair payment is one step in the right direction to help ensure musicians can build sustainable careers and help avoid Payment for Exposure to continue to be perpetuated. Without fair musicians pay, the realization of a true city of music with a healthy music eco-system will not be realistically possible. We as a city need to 'walk the talk'.

The City of Hamilton Fair Payment recommendation is an important step that will help validate city council's belief in its music strategy and show conviction that our music community is worth the investment.

Sincerely,

A handwritten signature in black ink that reads "Patricia LeClair". The script is fluid and cursive, with the first name "Patricia" and last name "LeClair" clearly distinguishable.

Patricia LeClair  
Chair, Hamilton Music Advisory Team.