

**AGREEMENT
BETWEEN
HEALTH ARTS SOCIETY OF ALBERTA (HASA)
AND
THE CALGARY MUSICIANS ASSOCIATION, LOCAL 547
OF THE
AMERICAN FEDERATION OF MUSICIANS OF THE
UNITED STATES AND CANADA (CMA)**

ARTICLE 1 - RECOGNITION

The signing parties recognize:

- 1.01 Health Arts Society of Alberta as a presenter of live and streamed music engaging professional musicians.
- 1.02 The Calgary Musicians Association, Local 547, of the American Federation of Musicians of the United States and Canada as the sole bargaining agent for those of its members who are engaged by Health Arts Society of Alberta as performing professional musicians.

ARTICLE 2 - APPLICATION AND DURATION

- 2.01 This Agreement sets forth the minimum rates and conditions governing the services by AFM musicians for live and streamed performances, rendered under the auspices of Health Arts Society of Alberta.
- 2.02 This Agreement is in force from November 1, 2021 until December 31, 2023.
- 2.03 The signing parties hereby agree to commence negotiations of a new Agreement before October 30, 2023. If the parties fail to execute a new Agreement on or before the expiry date, extension of this Agreement shall continue on a year-to-year basis and shall be a matter of mutual consent between the parties.

ARTICLE 3 - GENERAL CONDITIONS

- 3.01 The HASA will provide the CMA with a bi-monthly payroll spreadsheet/report and cheque for pension contributions and work dues. Work dues rates shall be 2% for live engagements and 3% for streamed performances. Work dues are deducted from the musician's fees listed in Article 4.
- 3.02 The rates listed herein shall be for a one (1) hour live service or a two (2) hour streamed service, unless otherwise specified.
- 3.03 Finished streaming or video musical content will be limited to a maximum of 30 minutes in length. Finished product will be housed on a password protected website and distributed to Seniors' care facilities across Alberta and British Columbia. Musical product will be posted for a maximum of two (2) weeks. The finished product may be used as promotion for a period of two (2) years unless otherwise agreed to by the musicians and the CMA.

3.04 If musicians engaged by Health Arts Society of Alberta participate in activities that are covered by other AFM agreements, the applicable agreement shall be in force, as well as this agreement.

ARTICLE 4 - FEES

4.01 Musicians engaged to perform live will be paid at a rate of \$150.00/musician (no Leader's fee).

4.02 Musicians engaged to provide streaming, or video performances will be paid at a rate of \$350.00/musician (no Leader's fee).

ARTICLE 5 – MUSICIANS' PENSION FUND OF CANADA

5.01 Health Arts Society of Alberta shall contribute an amount equal to 10% over and above the fee rates in Article 4 for all services of musicians covered by this Agreement to the Musicians' Pension Fund of Canada. The CMA will remit such contributions to the Fund on behalf of the employer.

ARTICLE 6 – GENERAL

6.01 The costs of streaming or video production will be the sole responsibility of HASA, and post-production and editing will be in consultation with the musicians. At all times, such production activities will be within the COVID-19 guidelines for safe work. HASA will retain ownership and control of all content distributed pursuant to this agreement. Content will not be downloadable or used to replace musical performances normally under agreement between the parties. Musicians will receive a copy of the finished product for personal use.

6.02 It is understood and agreed that all fees set out in this Agreement are the minimum payment to be made by Health Arts Society of Alberta and that the AFM members shall always have the right to negotiate individually with Health Arts Society of Alberta for compensation in excess of said fees.

Signed, Sealed and Delivered for the Calgary Musicians Association, Local 547, AFM by:

Mike Little, President

Doug Kuss, Secretary Treasurer

Date

Signed, Sealed and Delivered for Health Arts Society of Alberta by:

Meran Currie-Roberts, Executive & Artistic Director, Health Arts Society of Alberta

Date