

**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 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, rendered under the auspices of Health Arts Society of Alberta.
- 2.02 This Agreement is in force from January 1, 2019 until December 31, 2020.
- 2.03 The signing parties hereby agree to commence negotiations of a new Agreement before October 30, 2020. 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 work dues and pension contributions.
- 3.02 All rates herein listed shall be for a one (1) hour service, unless otherwise specified.
- 3.03 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 will be paid at a rate of \$150.00/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 rate in Article 4.01 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 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:

Rob McCosh, 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