

Policy Title: Musician Fair Pay

Policy Number: 08-05-02

Policy Statement

The City of Mississauga recognizes the important contributions of Musicians in Mississauga by establishing minimum payment rates for Musicians at City-produced Events based on minimum scale rates set in the current Tariff of Fees by the Toronto Musicians' Association, Local 149.

Purpose

To establish minimum payment rates for Musicians performing at City-produced Events.

Scope

This policy applies to City-produced Events where Musicians are contracted by City Staff for live performances.

Exclusions

This policy does not apply to:

- Vocalists contracted by the City only to perform the National Anthem
- Musicians performing in the Sauga Busks program
- Musicians being contracted by the City for purposes other than Live Music performances
- Partnerships with other agencies to produce events where the City is not directly contracting Musicians, or engagements where a Musician is contracted by the City but paid by a third-party, or
- Community music groups, music clubs and/or citizens' bands contracted by the City whose members are fully or partially comprised of volunteer Musicians

For greater clarity, the following are out of the scope of this policy:

- Individuals or organizations receiving grant funding from the City of Mississauga
- Registered Affiliate Groups of the City of Mississauga
- Business Improvement Areas (BIAs)

- Musicians contracted by the Mayor and Members of Council
- Community-led events held on City property, and/or
- Any music licensing fees due to SOCAN, Re:Sound, Entandem or other collective management organizations

Definitions

For the purposes of this policy:

“Band Leader” means a solo musician, or single member within a group of musicians, who acts as the contract administrator and liaison for a City-produced Event.

“City” means the Corporation of the City of Mississauga.

“City-produced Event” means any event organized on behalf of the City by City Staff.

“City Staff” means City of Mississauga employees assigned the task of selecting and booking Musicians for City-produced Events.

“Live Music” means the singing or performing of live vocals or performing live on instruments to a live audience at the same location.

“Musician” means a solo singer, instrumentalist, or group thereof who performs for an audience. DJs performing recorded music are considered Musicians.

“Toronto Musicians’ Association, Local 149” or “TMA 149” is the local union branch of the American Federation of Musicians of the United States and Canada (AFM), which is the professional association for musicians in the greater Toronto area, whose jurisdiction includes Mississauga. TMA 149 establishes annual minimum rates for live performances on behalf of its membership every five years. The rates established by TMA 149 serve as the industry standard minimum payment rates for professional musicians.

Minimum Rates & Payment Guidelines

Payment to Musicians contracted by the City for City-produced Events must follow the following rate and payment guidelines:

- Musicians are to be paid per hour at a minimum of the rates established by the current tariff rate of TMA 149, based on the number of Musicians in the group, up to 5 Musicians
 - The minimum payment for groups larger than 5 Musicians does not increase with every subsequent Musician for the purposes of this policy (i.e. the City’s minimum payment is based on a maximum of 5 Musicians), and
 - The Band Leader is always paid double the applicable hourly rate. A solo musician is considered a Band Leader
- The per Musician (up to 5), per hour, payment rate must be at least equal to the applicable minimum fees and “step ups” (i.e. Band Leader fee) outlined in the current TMA 149 Tariff of Fees

- The Music Development Coordinator, Recreation and Culture Division, prepares a synopsis of rates and guidelines and circulates the document to applicable City staff
- Musicians may negotiate, and be paid by the City, rates higher than those minimums set out in the current TMA 149 Tariff of Fees (unless fees are set in a call for applications), and
- Payments that are aligned with the minimum Tariff of Fees set by TMA 149 must be for a minimum three-hour call (for example, in the case of a 20-minute performance, a payment based on a minimum of three hours is required)

Examples

If the current minimum rate is \$73.00 per musician per hour and you contract a group comprised of 3 musicians for 2 hours, the minimum payment would be \$876.00.

Band Member	Hourly Rate (\$73.00)	Number of hours (3-hour minimum)	Minimum Payment
Band Leader (hourly rate x 2)	\$146.00	3	\$438.00
Additional Band Member #1	\$73.00	3	\$219.00
Additional Band Member #2	\$73.00	3	\$219.00

Minimum Payment Total = \$876.00

If the current minimum rate is \$73.00 per musician per hour and you contract a band comprised of 6 musicians for 2 hours, the minimum payment would be \$1,314.00.

Band Member	Hourly Rate (\$73.00)	Number of hours (3-hour minimum)	Minimum Payment
Band Leader (hourly rate x 2)	\$146.00	3	\$438.00
Additional Band Member #1	\$73.00	3	\$219.00
Additional Band Member #2	\$73.00	3	\$219.00
Additional Band Member #3	\$73.00	3	\$219.00
Additional Band Member #4	\$73.00	3	\$219.00
Additional Band Member #5	N/A	N/A	N/A

Minimum Payment Total = \$1,314.00

Related Policies and Documents

- Mississauga Music Strategy (2022-2026)
- Procurement By-law 0013-2022
- Records Retention Schedule By-law 0097-2017
- Corporate Policy and Procedure – 05-03-05 - Procuring Performers for City-Produced Culture Events

Policy Number: 08-05-02

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Last Review Date: N/A

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Revision History

Reference	Description
GC-0218-2024	Policy approved by Council on May 15, 2024.