

# Annual Report

2023



GMMQ

Section locale 406 de l'AFM



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# **POLITICAL REPRESENTATIONS**

Prepared by: Amélie Bissonnette-Théoret,  
Assistant to the Executive Director

## Message from the Chairman Chief Executive Officer

Hello GMMQ members and welcome to our 2023 Annual Report.

The Guild has published annual activity reports since 2012 (previously biennial). This report is a valuable source of information that enables our members to properly assess their association's performance in terms of finance, labor relations, communications, associative life and political representations.

First of all, we should be delighted with the year 2023, which was excellent in terms of the number of contracts filed and premium income. In 2023, the GMMQ collected revenues of \$1.8 million - a record. In terms of membership, on December 31 the GMMQ had 3,244 members, above the average of 3,177 in recent years.

### Political representations

The past year was marked by advocacy activities focused on the future directions of the Canadian Radio-television and Television Commission (CRTC), the modernization of Broadcasting Act C-11, Copyright in the Age of Artificial Intelligence, and the review of provincial cultural funding practices.

For the CRTC consultations, we worked in collaboration with UDA, SARTEC and ARRQ, and submitted [two briefs](#) with the help of an external consultant.

We also worked with the [AFM Canadian Office](#) and our partner associations to make recommendations on Bill C-11, [passed on April 27, 2023](#).

Again with our union partners in Quebec, [we took part in the Consultation](#) led by Innovation, Science and Economic Development Canada on generative artificial intelligence in the specific context of copyright.

At the provincial level, we have written [a letter to the Premier](#) and the Minister of Culture, asking them to bring together all the players in the industry - producers, distributors, broadcasters and creators - to redefine the mechanisms for allocating, distributing and circulating public funds.

### Community life

The **102<sup>nd</sup> AFM** (American Federation of musicians) **convention was** held from June 26 to 29, 2023 in Las Vegas. Following the departures of President Ray Hair and Secretary-Treasurer Jay Blumenthal, there was a race for the leadership of the Federation and several candidates for the positions of directors. The GMMQ-Local 406 delegates to the convention were myself, Eric Lefebvre, secretary-treasurer, and director Vincent Seguin. Your President ran for the position of Director, with aspiring President Tino Gagliardi and Secretary-Treasurer candidate Ken Shirk. The delegates elected me to the Board, along with Dusty Kelly, General Manager of the Toronto Musicians' Association - AFM Local 149. This was the first time that Canadians have been



elected as officers, apart from the *ex-officio* position of Vice-President Canada ([see press release](#)).

### **Lac à l'Épaulé by the GMMQ Board of Directors in October**

This year, the GMMQ commissioned MCE Conseil to work with the Board of Directors and the Executive Committee on a major organizational review. The broad outlines that emerged cover a variety of topics, such as: mobilization; review of administrative processes; involvement of Board members; training of directors on governance issues; modernization of by-laws; strengthening strategic alliances, notably with Union des artistes; and the need for a strategic consultation of our members in the near future. It will be up to the Guild's Board of Directors, elected in June 2024, to follow up on these recommendations.

This introduction to the annual report is my last, as my term of office ends on June 16, 2024. It has been a great privilege to serve on the Guild's management team for the past 18 years - and on the Board of Directors since 2003.

Enjoy your reading!

Luc Fortin, GMMQ President and General Manager



## Public events :

*Public or collective events at which the GMMQ was present :*

January 24: Canada Council for the Arts Annual Public Meeting.

February 4: OPUS Awards Gala - Conseil Québécois de la Musique (CQM).

March 20: Launch of the Cultural Human Resources Action Plan 2023-2028, by Culture en Action at l'Esplanade tranquille.

March 22: ADISQ presents the Summit on Sexual Violence in Culture.

April 28: CORIM dinner meeting with Mathieu Lacombe at the DoubleTree by Hilton Montréal.

Week of May 8: CLC (Canadian Labour Congress) General Meeting 2023.

June 1 and 2: CQM's big music event.

August 9: GMMQ presentation at FICG, Festival International de la Chanson de Granby (FICG), to contest semi-finalists, by Catherine Forget, Labour Relations Officer, and Floriane Barny, Communications Director.

August 14-17: OCSM/OMOSC Conference (Organization of Canadian Symphony Musicians).

September 26: Summit on sexual violence in culture at UQAM.

September 27: ALL IN, "Canada's largest event dedicated to Artificial Intelligence at the Palais des congrès".

October 6: GMMQ partnered with ADÉSAQ, L'Association des écoles supérieures d'art du Québec, to meet students from ADÉSAQ-affiliated schools. Line Deneault, Director, represented the GMMQ.

October 11: Launch of the Legends series at Espace St-Denis. Event paying tribute to the careers of Michel Rivard, Marjo and Jean Millaire, organized by the Panthéon des auteurs.

November 1: First ADISQ Gala.

November 5: ADISQ Gala.

November 21: CRT hearings on the development of a regulatory framework for contributions to support Canadian and Aboriginal content, with ARRQ, SARTEC and UDA.



## Meetings with your elected representatives and government officials:

	<b>Federal :</b>	<b>Provincial :</b>	<b>CRTC</b> Canadian Radio- television and Telecommunications Commission	<b>OCCQ</b> Quebec Observatory of Culture and Communications
<b>Main department</b>	<b>Canadian Heritage</b> 4 meetings	<b>MCCQ Ministère de la Culture et des Communications</b> 4 meetings	1 meeting	1 meeting
<b>Other members</b>		2 meetings		

## Coalitions:

The GMMQ is present in several coalitions to present a united front on issues affecting several professional associations. In 2023, it attended several meetings with the following coalitions:

15 inter-union meetings, coordinated by TACT, with ARRQ, UDA and SARTEC. This coalition is one of the most active. The meetings deal with major common issues in culture, such as the provincial budget, authors' rights, the new law on online streaming (federal), and artists' working conditions in general.

-UDA, SARTEC, Artisti and ARRQ attended a federal government consultation on artificial intelligence and copyright on October 27, 2023.

Communication is constant throughout the year with our counterparts at UDA, SPACQ, UNEQ, ARRQ, SARTEC, CQM, FAMEQ, TRACE, APASQ, ACTRA, SCGC and AJIQ, to name but a few.



The GMMQ also sits on the Board of Directors of the Fonds d'investissement de la culture et des communications (FICC).

Finally, the GMMQ sits on the Board of Directors of the Métamusique project (8 meetings), and on the Finance Committee. See [metamusique.ca](http://metamusique.ca).

Opposite:

Example of a coalition campaign

**INTELLIGENCE ARTIFICIELLE  
GÉNÉRATIVE ET DROIT D'AUTEUR**

Mise en garde des  
associations d'artistes



Presentation to students:

In 2023, GMMQ gave **8 presentations** to music students and emerging artists.

-March 15: Faculty of Music, Université Laval.

-March 20: UDEM music department.

-June 14: École Nationale de la chanson de Granby, in collaboration with UDA and Artisti.

-1 November: UQAM Music Department

-8 November: Cégep Marie-Victorin

-1 December: CEGEP Sherbrooke

-A presentation was also given in collaboration with APEM, SPACQ, ADISQ and UDA, entitled "*Quebec's music industry ecosystem*", on December 7. This training session, open to artists, presenters, cultural managers and agents, was intended to provide an overview of the industry's major entities and who they represent. Artisti, SOCAN and SOCAN DR were also presented. Along with the UDA, the GMMQ represented the college of performing artists.

The course was a success and will be repeated in 2024.





The cover features a large, light orange semi-circle on the left side. In the top right corner, there are several overlapping circles in shades of blue and grey. In the bottom left corner, there are also overlapping circles in shades of blue and grey. The text is centered on the orange background.

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# **COMMUNITY LIFE**

Prepared by : Floriane Barny,  
Director of Communications

## 5@7 members

In addition to our annual general meetings, the GMMQ regularly organizes thematic 5@7s to bring members together to discuss common issues.

### **5@7 inclusion networking**

On February 21, 2023, the first 5@7 of the year was held with the CAFID committee. The topic was discrimination in music in Quebec. The event was reserved for members and took place at the Guild offices. The format allowed for networking with nibbles and a glass of wine, and a small group discussion around the theme.



Our guest of honor, Allison Migeon, General Manager of the Obiora ensemble, aroused curiosity and answered questions from the members present. The creation of such an ensemble gave rise to many cross-cutting themes, from the audition process to the experiences of people who have suffered discrimination in their careers.

There were 18 of us, including 5 non-Board members and 3 guests.

### **Inspiring parents breakfast**

Our inspiring parents event was held on October 17. In the form of an open discussion, we were able to tackle several issues related to motherhood and the return to work for young mothers, but also to being a parent and an artist on a daily basis.

Many thanks to our 2 guests: Blanche Baillargeon and Amina Myriam Tébini, who came to share their experiences, and a big well done to all those who took part in the event for coming out and discussing the subject. We really wanted this event to take place.

The event was attended by 9 people, including 2 non-members. We would like to repeat this event every year.

### **5@7 Music events, variety-pop-jazz sector**

On December 13, 2023, the Guilde des musiciens et musiciennes du Québec (GMMQ) and the Union des Artistes (UDA) invited pop, jazz & variety artists to an open 5@7 on their current concerns. The event was a joint effort to bring the two associations closer together on common objectives. The event took place at the GMMQ and UDA offices. The invitation was extended to non-members of both organizations. Some fifty artists were in attendance.



### GMMQ recognition cocktail

On December 20, 2023, after the year-end general meeting, the GMMQ held its first recognition cocktail, including new life members, but also people who had made a commitment during the year, such as board members and negotiating committee members, to thank them for their involvement. Each life member was highlighted with a short biography and the presentation of "life member" pins. 60 people attended the event, including 43 life members.



Life members 2020-2021-2022-2023-2024 present on site.

### Annual General Meetings :

The GMMQ held three general meetings in 2022. The hybrid format is now a given. Members can take part in the meeting both in person and virtually, via the zoom software. This formula is appreciated, as it allows a greater number of people to participate, such as members who do not live in Montreal.

- AGM April 20: 25 members present
- AGM on October 12: 39 members present
- AGM December 20: 46 members present

According to the by-laws, a quorum of 21 people is required, and this has been reached at every AGM.





Overall and face-to-face participation rates are up on 2022. Together, let's bring our association to life!

All General Meeting minutes are available on the GMMQ website, in your member's area.

### Board of Directors:

In 2023, the GMMQ held 6 Board meetings, with its 14 members and special advisor, at regular intervals.

A shoulder lake for elected representatives was also held on October 23, 2023.

See Appendix 1: Attendance lists for Board of Directors and Annual General Meetings.



GMMQ 2021-2024 board members: Geneviève Plante (vice-president Montreal), Muhammad Abdul Al-Khabyr, Eric Lefebvre (secretary-treasurer), Jacques Bourget (vice-president Quebec), Line Deneault, Luc Fortin (president), Elisa Boudreau, Vincent Seguin, Marc Fortier (special advisor), Claude Soucy (Quebec) and Jean-Fernand Girard. Absent from photo: Annie Vanasse (Québec), Maxime Lalanne and Daniel Tardif (Québec).



## American Federation of musicians (AFM) and Canadian Federation of Musicians (FCM)

°The 102 AFM 2023 Convention and Canadian Conference was held in Las Vegas from June 22 to 29, 2023. GMMQ delegates were: Luc Fortin, President, Eric Lefebvre, Secretary-Treasurer and Vincent Seguin, Director.

Luc Fortin, President of the GMMQ, was elected to the AFM Board of Directors. A historic victory, since it's the first time Canadians have been elected as officers, apart from the Canadian vice-presidency (Luc Fortin and Dusty Kelly, President of the Toronto Musicians' Association - Local 149). Luc Fortin will sit on the IEB (International Executive Board) for 3 years. In 2023, Luc Fortin attended 2 IEB meetings as part of his new duties.

All the resolutions passed during the congress were published in the July issue of International musician, the AFM's monthly magazine.

Then, on November 28, 2023, we received a visit from Tino Gagliardi and Ken Shirk at the GMMQ office, respectively President and Secretary-Treasurer of the AFM.

Finally, Luc Fortin sat on the Canadian Conference organizing committee, as our local will be the host venue for CAN CON 2024.



°102 AFM congress, June 2023





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# **KEY FINANCIAL DATA**

Prepared by : Mario Lacoursière CPA,  
Director, Finance and Member Services

## Financial data

	2020	2021	2022	2023
<b>Annual contributions received</b>	559 861 \$	489 165 \$	558 815 \$	594 306 \$
<b>Fiscal year contributions received</b>	654 215 \$	670 872 \$	947 550 \$	1 023 338 \$
<b>Various donations to AFM</b>	271 111 \$	250 786 \$	303 265 \$	323 220 \$
<b>Pension fund - employer contributions</b>	1 893 657 \$	1 980 439 \$	2 748 862 \$	2 952 275 \$
<b>Annual leave allowance - (Holidays 4%)</b>	61 088 \$	47 957 \$	118 325 \$	129 155 \$

## Statistical data

	2020	2021	2022	2023
<b>Number of contracts processed</b>	2 876	3 138	3 323	3 393
<b>Average number of musicians per contract</b>	7,74	8,58	8,61	8,73
<b>Total number of paid services under Guild contract</b>	22 260	26 924	28 611	29 620
<b>Number of producers</b>	221	210	253	268

## Number of members at December 31

	2020	2021	2022	2023
<b>Regular and student members</b>	2 505	2 362	2 731	2 681
<b>Life and honorary members</b>	216	243	256	274
<b>Gold Life Members</b>	97	104	125	130
<b>Total members</b>	2 818	2 709	3 112	3 204





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# **LABOUR RELATIONS**

Prepared by : Louis Leclerc,  
Director of Labour Relations



## Summary by Louis Leclerc, Director of Labour Relations

This summary of activities is first and foremost an account of the results obtained from the various activities of the Labor Relations Department, as well as an overview of the main changes in human resources.

The year 2023 is undoubtedly a remarkable one, if not the best since 2019, in terms of revenue from practice fees. With the pandemic finally behind us, we've seen a resurgence in activity across the performing arts and ambient music sectors.

There was one downside, however: the audience did not turn out as expected. In fact, there was a significant drop in subscriptions, as well as a substantial drop in ticket sales. Unfortunately, this situation is likely to continue over the next few years. Our new challenge is to find solutions and alternatives that will enable us to offer artists acceptable conditions, while at the same time allowing us to hold diversified musical events.

In Human Resources, Catherine Forget returned full-time in July 2023 as an agent and lawyer. In September 2023, Guy Bernard, lawyer, joined the team as Senior Labour Relations Advisor. Guy took charge of negotiating collective agreements (new or renewals) and provided front-line service to the various problems inherent in labor relations (NB: Guy became General Manager of the GMMQ in February 2024).

As for negotiations, several new and renewed agreements were signed this year. To name just a few: Orchestre symphonique du Québec (OSQ), Orchestre Métropolitain (OM), Jeunesses Musicales du Canada (JMC), Orchestre symphonique de Montréal (OSM), etc.

Before concluding, I would like to point out that a mediation process is still underway with the OPQ (formerly the OSDL). This process began in March and should end in May 2024, with the ultimate goal of re-establishing a healthy, collaborative working climate between management and the orchestra's musicians.

Louis Leclerc, GMMQ Director of Labour Relations



## Yield 2023

Indicator	2023 targets	Results 2023	Results 2022	2021 results
Contributions	912 000.00 \$	1 023 338.00 \$	947 550.00 \$	670 872.00 \$
Cumulative permits.	34 000.00 \$	32 728.00 \$	34 059.00 \$	33 135.00 \$
Penalties	13 000.00 \$	19 214.00 \$	14 709.00 \$	12 261.00 \$
Management fees	15 000.00 \$	38 212.00 \$	14 709.00 \$	20 634.00 \$
Non-cumulative permits	24 000.00 \$	23 372.00 \$	23 757.00 \$	16 135.00 \$

## Watch results (2013 @ 2023)

Year	Contributions	Penalties	Vacations	Membership	Permits	Régie	Pension	Totals
<b>2013-15</b>	125 446,61 \$	5 615,12 \$	114 219,50 \$	1 100,00 \$	15 205,77 \$	1 591,15 \$	261 291,81 \$	524 469,96 \$
<b>2016</b>	44 778,39 \$	13 795,29 \$	36 983,29 \$	800,00 \$	2 805,00 \$	1 312,60 \$	95 670,10 \$	196 144,67 \$
<b>2017</b>	42 930,18 \$	8 875,00 \$	37 606,60 \$	- \$	1 637,68 \$	1 434,87 \$	90 860,71 \$	183 345,04 \$
<b>2018</b>	22 355,39 \$	10 449,59 \$	23 959,85 \$	100,00 \$	878,70 \$	992,99 \$	47 147,73 \$	105 884,25 \$
<b>2019</b>	40 000,98 \$	14 387,62 \$	46 535,94 \$	- \$	300,00 \$	2 018,86 \$	85 017,83 \$	188 261,23 \$
<b>2020</b>	22 537,56 \$	8 842,35 \$	26 152,47 \$	100,00 \$	1 325,00 \$	1 728,12 \$	47 275,82 \$	107 961,32 \$
<b>2021</b>	11 683,70 \$	8 898,38 \$	11 056,25 \$	600,00 \$	1 925,00 \$	2 925,11 \$	19 349,15 \$	56 437,59 \$
<b>2022</b>	18 736,32 \$	13 917,43 \$	18 339,53 \$	400,00 \$	1 085,00 \$	2 358,01 \$	33 332,48 \$	88 168,77 \$
<b>2023</b>	31 778,19 \$	11 404,17 \$	28 806,39 \$	500,00 \$	3 075,00 \$	2 136,60 \$	62 857,34 \$	140 557,69 \$
<b>Total</b>	<b>360 247,32 \$</b>	<b>96 184,95 \$</b>	<b>343 659,82 \$</b>	<b>3 600,00 \$</b>	<b>28 237,15 \$</b>	<b>16 498,31 \$</b>	<b>742 802,97 \$</b>	<b>1 591 230,52 \$</b>



**LABOR RELATIONS DASHBOARD**

At December 31, 2023

**Sums recovered by the watch**

**Watch results 01/01/2023 to 31/12/2023**



**Cumulative watch results 2013-2023**



\*Total amount recovered in 2023 :

140 557,69 \$

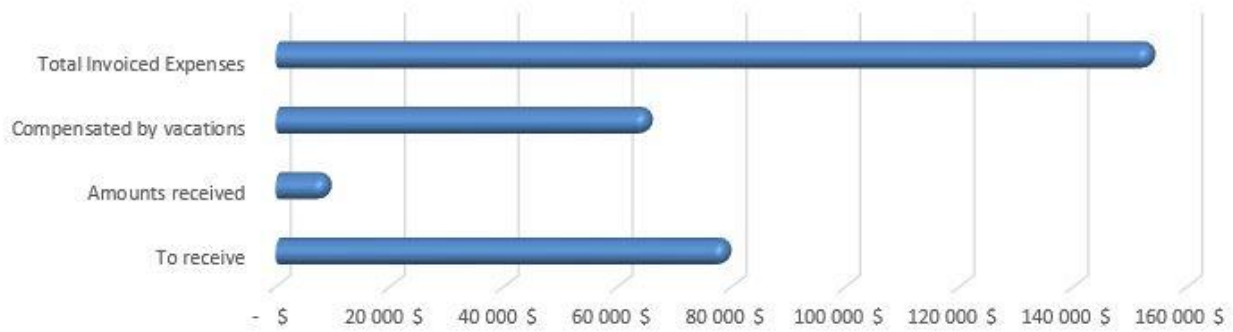
Total amounts recovered from 2013-2023 1 591 230,52 \$

**Recovery of ADISQ-Scène service fees**

	Service charges billed	Compensated with vacation	Paid for by the musicians	Accrued expenses	Total fees received
<b>2014</b>	2 800.00 \$	2 100.00 \$	700.00 \$	0.00 \$	2 800.00 \$
<b>2015</b>	13 300.00 \$	9 675.00 \$	2 150.00 \$	1 475.00 \$	11 825.00 \$
<b>2016</b>	19 400.00 \$	15 800.00 \$	1 300.00 \$	2 300.00 \$	17 100.00 \$
<b>2017</b>	14 150.00 \$	9 025.00 \$	1 175.00 \$	3 950.00 \$	10 200.00 \$
<b>2018</b>	14 550.00 \$	6 075.00 \$	1 000.00 \$	7 475.00 \$	7 075.00 \$
<b>2019</b>	14 600.00 \$	6 725.00 \$	675.00 \$	7 200.00 \$	7 400.00 \$
<b>2020</b>	50.00 \$	0.00 \$	50.00 \$	0.00 \$	50.00 \$
<b>2021</b>	9 175.00 \$	1 625.00 \$	25.00 \$	7 525.00 \$	1 650.00 \$
<b>2022</b>	37 512.09 \$	9 887.09 \$	100.00 \$	27 525.00 \$	9 987.09 \$
<b>2023</b>	28 089.96 \$	4 478.96 \$	1 850.00 \$	21 750.00 \$	6 339.96 \$
<b>Total</b>	<b>153 627.05 \$</b>	<b>65 402.05 \$</b>	<b>9 025.00 \$</b>	<b>79 200.00 \$</b>	<b>74 427.05 \$</b>



### Recovery of ADISQ service fees



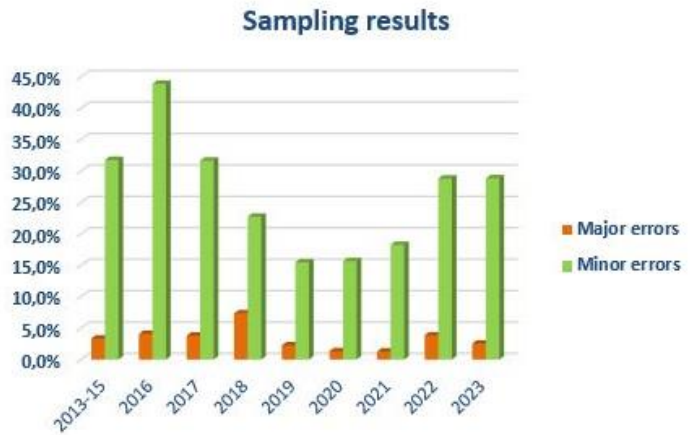
### Sampling results

	Contracts received	Audited contracts	Major errors	Minor errors
<b>2013</b>	4388	831	23	212
<b>2014</b>	4455	663	30	181
<b>2015</b>	4459	877	26	360
<b>2016</b>	3959	661	27	290
<b>2017</b>	3478	815	31	258
<b>2018</b>	3320	858	63	195
<b>2019</b>	3476	892	20	138
<b>2020</b>	2766	530	7	83
<b>2021</b>	3026	866	11	158
<b>2022</b>	3021	990	38	285
<b>2023</b>	3342	1065	27	307
<b>Total</b>	<b>39 717</b>	<b>9 048</b>	<b>303</b>	<b>2 467</b>



### Contract verification

Year	Number of contracts	
	Received	Verified
2013-15	13 332	2 371
2016	3 958	661
2017	3 478	815
2018	3 318	858
2019	3 476	892
2020	2 766	530
2021	3 026	866
2022	3 021	990
2023	-	-
<b>Total</b>	<b>39 717</b>	<b>9 048</b>



Fonds Jean-Carignan: Total \$800.00



Derogation	Organization	Amounts received
DE-312	Attraction Image	500.00 \$

Music Promotion Fund: Total \$1,517.53

Derogation	Organization	Amounts received
DE-308	OSQ	1 710.38 \$



## Notice of negotiation

<b>Producer / Employer</b>	<b>Date</b>	<b>Comment</b>
ADISQ	February 13, 2023	Musicals sector
OSCN	March 1, 2023	All production
OSM	March 1, 2023	Renewal
Coyote Records	March 23, 2023	Stage sector
OPCM	April 3, 2023	All production
OSL	May 24, 2023	Renewal
OSSLSJ	May 25, 2023	Renewal
OSD	May 25, 2023	Renewal
CMO	June 28, 2023	All production
OPQ	July 20, 2023	Renewal



## Renewed and new agreements

Producer / employer	Agreement targeting ...	Persons present at the negotiation	Period	Date of signature
Agora Orchestra	Total production	Bernard	2023-2026	November 8, 2023
Orchestre Métropolitain	Renewal	Éric	2022-2024	July 12, 2023
Quebec Symphony Orchestra	Renewal	Bernard, Claude Leblanc	2020-2024	February 1, 2023
GFN Productions	Total production	Bernard, Vincent, Louis	2023-2026	March 15, 2023
ADISQ - Stage	Renewal	Luc, Catherine	To be determined	In progress
ADISQ - Musicals	Total production	Luc, Éric, Louis	To be determined	Suspended
Festival Classica	Total production	Bernard, Louis	2023	March 6, 2023
Lanaudière Festival	Total production	Bernard, Louis	2023	April 3, 2023
OSCN	Total production	Bernard	2023-2026	October 3, 2023
Jeunesses Musicales	Renewal	Bernard	2023-2027	June 20, 2023
GMMQ-OSM	Immersion Project	Louis	Edition 2023	March 2, 2023
OPNM	Total production	Bernard	2022-2026	March 27, 2023
SAMS	Renewal	Bernard, Louis	2023-2026	May 10, 2023
Segal Center	Beautiful-The Carole King Musical	Louis	2023	May 15, 2023
OSQ	Supernumeraries - Renewal	Bernard	2023-2024	August 22, 2023
GMMQ-OSM-GSI	Bébé Symphonique II and III	Louis, Catherine	2023-2024	August 30, 2023
OPCM	Total production	Bernard, Louis	2023-2026	October 9, 2023
OSSLSJ	Renewal	Bernard	2023-2027	October 18, 2023
MUSIC ATMOSPHERE	Renewal	Catherine, Louis	2023-2024	October 26, 2023
OSM	Renewal	Bernard	2023-2028	October 27, 2023
OSM-OTHER ACTIVITIES	Renewal	Bernard, Louis	2023-2025	November 21, 2023
OPQ	Renewal	Guy, Bernard, Catherine		In progress
OSD	Renewal	Bernard	2023-2027	November 14, 2023
OSL	Renewal	Bernard		In progress
OSE	Benefit concert and fees	Bernard	2023-2024	November 11, 2023
OSTR	Renewal (summer projects)	Bernard	2024-2025	November 22, 2023
OSM-GSI	Dubois symphonic	Louis	Unique project	November 3, 2023
OSM-GSI	Caleb's daughters symphonic	Louis	Unique project	November 23, 2023
TIMING INC.	Adherence to minimum standards	Catherine	Mélissa Bédard (24-25)	November 15, 2023
PROD. LA GRANDE TABLE	Adherence to minimum standards	Catherine	Jazz Happening	December 15, 2023
MULTICOLORE PROJECTS	Adherence to minimum standards	Catherine	Here and elsewhere	September 9, 2023



## Number of renewed and new agreements

	2023	2022	2021	2020	Total over 4 years
New agreements	17	18	15	14	64
Renewal	13	10	7	5	35

## Visit

Producer	Date
Orchestre symphonique de Québec: new agreement in principle adopted	January 18
Orchestre Métropolitain (suicide prevention week)	February 6, 2023
Orchestre symphonique de Québec (suicide prevention week)	February 28, 2023
Orchestre symphonique de Montréal ("Side by side" student project)	March 1, 2023
KOTV (Zenith show)	March 29, 2023



Photo, left to right: The Zenith band in rehearsal, Dimitri Lebel, Guillaume Doiron, Maxime Lalanne, Jean-François Langevin and Marco Tessier (replacing Gabriel Bertrand-Gagnon).







OSQ negotiating committee on January 18, 2023: from left to right: Marie-Julie Chagnon, Jean Michon, GMMQ president Luc Fortin, spokesperson Mélanie Forget and Julie Tanguay.

### Music Performance Trust Fund (MPTF):

The Recording Industry's



Number of organizations receiving subsidies for 53 services	Total amount requested by organizations	Total amount granted to organizations	The Fund awards up to 50% of the total budget requested per commitment that meets the eligibility criteria.
8	199 032.82 \$	99 516.40 \$	





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# **COMMUNICATIONS AND EVENTS**

Prepared by : Floriane Barny,  
Director of Communications

## Newsletter

The GMMQ newsletter is your monthly source of information as a member. In it, you'll find the latest news from your association, the latest news from the industry and not-to-be-missed events.

In 2023, 9 newsletters were sent in French and English to GMMQ members in good standing, as well as to former members less than 2 years old and anyone who subscribed to the newsletter via the website, i.e. some 3,600 people.

## L'Entracte

L'entracte is GMMQ's 100% digital magazine. It offers in-depth content on GMMQ activities, analyses of certain media hot spots, an inspiring portrait of a GMMQ member and the various negotiation files currently underway at the GMMQ.

L'entracte is distributed to members by e-mail and via social networks, and is always available online on the GMMQ website. It is published twice a year (Autumn and Spring). A printed version is available on request.

### The 2023 editions:



## Special communications

In 2023, 9 special communications were e-mailed to GMMQ members.

These communications are sent to e-newsletter subscribers and include special communications relating to important news that may concern them, or invitations to participate in special events, major surveys or special projects that the GMMQ finds relevant to share with them.

Members can unsubscribe at any time. However, we invite them to stay connected with us through this channel, so as to receive important communications relating to their environment as quickly as possible.

## Social networking

Social networking review	2023	2022	2021	2020
Facebook	4,280 subscribers	4,169 subscribers	3,915 subscribers	3,096 subscribers
Instagram	1,310 subscribers	1,225 subscribers	1,121 subscribers	948 subscribers
Twitter	496 subscribers	503 subscribers	590 subscribers	546 subscribers
LinkedIn	371 subscribers			

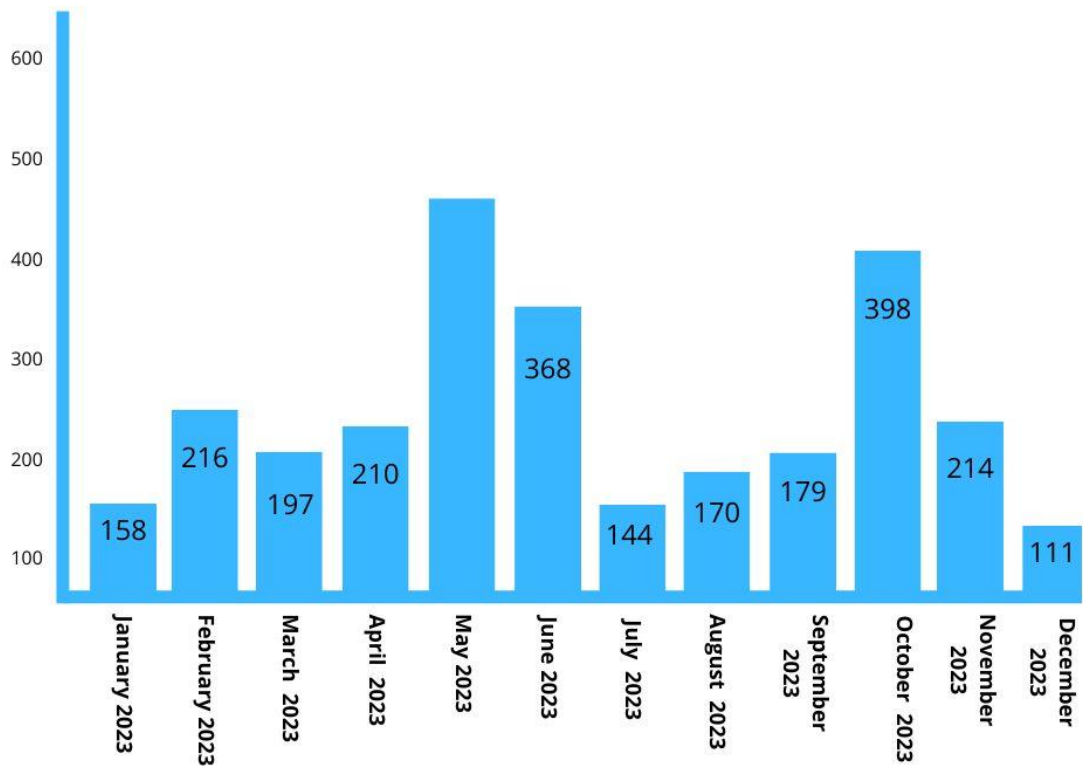
Since our last annual report, the number of subscribers to GMMQ's Facebook page has increased by 3%, and is rising steadily. The growth of the Instagram account continues, with a 7% increase in our subscribers. New: we now share with you the number of subscribers GMMQ has on LinkedIn.

**Like, share and comment!** Let's develop our online community to weave a strong network of professional musicians, with the keyword **#TeamGMMQ**.

Below is a graph showing the coverage of our Facebook page in 2023, i.e. the average number of people per day who saw our page or related content, per month.



### Average Facebook coverage per month for 2023



The peaks in attendance correspond to peaks in the association's activity, and to current political events in Quebec culture.



## Media presence

### Press releases (in French)

January 18: [Agreement in principle between the musicians and the Orchestre symphonique de Québec.](#)

Last week, the musicians of the Orchestre symphonique de Québec adopted an agreement in principle with the Orchestra by a clear majority. This negotiation process represented a turning point for the future of the Orchestra. Indeed, the musicians had been facing a virtual salary freeze since their last collective agreement signed in 2015, and were hoping to obtain a salary catch-up so that they could earn a decent living. Considering that inflation alone stood at 6.1% for 2022 alone, it was clear that 2015 wages were no longer sufficient for musicians to make a decent living. This new collective agreement enables musicians to achieve the main objectives they had set themselves during the negotiations. The agreement will be retroactive to 2020 and will run until 2024.

February 13: [P2 visas: information on fee increase.](#)

The American Federation of Musicians (AFM), of which GMMQ is a member, opposes the proposed visa increase by the USCIS - American Federation of Musicians. The AFM, along with many other US-based arts organizations and businesses, is lobbying against such a significant increase (over 251% - from \$460 to \$1615!). These lobbying efforts began in mid-January.

April 28, 2023: [BILL C-11 - Artists' professional associations welcome Senate passage - CTVM.info](#)

Long-awaited, this modernization was more than necessary to protect and safeguard our culture. Bill C-11 is a major undertaking to modernize the Broadcasting Act. The Union des artistes (UDA), the Guilde des musiciennes et musiciens du Québec (GMMQ), the Association des réalisateurs et réalisatrices du Québec (ARRQ) and the Société des auteurs de radio, télévision et cinéma (SARTEC) were quick to speak out in favor of the process, and today welcome its adoption. Although this bill does not impose the same obligations on foreign platforms as on Canadian broadcasters, such a reform was important, and it will be up to the CRTC to ensure that it better supports Canadian artists and their talents.

December 05, 2023: [GENERATIVE ARTIFICIAL INTELLIGENCE \(AI\) AND COPYRIGHT - Warning from artists' associations](#)

As part of the consultation organized by the federal government on generative artificial intelligence in the specific context of copyright, five professional associations representing nearly 20,000 Quebec artists are calling for caution and transparency, and demanding a protective legislative framework.



## Press review

In 2023, there were 36 GMMQ media appearances, an average of 3 articles per month. 72% directly concerned the GMMQ as an organization, the rest stemmed from our work in coalition with other associations.

The GMMQ's lobbying activities include appearances in the media. The press review presented in Appendix 2 of this report collates articles in which the GMMQ is directly mentioned. Some articles about our coalition work only mention the name of the coalition (without mentioning the specific organizations involved).





## Events

### National Suicide Prevention Week

This year, the GMMQ made a special point of highlighting National Suicide Prevention Week (February 5-11), and raising musicians' awareness of this important and hard-hitting cause in our community.

For the symphony sector, a simple project has been implemented: themed stickers have been distributed to musicians. These sober stickers can be used, for example, on their instrument cases or other visible locations, as they choose. The stickers were produced by the Association Québécoise de Prévention du Suicide (AQPS).

The stickers were sent to the orchestras we were able to contact.

To date, 10 orchestras have received their *suicide prevention week* stickers: OSS, OSL, OSDL, OSG, OM, OSQ, OSTR, OSE, OSSLSJ and the Agora orchestra.

Their response to our initiative has been very positive.

Together, let's stop being afraid to talk about suicide in our community.



### Journées de la culture

On Sunday, October 1, we celebrated music with the general public at a Forró Ball with live music! A wonderful event made possible by our partner, Studio Danse Montréal, funding from the Music Performance trust Fund, and the participation of musicians from Diogo Ramos' group, Forró Brasa: Marcelo Effori, Lissiene Neiva, Kayiri and Diogo Ramos. What a party! Some sixty people attended the event.







annual report 2023

# **TRAINING COURSES**

Prepared by : Floriane Barny,  
Director of Communications

## Continuing education, in partnership with CQM

For the fifth consecutive season, the GMMQ offered training courses in partnership with the CQM. These courses are funded by the Ministère de l'Emploi et de la Solidarité sociale (MESS) under the Intervention-Compétences program of the Fonds de développement régional des compétences de la main-d'œuvre (FDRCMO).

These training sessions are given by experts in their field, and are aimed at professional musicians and cultural managers, with a view to career development. For the 2023-2024 season (September 2023 to June 2024), 18 training sessions were given to 210 participants (in French), and 22 individual coaching sessions were offered.

### Autumn 2023

Autoroute de la notoriété : présence web du musicien  
 Sur scène avec le logiciel Live d'Ableton : niveau 1  
 Découvrabilité : musiques de niche et plateformes numériques  
 Écrire pour convaincre : l'art de la communication promotionnelle  
 Faites fructifier votre carrière en musique : créez votre plan d'affaires

### Winter 2023

Réalisation vidéo : valorisez votre oeuvre musicale  
 Rédaction d'une bourse d'artiste (2 courses)  
 Gérez votre trac : préparation mentale à la performance scénique  
 Storytelling et image de marque à l'ère du numérique  
 Aisance et communication scéniques  
 Droits de l'auteur, répartition des revenus et intermédiaires en musique

### Spring 2024

Fiscalité pour travailleurs et travailleuses autonomes  
 Du concept à la scène : créez votre spectacle  
 Stratégie d'exportation des arts de la scène (in collaboration with Conseil québécois du Théâtre CQT)  
 Djing intermédiaire (in collaboration with SAT)  
 Les réseaux de diffusion et votre positionnement  
 Dorico software (in collaboration with SPACQ)



## Exclusive webinars

### Inclusive communication training in music 101

On April 18, 2023, Inclusive Communication in Music 101 was held. For its first edition, the course was sold out. Thirty of us attended, either on our own behalf or on behalf of an organization. Thirteen orchestras or music associations were represented. The GMMQ's CAFID committee is truly proud of the representativeness of the participants and the positive impact the training will have in terms of diversity and inclusion. Many thanks to Elsa Fortant, our trainer, and Vanessa Blais-Tremblay, professor in the Music Department at UQAM, both of whom are members of the DIG! network, whose constant collaboration is a definite plus for the GMMQ.



**TRAINING**

**INCLUSIVE COMMUNICATION IN MUSIC 101**

**TUESDAY APRIL 18 - 9AM TO 12PM**  
**ONLINE - IN FRENCH**



Teacher : Elsa Fortant (PhD student in sociomusicology UdeM)

### Diversity workshop: How can I be an ally in my environment?

On November 22, the CAFID committee and our Equity, Diversity and Inclusion coach, Julie Meloche, organized a workshop entitled Diversity: How to be an ally in my environment. The training was open to the entire sector. Its aim was to raise awareness in our community of inclusion in our environment, and to provide ideas for bringing more inclusion into our surroundings at our own level. A total of 12 people took part in the workshop.

*The CAFID committee benefited from the support of an EDI (Equity, Diversity, Inclusion) consultant, financed by Competence Culture. This included 10 hours of interviews and training with committee members, between May 1 and June 20. Our coach was Julie Meloche, a graduate of the School of Transformative Leadership and a teacher on special assignment for the equity and inclusive education file in Ottawa.*



annual report 2023



Prepared by : Amélie Bissonnette-Théorêt,  
Assistant to the Executive Director



In 2023, the Fonds Jean-Carignan helped **10 GMMQ members**, for a total amount distributed of **\$7,500**. **That's** 10 people who received financial respite from a difficult situation, and that's priceless. The fund provides one-time financial assistance to professional musicians in need. It intervenes as a last resort, in a context of emergency and crisis.

We have now **helped** a total of **86 musicians** since our foundation in 2011.

This year, individual donations - your donations - enabled us to raise \$18,431. Most donations are made by members themselves when they renew their membership. A big THANK YOU! **Thanks to you, solidarity within our community takes on a concrete meaning.**

**The Association des musiciens de l'OSM (AMOSM)** has renewed its annual donation of \$5,000. Their support for the fund now totals \$41,000 since 2011, making them the largest corporate donor to the Fonds Jean-Carignan. A special thank you to the musicians of the OSM, who have shown such great support for our community. The GMMQ extends its sincerest thanks to them.



**ASSOCIATION DES MUSICIENS**  
de l'Orchestre symphonique  
de Montréal

*\*We wish to emphasize that all Fonds Jean-Carignan activities are carried out on a voluntary basis by the entire team. No fees are charged to the Fund by the GMMQ. Only 2.24% of our revenues go to management fees for our investments, which are managed by the Fondation des Artistes du Québec in a separate silo.*



**GMMQ Board of Directors:****Luc Fortin**

President

**Éric Lefebvre**

Secretary-Treasurer

**Geneviève Plante**

Vice-President, Montreal

**Jacques Bourget**

Vice-President, Quebec

**GMMQ Board of Directors:****Muhammad Abdul Al-Khabyr**

Director

**Jean Fernand Girard**

Director

**Elisa Boudreau**

Director

**Daniel Tardif**

Director, Quebec

**Annie Vanasse**

Director, Quebec

**Maxime Lalanne**

Director

**Claude Soucy**

Director, Québec

**Line Deneault**

Director

**Marie-Josée Simard**

Director

**Marc Fortier**

Special Advisor



## The GMMQ administrative team :

HEAD OFFICE - MONTREAL

**Guy Bernard**

CEO

**Amélie Bissonnette-Théorêt**

Assistant to the CEO

**Louis Leclerc**

Director of Labor Relations

**Catherine Forget**

Lawyer and Labour Relations Officer

**Floriane Barny**

Director of Communications

**Mario Lacoursière CPA**

Director, Finance and Member Services

**Catherine Audet-Ménard**

Member Service Agent

P2 Permits and Visas

**Anne-Carmen Hubert**

Accounting assistant

**Sébastien Aumont**

Intermediate Clerk | Operations Support

**Geneviève Gauthier**

Administrative Officer

**Samuel Hogue**

Scanning clerk



## APPENDICES

Appendix 1: Board of Directors and Annual General Meeting attendance chart

<b>Board members present for GM and Board meetings</b>										
Period from January 1 to December 31, 2023										
	BM	BM	GM	BM	BM	GM	BM	BM	GM	TOTAL
MEMBERS	24-feb	13-apr	20-apr	18-may	25-sept	12-oct	23-oct	27-nov	20-dec	
Luc Fortin	x	x	x	x	x	x	x	x	x	<b>9</b>
Eric Lefebvre	x	x	x	x	x	x	x	x	x	<b>9</b>
Geneviève Plante	x	x	x	x	x	x	x	x	x	<b>9</b>
Jacques Bourget	x	x	x	x	Abs	x	x	X	x	<b>8</b>
Élisa Boudreau	x	Abs	x	x	x	x	x	x	x	<b>8</b>
Line Deneault	x	Abs	Abs	Abs	x	x	x	x	x	<b>6</b>
Claude Soucy	x	x	Abs	x	x	x	Abs	Abs	x	<b>6</b>
Jean-Fernand Girard	x	x	x	x	x	Abs	x	Abs	Abs	<b>6</b>
Maxime Lalanne	Abs	Abs	x	x	x	Abs	x	x	Abs	<b>5</b>
Daniel Tardif	x	Abs	Abs	x	x	Abs	Abs	x	x	<b>5</b>
Muhammad Abdul Al-Khabyr	Abs	Abs	Abs	x	Abs	x	x	x	Abs	<b>4</b>
Annie Vanasse	x	Abs	x	Abs	Abs	Abs	x	X	Abs	<b>4</b>
Vincent Seguin*	Abs	x	Abs	Abs	x	x	x	Abs	Abs	<b>4</b>
Marc Fortier	Abs	Abs	Abs	x	Abs	Abs	x	Abs	Abs	<b>2</b>
<i>Abs = absence</i>	BM = Board meeting									
<i>X = present</i>	GM = General Meeting									
*Vincent Seguin left the Board on November 27, 2023										





## Appendix 2: Press review

January 14: [\[Grand angle\] Les leçons concrètes du concert virtuel | Le Devoir](#) Article on the virtual concert business model.

January 14: [Maison des écrivains | Un motif de vente contesté | La Presse](#) GMMQ quoted

### -OSQ

- **Noovo Québec**, ["Conflit de travail réglé à l'OSQ"](#), January 18, 2023.
- **Le Soleil**, ["Entente de principe entre l'OSQ et ses musiciens"](#), January 18, 2023.  
*Also appeared in :*
  - [La Voix de l'Est](#)
- **ICI Québec**, ["Entente de principe entre l'OSQ et ses musiciens"](#), January 18, 2023.  
*Also appeared on :*
  - [MSN.ca](#)
- **Le Devoir**, ["Rattrapage de 15% pour les musiciens de l'OSQ"](#), January 18, 2023.  
*Also appeared on :*
  - [MSN.ca](#)
- **TVA Nouvelles**, ["Entente de principe entre l'OSQ et ses musiciens"](#), January 18, 2023.
- **ICI Première Québec - Première heure**, [6:25 a.m.](#), January 19, 2023. (Mention of Patricia Tadros)
- **Énergie 98,9 FM - News bulletin**, [5:29 p.m.](#), January 18, 2023.  
*Also appeared on :*
  - **Rouge FM 107.5 - News bulletin**, [4:59pm](#), January 18, 2023.
- **ICI Première Québec - C'est bien mieux l'après-midi**, [4:26 p.m.](#), January 18, 2023. (Mention of Tanya Beaumont)
- **TVA Québec - TVA Nouvelles**, [5:40 p.m.](#), January 18, 2023. (Mention of Marie-Christine Leblanc)

January 24: [Artistes épuisés, tournées annulées | La Presse](#)

January 25: [Encore possible de vivre de sa musique, témoigne Laura Gagné | JDM \(journaldemontreal.com\)](#)

January 27: Interview on Annie Desrochers' program "le 15-18", Radio Canada Ici Première, at 4:50 p.m. (6-minute segment). Subject: "Archambault store closing on Berri Street".

<https://ici.radio-canada.ca/ohdio/premiere/emissions/le-15-18/episodes/683629/rattrapage-du-ventredi-27-janvier-2023>

January 27: [Archambault annonce la fermeture de son magasin de la rue Berri | Radio-Canada.ca](#) Luc Fortin quoted.

January 28: interview on "Dessine-moi un matin", Franco Nuovo, Radio Canada Ici Première, at 9:45 a.m. (10 minutes). Topic: "Mental health for artists, making a living from your music".

<https://ici.radio-canada.ca/ohdio/premiere/emissions/dessine-moi-un-matin/episodes/683462/rattrapage-du-samedi-28-janvier-2023/24>

March 20: [La direction d'Alexandre Da Costa vivement contestée à l'Orchestre symphonique de Longueuil | Le Devoir](#)



April 28: [C-11 pourrait créer un système à deux niveaux, craignent les producteurs indépendants..](#)

Noovo Info

April 28 : [PROJET DE LOI C-11 - Les Associations professionnelles des artistes saluent son adoption par le Sénat - CTVM.info](#)

April 28 : [Adoption du projet de loi C-11 | Le milieu culturel est ravi, mais restera à l'affût – . \(dayfr.com\)](#)

August 30 : [Le gel des nouvelles par Meta nuit aux artistes | Le Devoir](#)

August 30 : [Le gel des nouvelles de Meta nuit aux artistes \(dayfr.com\)](#). Article du devoir repris.

September 28 : [Orchestre philharmonique du Québec | Entente fragile avec Alexandre Da Costa après une médiation | La Presse](#)

October 30 : [Communiqué | L'OSM et la GMMQ signent une entente collective \(myscena.org\)](#)

December 5 : [INTELLIGENCE ARTIFICIELLE \(IA\) GÉNÉRATIVE ET DROIT D'AUTEUR : Mise en garde des associations d'artistes - CTVM.info](#)

December 5 : [Des associations d'artistes lancent une mise en garde sur l'IA générative et le droit d'auteur - Le Lien MULTIMÉDIA :: le portail des professionnels du numérique au Québec \(lienmultimedia.com\)](#)

December 5 : [L'intelligence artificielle inquiète des associations d'artistes, dont l'UDA | Radio-Canada](#)

December 6 : [Une coalition demande de protéger les droits d'auteur face à l'IA | Le Devoir](#)

December 13 : [Malgré ses 72 ans, le producteur de Québec Issime ne compte pas prendre sa retraite \(lereveil.com\)](#)

December 19 : [ACTUALITÉS | Quatre nouvelles en musique à découvrir cette semaine - Ludwig Van Montreal \(ludwig-van.com\)](#)

December 24 : [La culture nord-côtière remise sur ses rails en 2023 | Radio-Canada](#)

December 24 : [La culture de la côte nord de retour sur les rails en 2023 \(dayfr.com\)](#)





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