



n a v i g a t i n g   a r t i s t   f e e s



## **A RESOURCE GUIDE FOR WINDSOR & REGION-BASED ARTISTS**

**Released August 2021.**

This resource should be used as a guide for Windsor and Region-based artists to provide information about artist rates and fees, Do not use this resource to directly determine artist fees.



The Coffee House Combo at Phog Lounge (Photo by Kaitlyn Karns)

## MUSIC

**Released August 2021.**

This resource should be used as a guide for Windsor and Region-based musicians to gain information and insight on artist rates and fees. Do not use this resource to directly determine artist fees

**what are the minimum rates I should charge for gigs?**

**what should I charge for commissioned recordings?**

**where can I find more information about performance fees as a musician?**



# Resources for Navigating Live Performance Rates

## **Canadian Federation of Musicians**

- The largest musician's union in the world
- The Canadian national office of the American Federation of Musicians (AFM)

"Any engagement where live music is being performed can be put on a live performance contract. The scale wage is dependent on the location, venue, and type of engagement."

Learn more through the CFM [Prezi](#)



## **Canadian Actors' Equity Association (Equity)**

is the voice of professional artists engaging in live performance in English Canada. They are a national association representing almost 6,000 artists working in theatre, opera and dance from coast-to-coast-to-coast. Equity's membership includes performers, directors, choreographers, fight directors and stage managers.

Equity's scale agreements (negotiated with a producer or group of producers) and its engagement policies articulate minimum terms and working conditions required for the engagement of an Equity member. The Association negotiates and administers 22 distinct agreements and policies, each with corresponding contracts, forms, and support materials. Each contract includes provisions for minimum fees, working conditions, health and safety, security and enforcement.

## **American Federation of Musicians**

80,000 musicians comprise the American Federation of Musicians of the United States and Canada (AFM). They perform in orchestras, backup bands, festivals, clubs and theaters—both on Broadway and on tour. AFM members also make music for films, TV, commercials and sound recordings. As the largest union of musicians in the world, they have the power to make the music industry work for musicians.



## **Suggested MINIMUM Fee Schedule for Musicians by the Red Deer Arts Council**

This fee schedule is to provide a guide to musicians and presenters for MINIMUM fees for various types of musical performances and workshops.

This guide from Red Deer Arts Council has been developed in consultation with a number of musician's unions and professional organizations, as well as working musicians. Please note that many artists have their own fee schedules and charge higher fees based on skill, experience, expenses and demand for their services. Travel, accommodation, sound equipment and production, meals or other expenses are not included in these fees and should be negotiated in addition to performance fees. This is a dynamic document that may be updated regularly. Contact the Red Deer Arts Council for more information.

# Resources for Navigating Composition Rates

## **The Canadian League of Composers (CLC)**

speaks for the interests of Canadian composers. We offer professional development opportunities and resources to members, including a schedule of suggested commissioning fees, and we use advocacy and partnerships to foster an environment in which Canadian art music is highly valued.

The logo for the Canadian League of Composers (CLC) features the text "CANADIAN LEAGUE OF COMPOSERS" in a light blue, sans-serif font. The text is arranged in two lines, with "CANADIAN LEAGUE" on the top line and "OF COMPOSERS" on the bottom line. The logo is set against a white background with a light blue rectangular border.

The logo for SOCAN features the word "SOCAN" in a bold, sans-serif font. The letters "S", "O", and "A" are white, while the letters "C" and "N" are red. The logo is set against a light blue rectangular background.

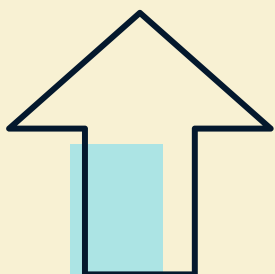
## **SOCAN**

administers and protects the performing and reproduction rights of more than 160,000 songwriters, music publishers, composers, and visual artists. We offer an integrated approach to rights management and compelling solutions for our rights holders' reproduction and performing rights. Through reciprocal agreements with more than 100 copyright collectives in 214 countries, we collect and distribute royalties internationally for the use of copyrighted works, connecting millions of creators worldwide.

# Resources for Navigating Recording Rates

## **The Musicians' Rights Organization Canada (MROC)**

is a Canadian federally incorporated not-for-profit organization whose primary objective is to collect and distribute royalties to musicians and vocalists. MROC distributes the performer's share of neighbouring rights and private copying royalties. These royalties primarily flow from the broadcast and public performance of sound recordings and are based on tariffs approved by the Copyright Board of Canada. MROC represents more than 10,000 musicians, from session players to featured artists, recording across the full range of genres.



Windsor-based singer-songwriter, [Crissi Cochrane](#) (Photo by Calum Noade)



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ABUNDANCE: window exhibit by Laura Becker

## VISUAL ARTS

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**what are the minimum rates I should charge for gigs?**

**what should I charge for commissioned paintings?**

**where can I find more information about artist fees as an artist**

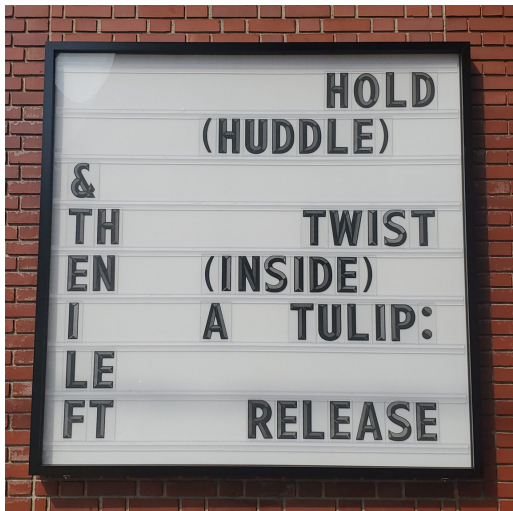


# Resources for Navigating Visual and Media Arts Rates

## **CARFAC-RAAV Minimum Recommended Fee Schedule**

provides guidelines on what visual and media artists should be paid for their copyright and other professional services. Canadian Copyright laws provide artists with the right to be paid for exhibitions and reproductions, and most public funders require that museums and public galleries pay royalties and fees according to our guidelines.

The Fee Schedule is updated regularly through negotiation and usage, with annual increases reflecting changes in the cost of living. All rates shown in the Fee Schedule are in Canadian dollars and do not include PST/GST/HST.



HOLD, TWIST, RELEASE: billboard exhibit by Alexei Ungurenășu

## **MORE RESOURCES BY CARFAC**

### **Know Your Copyrights**

Exhibition Rights, Reproduction Rights, and Moral Rights

### **Best Practices for Canadian Visual Art**

Establishing professional relationships beneficial to everyone

### **Exhibiting and Travelling Outside Canada**

Payment for international exhibitions

More Resources at <https://www.carfac.ca/tools/>





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Windsor-based production of Company by Korda Artistic Productions (Photo by Jen Gurniak)

## **THEATRE**

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**what are the minimum rates I should charge for film?**

**what should I charge for commissioned work?**

**where can I find more information about artist fees as an actor?**

# Resources for Navigating Acting Rates

## **Show Catcher Talent**

is a Background Agency owned and operated by industry experts who have been in the business for over 25 years. Because of the industry's high demands and our team's desire to meet their needs, their agency was founded with the intent to find and represent all those that take Background work seriously.

- They have a reputation for having A-Team talent, a strong work ethic with reliable and efficient service.
- They have a database that is constantly updated to make it quick & easy for Casting Directors to navigate.
- They take pride in developing professional relationships with our talent, clients, and productions.



## **Canadian Actors' Equity Association (Equity)**

is the voice of professional artists engaging in live performance in English Canada. They are a national association representing almost 6,000 artists working in theatre, opera and dance from coast-to-coast-to-coast. Equity's membership includes performers, directors, choreographers, fight directors and stage managers.

Equity's scale agreements (negotiated with a producer or group of producers) and its engagement policies articulate minimum terms and working conditions required for the engagement of an Equity member. The Association negotiates and administers 22 distinct agreements and policies, each with corresponding contracts, forms, and support materials. Each contract includes provisions for minimum fees, working conditions, health and safety, security and enforcement.

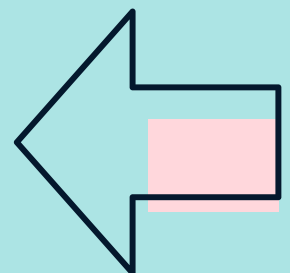
# Resources for Navigating Theatre Technician Rates

**The International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada**

**(IATSE)** was founded in 1893 when representatives of stagehands working in eleven cities met in New York and pledged to support each others' efforts to establish fair wages and working conditions for their members.

Today, we work in all forms of live theater, motion picture and television production, trade shows and exhibitions, television broadcasting, and concerts as well as the equipment and construction shops that support all these areas of the entertainment industry.

We are more than 150,000 workers strong in virtually all arts, media, and entertainment crafts, and our mission is to improve all entertainment workers' lives both inside and outside the workplace.



# Resources for Navigating Theatre Design Rates

## **The Associated Designers of Canada**

is a national, professional, non-profit arts service organization dedicated to promoting the art of live performance design in Canada, including the design of scenery, costumes, lighting, projection, and sound.

We are a member-driven organization governed by an elected volunteer Board of Directors and we operate under the Status of the Artist Act. We serve as a collective voice of our members.



# Resources for Navigating Stage Management Rates



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# Resources for Navigating Literary Management and Dramaturg Rates

## **Literary Managers and Dramaturgs of the Americas**

was founded in 1985 as the volunteer membership organization for the professions of literary management and dramaturgy. LMDA is a not-for-profit tax-exempt organization with members throughout North America and abroad. LMDA holds the belief that theater is a vital art form that has the power to nourish, educate, and transform individuals and their communities and that dramaturgy is central to the process of theater-making.



Windsor-based production of Company by Korda Artistic Productions (Photo by Jen Gurniak)



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## **DANCE**

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**what are the minimum rates I should charge for a performance?**

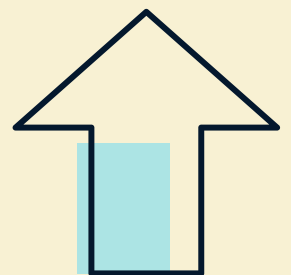
**what should I charge for commissioned choreography? work?**

**where can I find more information about artist fees as a dancer?**

# Resources for Navigating Dance Rates

## **The Canadian Alliance of Dance Artists (CADA/East)**

The Canadian Alliance of Dance Artists, Ontario Chapter (CADA-ON) was formed in 1986 in response to impending Status of the Artist Legislation in Canada, and incorporated in the Province of Ontario in 1995 to improve the status and working conditions of dance artists. We are a grassroots arts service organization and work to empower and educate our members toward self-representation. A major sphere of activity is best practices, and our guide, Professional Standards for Dance (PSD), is a living document that responds to the sector. It was first published in 2003, Version 2 was published in 2009, and the first rolling updates to our new living document were published in 2017. We support our mission with resources including professional development tools, training subsidies, research and development, and workshops. We address the needs of a community in which the vast majority of artists are self-employed. In 2019, we changed our name to CADA/East to better reflect the geographic diversity of our membership.



## **Canadian Actors' Equity Association** **(Equity)**

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Canadian Actors'

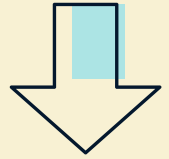
**EQUITY**

Association





## GENERAL RESOURCES FOR NAVIGATING ARTIST RATES



### ONTARIO ARTISTS' LEGAL ACCESS + SUPPORT NETWORK

The Ontario Artists' Legal Access & Support Network is a collaboration between **CARFAC Ontario** artists and **ALAS (Artists' Legal Advice Services)** volunteer lawyers

Their network consists of:

- One-on-one meetings with volunteer lawyers
- Non-legal peer-support from a practicing artist
- Group workshops or drop-in sessions with volunteer lawyers
- Free online webinars on specified legal concerns affecting artists

To find out more or inquire about specific issues affecting yourself or your group, collective or community, please contact **Camila** at **outreach@carfacontario.ca** or call **(647)-697-0033** or visit them at **carfacontario.ca**



ONTARIO ARTISTS'  
LEGAL ACCESS +  
SUPPORT NETWORK



NEIGHBOURHOOD  
ARTS NETWORK

### NEIGHBOURHOOD ARTS NETWORK

is a strategic initiative of Toronto Arts Foundation. We offer accessible arts programming, awards, and exciting partnership opportunities to Toronto-based artists, arts educators and arts organizations. Although listings are directed to Toronto-based arts workers and organizations, there are many opportunities listed that apply to Ontario-based workers.