

MEMORADUM OF UNDERSTANDING

Subject to ratification, the **American Federation of Musicians' of the United States and Canada (AFM)** and the **Ontario Educational Communication Authority (OECA)**, have successfully concluded negotiations for a new **AFM/OECA Agreement covering musical productions for Television Ontario (TVO)**.

TERM and FEE INCREASES:

Four (4) Year Term: Retroactive to December 1, 2006 through to November 30, 2010

Fee Increases: December 1, 2006 3%
December 1, 2007 2%
December 1, 2008 2%
December 1, 2009 2%

Pension Contribution: December 1, 2007 1% increase to AFM-EPW [pension] Fund contribution

Contract Service Fees: Twenty (\$20.00) dollars, on contracts covering three or more musicians
Section G (4) [page 23]

HOUSEKEEPING: Section S [page 17]: New Language

S. Engagement of Federation Members and Non-members

(1) The Authority shall engage only professional musician instrumentalists, who are members of the Federation, in accordance with the provisions of this Agreement, to render services as a scoring musician, composer, arranger, orchestrator, or copyist which may include a member synthesist to render any of the services specified herein.

(2) The Authority will endeavour to engage professional musician-instrumentalists who are member(s) of the Federation in accordance with the provisions of this Agreement, as featured (on camera) performers and/or their back-up instrumentalists.

(3) Except as provided in paragraph (1) herein above, the Authority shall have the right to engage a professional musician who is a non Federation member, under the following conditions:

- i) for appearances on current affairs or topical programming to a maximum of five (5) non members for the during any calendar year; and
- ii) the Authority shall pay to the local Federation a \$50.00 fee for each non-member engaged.

(4) Engagement of Alien Non-Members: The Authority shall have the right to engage alien non- member professional musicians for the performance of services covered by this Agreement. However, such engagement shall not result in the engagement of fewer AFM members than would have been engaged otherwise.

All terms and conditions contained in the current agreement, which are not subject to the modifications specified herein above shall remain as is.

Ontario Educational Communications:
Authority

Heelobook
Sign

General Manager
Title

June: 04/08
Date

American Federation of Musicians' of
the United States and Canada:

[Signature]
Sign

VICE PRESIDNET FROM CANADA
Title

May 6/08
Date