



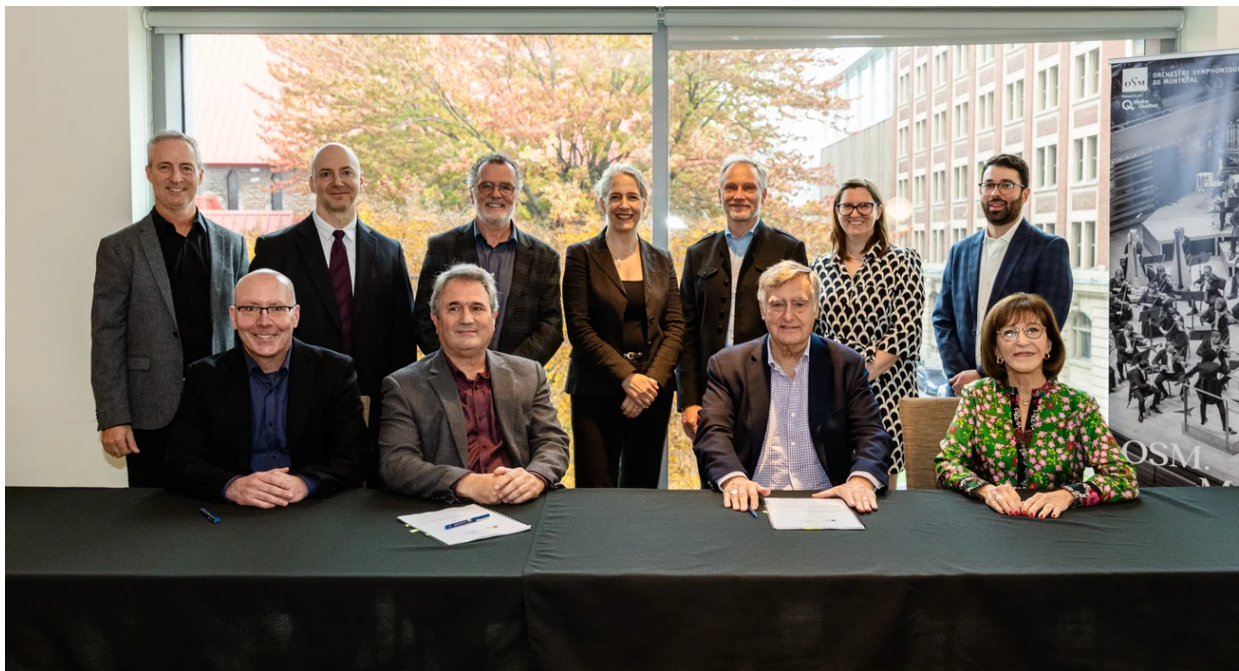
**ORCHESTRE SYMPHONIQUE  
DE MONTRÉAL**



## **THE OSM AND THE GUILDE DES MUSICIENS ET MUSICIENNES DU QUÉBEC HAVE ANNOUNCED THE SIGNING OF A COLLECTIVE AGREEMENT**

**Montreal, October 29, 2023** – The **Orchestre symphonique de Montréal (OSM)** and the **Guilde des musiciens et musiciennes du Québec (GMMQ)** have announced their signing of a collective agreement binding the Orchestra and its musicians for five years since October 27, 2023.

The OSM and a General Assembly of musicians adopted by 93% approval the agreement reached between negotiation committees on behalf of its employers and unions. The agreement was also unanimously approved regarding its parameters by the OSM Board of Directors.



At the rear in the usual order : **Bernard Leblanc, Denys Derome, Michel Hamelin, Marianne Perron, Sébastien Almon, Sophie Brunette, Bruno Valet.** At the front : **Edward Wingell, Luc Fortin, Lucien Bouchard et Madeleine Careau.** @Gabriel Fournier

“This successful outcome of our collective negotiations assures a stability reflecting harmonious relations within the Orchestra and will preserve an environment conducive to the artistic excellence that has characterized the OSM since the beginning. It is very good news for audiences, patrons, sponsors, and other partners of the Orchestra’s extensive community,” stated the **OSM Chairman of the Board Lucien Bouchard**, adding, “Such solid foundations are what will ensure the OSM’s development and further its national and international profiles.”

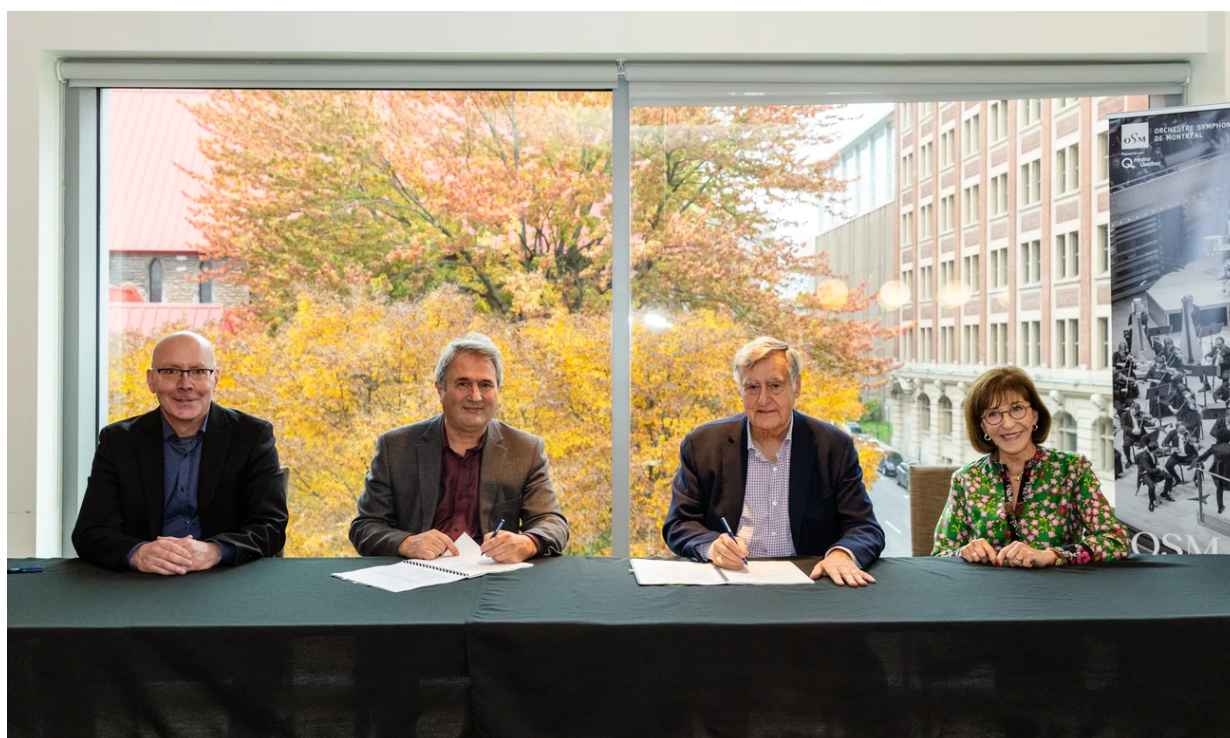
“We are pleased that a satisfactory agreement with the OSM’s administration has been reached. We remain confident that we can work together in the future, through these difficult times, so that the OSM can continue

to maintain its vital presence within the artistic community, both in Quebec and on the international stage,” stated **Edouard Wingell, bassist and President of the musicians’ negotiation committee.**

The two committees have entered a five-year agreement on non-monetary clauses and have settled for the next two years on a salary schedule. The financial parameters of this agreement provide, among other things, for annual increases totalling 4.1% in contractual fees and an improvement of seniority bonuses, which have been increased for the period from 2023 to 2028. Moreover, virtually all non-monetary clauses at issue were negotiated and mutually agreed upon based on the two committees’ respective interests. The most significant changes involve auditions and access to tenure, work and services scheduling, tours, sick leave, and pension plans.

Exchanges between the parties proceeded in a climate of remarkable openness and dialogue, facilitating agreement on mutually satisfactory solutions to the issues raised from both sides. The **OSM** and the **GMMQ** wish to acknowledge the input of the two negotiation committees’ members. On behalf of **OSM** musicians: Edouard Wingell, Scott Feltham, Austin Howle, Sylvain Murray, and Denys Derome, assisted by Bernard LeBlanc, Director of Symphonic Services with the Canadian Federation of Musicians (**CFM**), representing the **GMMQ**. On behalf of **OSM** management: Michel Hamelin, Marianne Perron, Sophie Brunette, Ines Lenzi, Jean Gaudreault, Françoise Henri, Sébastien Almon, and Bruno Valet.

The Human Resources Committee wishes to thank and congratulate the **OSM** musicians for this successful negotiation.



Edward Wingell, Luc Fortin, Lucien Bouchard et Madeleine Careau. @Gabriel Fournier

### About Orchestre symphonique de Montreal

Founded in 1934 by Antonia Nantel, Wilfrid Pelletier and Athanase David, the Orchestre symphonique de Montréal (OSM) is a distinguished leader of musical life in Quebec and Canada. Recognized as one of the finest orchestras in the world, whose core activity is to perform the vast orchestral repertoire with conductors and soloists of the highest calibre, the OSM is an essential cultural ambassador. Under the direction of Venezuelan conductor Rafael Payare, the OSM perpetuates several rich traditions rooted in its long history of social involvement and embodied in far-reaching projects, world class tours, and a superb discography. Firmly anchored in today’s world, the OSM’s innovative artistic programming in both concerts and recordings brings modern-day relevance to the symphonic repertoire while strengthening the Orchestra’s place at the heart of

its home base in Quebec's metropolis. Over the years, the OSM has crisscrossed Canada and toured abroad, travelling to Quebec's Far North as well as to the United States, Latin America, and several countries in Europe and Asia. The OSM's discography totals more than a hundred recordings on the Decca, Analekta, CBC Records, ECM, EMI, Philips, Sony and Pentatone labels, earning more than 110 national and international awards.

#### **About the *Guilde des musiciens et musiciennes du Québec***

The GMMQ's mission is to enhance recognition of music's value, and of professional musicians' vital contributions to society, through representation and advocacy for their artistic, social, and financial interests. The GMMQ establishes minimum working conditions and acts collectively on behalf of its members when it finds that their benefit is compromised, and to this end, works with organizations of similar objectives. The GMMQ also carries out lobbying activities for the advancement of music and musicians with government agencies and local, national, and international communities. It provides musicians with a range of services, including legal support and reduced rates with certain providers such as insurance companies. [Learn more](#)

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#### **PRESS RELATIONS :**

**Pascale Ouimet**, Head of Public Relations at OSM - 514.840.7436 - [pouimet@osm.ca](mailto:pouimet@osm.ca)

**Floriane Barny**, Communications Director at GMMQ - 514.842.2866 #229 - [communications@gmmq.com](mailto:communications@gmmq.com)

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Orchestre symphonique de Montréal  
1600, rue St-Urbain  
Montréal, Québec H2X 0S1  
Canada

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