

**LETTER OF AGREEMENT: VARIETY PROGRAMMES IN QUEBEC**

**BETWEEN:**

**THE CANADIAN BROADCASTING CORPORATION**

(hereinafter referred to as "the CBC")

**AND:**

**THE CANADIAN FEDERATION OF MUSICIANS**

(hereinafter referred to as "the CFM")

Except where another Collective Bargaining Agreement is in place between the CFM or Guilde des Musiciens et Musiciennes du Quebec and a producer or an association of producers in Quebec and notwithstanding the provision of Article 5.1 of the CFM-CBC General Production Agreement, the parties agree that for Variety Programmes produced in the Province of **Quebec** by independent producers, where musicians are engaged to perform on a Variety type Programme, the producer must execute a Letter of Adherence and contract the musicians under the CFM-CBC General Production Agreement or another applicable CFM/AFM agreement.

**IN WITNESS WHEREOF, the parties have signed on February 12, 2015.**

**THE CANADIAN FEDERATION OF MUSICIANS**




Alan Willaert, duly authorized  
Vice President from Canada, AFM

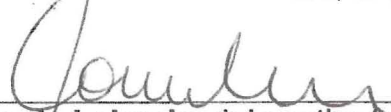
**THE CANADIAN BROADCASTING CORPORATION**



Roula Zaarour, duly authorized  
Vice-President, People and Culture



Heather Conway, duly authorized  
Executive Vice-President, English Services



Louis Lalande, duly authorized  
Executive Vice-President, French Services