



**WAGE SCALE AND PRICE LIST**  
**SEPTEMBER 1, 2024 – AUGUST 31, 2025**  
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## MILEAGE REFERENCE

<u>PLACE</u>	<u>LOCAL</u>	<u>MILES</u>	<u>PLACE</u>	<u>LOCAL</u>	<u>MILES</u>
Albany, NY	14	358	Harrisonburg, VA	161-710	128
Annapolis, MD	40-543	29	Hot Springs, VA	674	213
Baltimore, MD	40-543	41	Leesburg, VA	161-710	41
Cambridge, MD	21	91	Lynchburg, VA	123	183
Charleston, SC	502	456	Madison, VA	161-710	88
Charles Town, WV	580	74	Middleburg, VA	161-710	45
Charlotte, NC	342	400	New York, NY	802	237
Charlottesville, VA	123	120	Norfolk, VA	125	198
Chesapeake, VA	161-710	37	Ocean City, MD	21	152
Columbia, MD	40-543	24	Patuxent, MD	161-710	64
Culpeper, VA	161-710	73	Philadelphia, PA	77	138
Durham, NC	500	264	Quantico, VA	161-710	28
Frederick, MD	580	47	Raleigh, NC	500	265
Fredericksburg, VA	123	55	Rehoboth Beach, DE	21	124
Front Royal, VA	161-710	74	Richmond, VA	123	120
Gaithersburg, MD	161-710	25	Roanoke, VA	123	243
Greensboro, NC	342	315	Staunton, VA	674	154
Greenville, SC	502	506	Virginia Beach, VA	125	212
Harrisburg, VA	269	133	Williamsburg, VA	125	156

**Before performing in another area, the leader/contractor of individual member must file a contract with the Local in which jurisdiction the engagement is played.**

# UNDERSTANDING THE DIFFERENCE BETWEEN PENSIONABLE AND NON-PENSIONABLE WAGES

## 1) PENSIONABLE WAGES

Pensionable wages is any money paid to a member for the ACTUAL PLAYING of his/her instrument and it includes any and/or all of the following:

- Base musician scale
- Leader/contractor surcharge
- Doubling
- Premium Pay (including Principals and Concertmaster)
- Taping fees (including audio, visual and archival)
- Continuous music surcharge

**\*All of the above items are to be included in the calculation of the pension to be paid on by the producer on behalf of the playing member at the rate of 11.99%. Work Dues of 2% will be calculated on the above.**

## 2) NON-PENSIONABLE WAGES

Non-pensionable wages are any money paid to a member for expenses not during the act of playing his/her instrument and include the following:

- Cartage
- Mileage
- Parking
- Meals/Lodging
- Transportation

**\*The items above are not subject to Pension and Work Dues.**

**FOR ALL ITEMS UNDER BOTH 1 (Pensionable Wages) and 2 (Non-Pensionable Wages), a surcharge of 19% should be added when applicable. (See next page)**

## WHEN AND WHY IS AN ADDITIONAL 19% ADDED TO PAYROLL COSTS?

There are generally two ways a playing member can be paid: 1) as an employee with both employer and employee payroll taxes being paid and all monies withheld for the year reported as W2 income, OR 2) as an Independent Contractor, where the playing member is paid a lump sum but is responsible for paying both the employer and employee side of taxes and earnings are reported as 1099 income.

If a producer pays the playing member(s) through their own payroll service, withholds all applicable payroll taxes, and reports that income as W2 income to the playing musicians, they are not required to pay the additional 19%.

If a producer opts to pay the musicians a lump sum, without the employer side of taxes paid and with no employee taxes withheld, and additional 19% is to be added to the playing musician's scale pay.

Musicians Talent Agency, Inc. (MTA), a payroll service, can act as the "Employer" if a producer so chooses, and the 19% would be paid directly to MTA in order to cover payroll costs and have taxes withheld and income reported to the playing musicians as W2 income.

Please note, that in any case, the producer is also required to pay the 11.99% pension rate.

### **Why 19%? MTA payroll costs include:**

Employer's cost of FICA, (Social Security and Medicare taxes), currently at a rate of 7.65%

Unemployment compensation taxes:

Federal Obligation (FUTA)	1%
State Obligations (vary based on history of claims)	from 3.5% to 7%
Workman's Compensation Insurance	from 4% of scale up depending on # of claims
Family Leave	< .6%

Other costs relating to processing payrolls such as bookkeeping, accounting, software, administrative, office supplies, and mailing fees. With these additional costs and all of the above payroll tax responsibilities, the cost is 19% above scale.

*\*It is important to note that these are the costs for MTA to run a payroll for all employees. None of the money deducted from an employee's check is used to cover these costs.*

***\*\*the 19% is dues on both Pensionable and Non-Pensionable Scale wages but is NOT paid on pension itself.***

## ARTICLE 1 – GENERAL POLICY

### **SECTION 1. – General Provisions**

- A. The Executive Board has full authority to amend or modify this Wage Scale and Price List and to determine the scales and conditions for any engagement not herein specified. Any changes or amendments shall be published in Hi-Notes.
- B. This Wage Scale and Price List is part of the Bylaws of this Local and all members shall be governed thereby.
- C. Engagements played for the U.S. Government, where payment is established by law, shall not be affected by the provisions of this price list.
- D. There shall be Work Dues of two percent (2%) of scale payable by each member on all engagements played within this jurisdiction, and work dues of four and one-half (4 ½%) on electronic media engagements.
- E. On each engagement, the contractor and/or leader shall deduct and transmit monthly to the Local all monies authorized to be deducted for all engagements, as set forth in the Local's Bylaws.
- F. On engagements (steady or single) where the relationship between the contractor and/or leader and the member(s) is not that of employer-employee, the contractor and/or leader shall charge nineteen percent (19%) plus an 11.99% pension contribution (total 30.99%) over and above the applicable scale and fully with the statutory duties of an employer with regard to payroll taxes and contributions. The Local's payroll service or another comparable service may be used by contractors to complete the requirement of this Bylaw. Only the Executive Board has the authority to exempt contractors/leaders from the provisions of this section.
- G. Notice of all engagements must be made in writing prior to their taking place either on the Advance Report Forms or on appropriate AFM contracts.
- H. All contracts of agreements for musical services shall contain the following provisions:

**No performance on the engagement shall be recorded, reproduced or transmitted from the place of performance in any manner or by any means whatsoever, in the absence of a specific written agreement between the purchaser and the Local relating to and permitting such recording, reproduction or transmission.**

### **SECTION 2. – Jurisdiction:**

All of the District of Columbia and all of the following counties in Virginia: Arlington, City of Alexandria, City of Falls Church, Clarke, Culpeper, Fairfax, Fauquier, Greene, King George, Lancaster, Loudon, Madison, Northumberland, Orange, Page, Prince William, Rappahannock, Richmond County, Rockingham, Stafford, Warren, and Westmoreland. All of the following counties in Maryland: Calvert, Charles, Montgomery, Prince Georges, and St. Mary's.

### **SECTION 3. – Pension Plan Policy:**

In 1962, this Local established the principle of making available Pension Plan coverage in Local employment as a foundation for the future security of its members. The pensions to be provided are to be financed by employer contributions to the American Federation of Musicians' & Employers' Pension fund on behalf of members rendering services in pension-covered employment.

### **SECTION 4. – Wage Scale Applications:**

Prices quoted in this wage scale booklet apply to all engagements. The Executive Board may grant exception to these scales when deemed in the best interests of the membership.

## ARTICLE II – STEADY ENGAGEMENTS

### **SECTION 1. – General Provisions:**

- A. Steady engagements occur 2 or more nights a week or at least 4 per month.
- B. Members shall notify the Local in writing of their place of employment prior to the first performance day.
- C. Members will use their best efforts to obtain a signed AFM contract on steady engagements. The contract will be filed with the Local within two days prior to the first performance day.

### **SECTION 2. – Pension Contributions:**

- A. A pension contribution equal to 11.99% (or 13.189% for engagements at the Kennedy Center) of scale wages shall be paid to the American Federation of Musicians' & Employers' Pension Fund on behalf of each member rendering services as an employee on steady engagements.
- B. Each steady engagement scale, price or charge quoted herein, where the pension contribution has not been specifically set forth, is subject to an (11.99% or 13.189%) contribution.
- C. Pension contributions shall be remitted each month to Local 161-710 headquarters, along with the monthly Pension Fund Remittance Report (made out in duplicate) listing each member's name, social security number, gross earnings at scale and applicable pension contribution. Checks or money orders for pension contribution must be made payable to AFM-EP Fund.

## ARTICLE III – STEADY ENGAGEMENT SCALES

### **SECTION 1. – 3 hour or less steady engagements:**

Per musician per night **\$175**

\*Pension – 11.99% - (13.189% Kennedy Center)

\*Payroll costs – 19%

**\*These percentages MUST be added to the scale of any steady engagement for the purposes stated above.**

Engagements greater than three hours are prorated on a one half (1/2) hour basis.

**Steady engagements as solo musicians may be charged at the leader rate of 100% over scale.**

Please call the office if any variation from the above scales is needed.

## ARTICLE IV – SINGLE ENGAGEMENTS

### SECTION 1. – General Provisions:

- A. The **leader** fee is 100% of scale on all engagements where eight (8) or more musicians are on the engagement. The **leader** fee is 50% of scale on all engagements where seven (7) or fewer musicians are on the engagement.
- B. Members required to perform alone shall receive the applicable scale for leader.
- C. Split sessions are not permitted on single engagements.
- D. Members must be seated five (5) minutes before the start of the engagement.
- E. The leader fee for Musicals and Operettas is 50% of scale wages on all engagements.

### SECTION 2. – Pension Plan:

- A. Pension contributions based on a percentage of scale as listed below shall be paid to the American Federation of Musicians' & Employers' Pension Fund on behalf of each members rendering services on single miscellaneous engagements.

Pension 11.99%            (Kennedy Center 13.189%)

- B. Pension contributions for single engagements shall be remitted to Local 161-710 Headquarters by the tenth (10<sup>th</sup>) day of each month for the preceding month's business, along with the Monthly Pension fund Remittance Report listing each member's name, social security number, gross earnings at base scale and applicable pension contribution. Checks or money orders for pension contributions must be made payable to AFM-EP Fund.

### SECTION 3. – Rehearsals:

Subject to a two (2) hour minimum call, unless otherwise specified.

### SECTION 4. – Intermission and Breaks:

- A. Engagements start at the time ordered to appear. Intermissions and Breaks shall be considered part of the engagement.
- B. Orchestras must get regular intermissions and breaks as a unit. Dividing the orchestra for the purpose of staggering intermissions or for the allowance of continuous music is not permitted.
- C. Performance Intermissions must be at least fifteen (15) consecutive minutes. There must be at least one (1) intermission off the stand per three (3) hour engagement. Each additional hour is subject to at least ten (10) minutes off the stand. Time allowed off the stand before actual playing begins is not to be construed as an intermission.
- D. Rehearsal Breaks are calculated as 10 minutes per hour of rehearsal. Rehearsal breaks may not occur later than 1 hour and 30 minutes into the rehearsal.
- E. Continuous charges shall apply to Performances when a total accumulated performance time exceeds ninety (90) minutes. Continuous charge per hour or fraction thereof for the first two (2) hours (after 90 minutes):

Side Person \$35 per hour

Continuous charge per one-half (1/2) hour after the completion of two (2) hours of continuous **will incur an additional fee:**

Side Person \$20

- F. In each continuous hour every member, other than the rhythm section, shall be allowed five (5) minutes OFF THE STAND (time may be staggered). Each member of the rhythm section shall be paid a surcharge for each continuous hour in addition to the applicable continuous music charge of:

**Side person \$20**

- G. Time shall be computed for such additional charge from the actual time that continuous playing begins until it terminates. An intermission of not less than five (5) minutes must be taken before non-continuous playing is resumed. However, where no music is performed because of speeches lasting at least forty-five (45) minutes, members shall, if necessary, play the next hour continuously at no extra charge. In such event, the members must be given a fifteen (15) minute break. This exception does not apply if a rehearsal is held during the speeches or the members are required to remain on the stand during the speeches.
- H. All intermissions of more than five (5) minutes shall be taken off the stand.

**SECTION 5. – Overtime:**

Engagements extending beyond the contracted hours are subject to overtime at the applicable overtime rate.

**SECTION 6. – Official Inaugural Functions:**

Members performing for official Presidential Inaugural functions shall be paid **double** the applicable wage scale for each service, regardless of its nature.

**SECTION 7. – Security Checks:**

When a security check is required and the contractor/leader notifies the member of that requirement at the time of hiring, then members may be required to appear sixty (60) minutes before the start of the engagement.

**SECTION 8. – Substitutes:**

- A. Engagements must be played with the contracted number of members. A member absent from an engagement must employ a substitute.
- B. Substitutes may be sent in by **mutual consent only**, except in case of sickness or other unavoidable cause, in which case a capable substitute shall be accepted without notice.

**SECTION 9. – Doubling:**

Members required to perform on two or more instruments in the playing of shows, concerts and rehearsals shall be paid:

1<sup>st</sup> Double 15%

Each additional double 12%

**SECTION 10. – Archival Recording:**

Leaders or contractors wishing to make an archival tape **MUST FIRST** execute an archival audio or video tape Agreement with the Union. The members shall be paid at the following rates:

- 1. Audio (Per Person)      \$35.00
- 2. Video (Per Person)      \$35.00

**\*note: audio/video = \$70.00**

**SECTION 11. - Rained-out Performances:**

Members prevented from performing any part of an engagement due to weather conditions shall be paid one-half (1/2) the applicable scale. If members begin such an engagement and are subsequently dismissed, or if the cancellation is called 1 hour or less prior to such an engagement; full scale must be paid.

**SECTION 12. – AFM Electronic Media Broadcasts:**

Members performing under the provisions of an AFM electronic media agreement in situations where a live paid audience is in attendance shall be entitled to additional compensation at the applicable Local live performance scale.

**SECTION 13. – Principal Scale (Classical):**

- A. Principal musicians shall be paid an additional 20% of Scale Wages (Kennedy Center 25%).
- B. Principal musicians of Musicals and Operettas 25% of Scale Wages

**SECTION 14. – Concertmaster (Classical):**

- A. Concertmaster shall be paid an additional 100% of Scale Wages.
- B. Concertmaster Musicals and Operettas 25% of Scale Wages.

**SECTION 15. – Cartage:**

A. CARTAGE – Members directed by the contractor/leader to provide any of the following instruments or pieces of equipment shall be paid the following minimum fees\* in addition to scale wages:

Accordion w/amp	\$ 15.00
Baritone Sax	\$ 15.00
Bass Clarinet (when played as double)	\$ 15.00
Bass Drum (concert)	\$ 25.00
Bass Saxophone	\$ 15.00
Bongos (pair)	\$ 10.00
Cello	\$ 15.00
Chimes	\$ 75.00
Cimbasso	\$ 15.00
Congas (each)	\$ 10.00
Contrabass Clarinet	\$ 15.00
Contrabass Trombone	\$ 15.00
Contrabassoon	\$ 15.00
Crotales	\$ 25.00
Drum Set (full - 4 pc minimum)	\$ 40.00
Drum Set (small - 3 pc or less)	\$ 30.00
Electric Bass w/amp	\$ 15.00
Folk Harp	\$ 15.00
Glockenspiel	\$ 25.00
Guitar w/amp	\$ 15.00
Harp	\$ 55.00
Instrument Amp	\$ 15.00
Keyboard no amp	\$ 20.00
Keyboard w/amp	\$ 35.00
Mallet Kat	\$ 35.00
Marimba	\$ 75.00
Microphone w/stand	\$ 10.00
Music Library (25 folders or more)	\$ 30.00
P/A system (Full)	\$ 20.00
Percussion (miscellaneous)	\$ 80.00
Sousaphone	\$ 15.00
Stand (Black Manhasset Style)	\$ 5.00
String Bass	\$ 18.00
Tam Tam	\$ 25.00
Timbales (pair)	\$ 15.00
Timpani (each)	\$ 35.00
Tuba	\$ 15.00
Vibraphone	\$ 40.00
Xylophone	\$ 40.00

These minimum fees do not preclude any member from individually negotiating a higher fee than is prescribed herein. **\*Additional cartage fees apply, as negotiated in advance, when more than usual equipment is required.**

If the employer cannot provide safe storage between services or if services are more than forty-eight (48) hours apart, then the member shall receive the above prescribed cartage fee for each service in which the transportation of the instrument(s) or equipment is required.

## **SECTION 16. – Parking:**

- A. PARKING – Members will be reimbursed for parking expenses. There are two ways in which parking can be reimbursed. The producers may reimburse parking expenses either by
- 1) Reimbursing the full amount for parking directly to the musician, not to be included as income, but rather, as a reimbursement. For this option, a receipt must be obtained by the musician and turned in as proof of purchase.
- Or
- 2) The producer may pay each musician a flat rate of **\$20 per day**. This amount is taxable and will be included in any W2. No receipt is required to be turned in by the musician in order to receive this amount.
- B. Pension contributions do NOT apply to the charges in this section.

## **SECTION 17. – Change of Location on Single Engagements:**

Members required to move from the original venue for which they are hired shall be compensated as though they were performing two (2) single engagements. When the move is within the same establishment, an additional cartage of thirty three percent (33%) of applicable current cartage rate shall be paid to members performing on those instruments set forth in Section 15 hereof.

## **SECTION 18. – Uniforms:**

- A. Members may be required to wear business clothes or tuxedos on all engagements.
- B. In cases where special costumes are required on single engagements, consult the Secretary-Treasurer's office of additional charge, if any.

## **SECTION 19. – Minimum Scale – out of Town Engagements:**

On all engagements more than seventy-five (75) miles from the White House, members shall be guaranteed a four (4) hour job or be paid for two (2) hours continuous in addition to the applicable three (3) hour scale.

## **SECTION 20. – Travel Distance/Time:**

- A. The mileage area of this Local is that within a twenty (20) mile radius of the White House (zero milestone). In case of dispute concerning the applicable mileage, the AAA or other recognized mileage authority shall be consulted.
- B. If an engagement falls between 20 and 40 miles radius of the White House (zero milestone), a travel charge of thirty-five cents (**\$0.40**) per mile for each mile beyond the 20 mile radius shall apply to all single engagements for each member. For example, if the engagement is 35 miles from the White House (15 miles beyond the 20 mile radius), the miles to paid for travel total 30 (15 miles to and from). See page 13 for radius chart.
- C. For any engagement 40 miles or greater from the White House (zero milestone), the travel charge of thirty-five cents (**\$0.40**) per mile shall be computed and paid for the entire distance from the White House (zero milestone) to the engagement. This charge applies to all single engagements beyond the 40 miles radius and is to be paid to each member. See page 13 for radius chart.
- D. When employer utilizes air transportation to engagements, the employer shall pay to each employee ten dollars (\$10.00) in each direction of travel per one-half (1/2) hour or part thereof of scheduled flying time, which shall, for the purpose of payment, include scheduled layovers between flight segments, including (BWI and Dulles) and ten dollars (\$10.00) for travel from the airport to home shall be paid to each employee. Satellite airport parking to be paid (receipt required). Employer/contractor must provide transportation from airport to engagement and return to airport.

- E. Such charges are to compensate members for travel time only and shall be paid in addition to any allowance for actual transportation. Pension contributions are NOT applicable to amounts paid to members for the travel charge.
- F. Where a leader and/or contracting member sends members on out-of-town engagements for two (2) nights or more in succession, the following rules shall apply if members are required to remain out of this jurisdiction.
  - (1) If the engagements are for the same purchaser of music, the mileage charges need only be paid once (the purchaser shall not be construed to mean booking agent, social secretary, contracting member, etc.)
  - (2) If the engagements are for different purchasers of music, the applicable mileage from Washington, D.C. must be paid on each engagement.
  - (3) In either event, meals and lodging must be provided or paid for, in accordance with Section 22 of this Article.

**SECTION 21. – Transportation:**

- A. The contract/leader shall defray traveling expenses on all engagements outside the mileage area. He/she shall make the necessary arrangements or pay the transportation allowances herein provided.
- B. When transportation is not provided or when members are authorized to use their own cars, they shall be compensated at the rate **fifty cents (\$0.67)** per mile plus toll charge for transporting up to four members, including driver plus **twenty-five cents (\$0.34)** per mile for each additional member transported.
- C. Such charges are to compensate for transportation expenses only and shall be paid in addition to the travel allowance. Pension contributions are NOT applicable to amounts paid to members for transportation expenses.

**SECTION 22. – Meals and Lodging:**

- A. On all single engagements taking place seventy-five (75) or more miles from the White House, the engaging party shall, unless otherwise provided for, defray first class board and where the distance so warrants, provide first class lodging, as follows:

Breakfast	\$15.00	Dinner	\$30.00
Lunch	\$25.00	Lodging	\$100.00

- (1) If leaving for the engagement before 8:00 a.m., breakfast charge shall be applicable.
  - (2) If leaving for the engagement before 12:00 noon, lunch charge shall be applicable.
  - (3) If leaving for the engagement before 6:00 p.m., dinner charge shall be applicable.
  - (4) If return from the engagement is at 8:00 a.m. or later, but before 12:00 noon, breakfast charge shall be applicable.
  - (5) If return from the engagement is at 12:00 noon or later, but before 6:00 p.m., breakfast and lunch charges apply.
  - (6) If return from the engagement is at 6:00 p.m. or later, breakfast, lunch and dinner charges become applicable.
- B. On all single engagements more than one hundred fifty (150) miles from the White House, the contractor/leader shall provide first class accommodations. Members may be paid **fifty dollars (\$50.00)** in lieu of hotel accommodations only if contractor/leader and member agree at the time the member is hired.

**SECTION 23. – Sound Checks and Preheats:**

- A. A sound check for 1 hour or less may be scheduled to take place within the period from 1 ½ hours to ½ hour before the performance (including ten (10) minutes break time) and shall be paid at the rate of one and on-half (1 ½) times the applicable hourly rate.

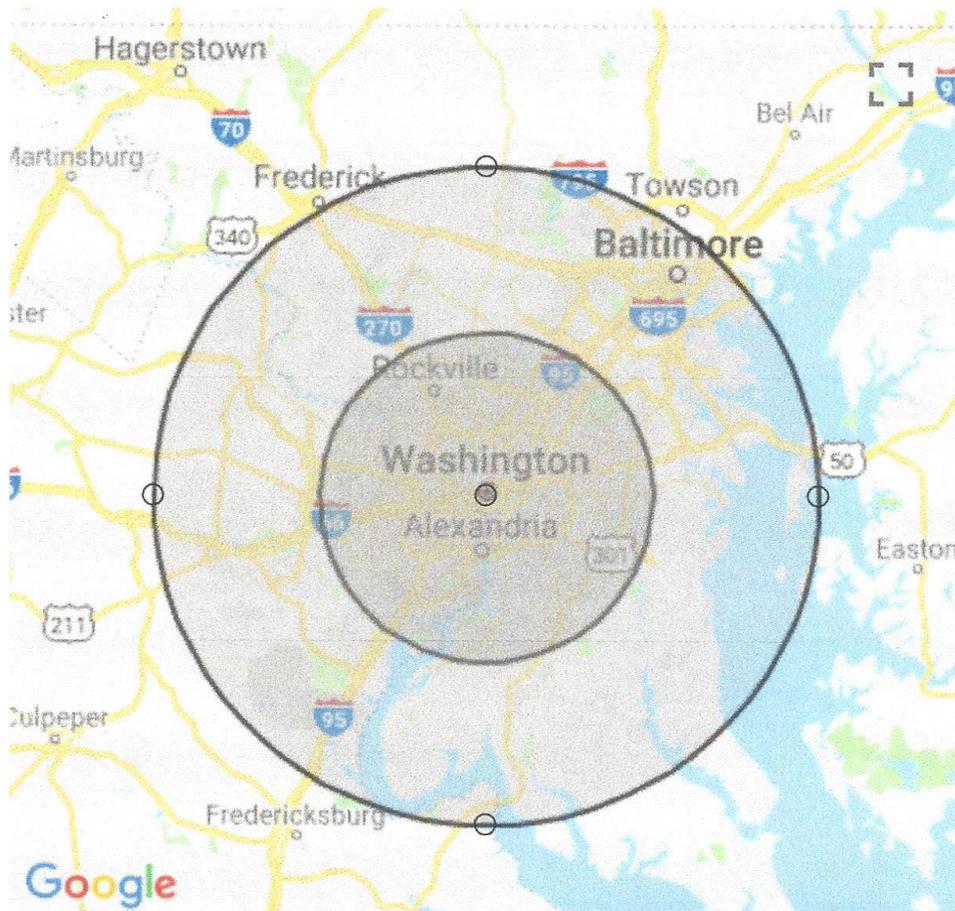
**SECTION 24. – Cancellation:**

- A. According to Article VI, Section 1 (c) Unless otherwise provided, contracts may be cancelled by either party giving two full salary weeks written notice to the other. Contracts may be cancelled by mutual consent of involved members.
- B. For any service cancelled eight (8) to thirteen (13) days prior to the first service, 50% of contracted scale is required.
- C. For any service cancelled with 7 days or fewer notice, full contracted payment is required.

\*See Article IV, Section 2 for weather related cancellation policy.

**SECTION 25. – Late Penalty:**

Payments shall be made within 30 days of the engagement as per Local 161-710 By-Laws (Article 6, Section 1e). Any payments made after 30 days shall include an additional 5% fee on scale wages to all musicians who played on the engagement.



## ARTICLE V – SINGLE ENGAGEMENT SCALES

### SECTION 1.

### CONCERTS AND ORATORIES

- A. Performance rate – Two and one half (2 ½) hours or less:  
Side Person **\$210**
- B. Performance Overtime – per 15 minutes or fraction thereof:  
Side Person **\$42**
- C. Rehearsal Rate – per hour with a two (2) hour minimum call:  
Side Person **\$57.75**
- D. Rehearsal Overtime – per one-half (1/2) hour or fraction thereof:  
Side Person **\$28.88**
- E. Article IV, Section 14 – Concertmaster (additional 100% of scale wages)
- F. Article IV, Section 13 – principal (additional 20% of scale wages)
- G. Article IV, Section 1 – Leader (additional 100% of scale wages w/ 8 or more musicians, additional 50% of scale wages w/ 7 or less)
- H. Article IV, Section 9, Doubling (additional 15% of scale 1<sup>st</sup> double, and 12% for each additional instrument)
- I. Article IV, Section 15 – Cartage fees apply
- J. Article IV< Section 16 - Parking fee applies when applicable
- K. Article IV, Section 10 – Archival recording (**\$35 audio, \$35 video**)  
(ANY RECORDING OF ANY KIND MUST BE UNDER AN AFM AGREEMENT)
- L. Article IV, Section 2 – Pension contribution (11.99%)
- M. There shall be an intermission of not less than fifteen (15) minutes, if the performance exceeds one and one-half (1 ½) hours.
- N. All shows in excess of two (2) on any day shall be subject to a fifty (50%) percent surcharge.
- O. Article I, Section 1 – 19% charge when applicable.
- P. Article IV, Section 23 – Sound Checks and Preheats apply when applicable

**\* Wage scales listed are minimum requirements.**

**SECTION 2.****OPERAS AND BALLETS**

- A. Performance rate – Three (3) hours or less:
- |                                     |                 |
|-------------------------------------|-----------------|
| A1) Side Person                     | <b>\$250.95</b> |
| A2) Side Person back stage          | <b>\$200.55</b> |
| A3) Side Person on stage in costume | <b>\$241.50</b> |
- B. Performance Overtime – per 15 minutes for fraction thereof:
- |             |             |
|-------------|-------------|
| Side Person | <b>\$42</b> |
|-------------|-------------|
- C. Rehearsal Rate – per hour with a two (2) hour minimum call:
- |             |                |
|-------------|----------------|
| Side Person | <b>\$57.75</b> |
|-------------|----------------|
- D. Rehearsal Overtime – per one-half (1/2) hour or fraction thereof:
- |             |                |
|-------------|----------------|
| Side Person | <b>\$28.88</b> |
|-------------|----------------|
- E. Article IV, Section 14 – Concertmaster (additional 100% of scale wages)
- F. Article IV, Section 13 – principal (additional 20% of scale wages)
- G. Article IV, Section 1 – Leader (additional 100% of scale wages w/ 8 or more musicians, additional 50% of scale wages w/ 7 or less)
- H. Article IV, Section 9, Doubling (additional 15% of scale 1<sup>st</sup> double, and 12% for each additional instrument)
- I. Article IV, Section 15 – Cartage gees apply
- J. Article IV< Section 16 - Parking fee applies when applicable
- K. Article IV, Section 10 – Archival recording (**\$35 audio, \$35 video**)  
(ANY RECORDING OF ANY KIND MUST BE UNDER AN AFM AGREEMENT)
- L. Article IV, Section 2 – Pension contribution (11.99%)
- M. On all shows there shall be a minimum of one (1) intermission of not less than fifteen (15) minutes occurring at approximately the halfway point of each performance.
- N. All shows in excess of two (2) on any day shall be subject to a fifty (50%) percent surcharge.
- O. Article I, Section 1 – 19% charge when applicable.
- P. Article IV, Section 23 – Sound Checks and Preheats apply when applicable

**\* Wage scales listed are minimum requirements.**

**SECTION 3.****MUSICALS AND OPERETTAS**

- A. Performance rate – Three (3) hours or less:  
Side Person **\$226.80**
- B. Performance Overtime – per 15 minutes for fraction thereof:  
Side Person **\$38.85**
- C. Rehearsal Rate – per hour with a two (2) hour minimum call:  
Side Person **\$50.40**
- D. Rehearsal Overtime – per one-half (1/2) hour or fraction thereof:  
Side Person **\$25.20**
- E. Article IV, Section 14 – Concertmaster (additional 25% of scale wages)
- F. Article IV, Section 13 – principal (additional 25% of scale wages)
- G. Article IV, Section 1 – Leader (additional 50% of scale wages)
- H. Article IV, Section 9, Doubling (additional 15% of scale 1<sup>st</sup> double, and 12% for each additional instrument)
- I. Article IV, Section 15 – Cartage gees apply
- J. Article IV< Section 16 - Parking fee applies when applicable
- K. Article IV, Section 10 – Archival recording (\$35 audio, \$35 video)  
(ANY RECORDING OF ANY KIND MUST BE UNDER AN AFM AGREEMENT)
- L. Article IV, Section 2 – Pension contribution (11.99%)
- M. On all shows there shall be a minimum of one (1) intermission of not less than fifteen (15) minutes occurring at approximately the halfway point of each performance.
- N. All shows in excess of two (2) on any day shall be subject to a fifty (50%) percent surcharge.
- O. Article I, Section 1 – 19% charge when applicable.
- P. Article IV, Section 23 – Sound Checks and Preheats apply when applicable

**\* Wage scales listed are minimum requirements.**

**SECTION 4. MAJOR VENUE (Capital One Arena, Jiffy Lube Live, Nationals Park, RFK Stadium, DC Armory, FedExField, Walter E. Washington Convention Center, or any venue seating 3500 persons or more)**

- A. Performance rate – Three (3) hours or less:  
Side Person **\$315**
  
- B. Performance Overtime – per 15 minutes for fraction thereof:  
Side Person **\$63**
  
- C. Rehearsal Rate – per hour with a two (2) hour minimum call:  
Side Person **\$70.35**
  
- D. Rehearsal Overtime – per one-half (1/2) hour or fraction thereof:  
Side Person **\$35.18**
  
- E. Article IV, Section 14 – Concertmaster (additional 100% of scale wages)
  
- F. Article IV, Section 13 – principal (additional 20% of scale wages)
  
- G. Article IV, Section 1 – Leader (additional 100% of scale wages)
  
- H. Article IV, Section 9, Doubling (additional 15% of scale 1<sup>st</sup> double, and 12% for each additional instrument)
  
- I. Article IV, Section 15 – Cartage gees apply
  
- J. Article IV< Section 16 - Parking fee applies when applicable
  
- K. Article IV, Section 10 – Archival recording (**\$35 audio, \$35 video**)  
(ANY RECORDING OF ANY KIND MUST BE UNDER AN AFM AGREEMENT)
  
- L. Article IV, Section 2 – Pension contribution (11.99%)
  
- M. On all shows there shall be a minimum of one (1) intermission of not less than fifteen (15) minutes occurring at approximately the halfway point of each performance.
  
- N. All shows in excess of two (2) on any day shall be subject to a fifty (50%) percent surcharge.
  
- O. Article I, Section 1 – 19% charge when applicable.
  
- P. Article IV, Section 23 – Sound Checks and Preheats apply when applicable

**\* Wage scales listed are minimum requirements.**

**SECTION 5.**

**CLUB DATES, DANCES, NOT OTHERWISE SPECIFIED**

- A. Single Engagements -three (3) hours or less:
  - A1) Side Person Class A **\$250**
  - A2) Side Person Class B **\$225**
  - A3) Side Person Class C **\$200**
  - A4) Side Person Class D **\$175**
  
- B. Performance Overtime – per 30 minutes for fraction thereof:
  - B1) Side Person Class A **\$42**
  - B2) Side Person Class B **\$37.50**
  - B3) Side Person Class C **\$33.50**
  - B4) Side Person Class D **\$58**
  
- C. NEW YEAR’S EVE:
  - Side Person **\$500**
  
- D. NEW YEAR’S EVE OVERTIME – per 30 minutes of overtime:
  - Side Person **\$83**
  
- E. Article IV, Section 1 – Leader (additional 100% of scale wages)
  
- F. Article IV, Section 9, Doubling (additional 15% of scale 1<sup>st</sup> double, and 12% for each additional instrument)
  
- G. Article IV, Section 15 – Cartage gees apply
  
- H. Article IV< Section 16 - Parking fee applies when applicable
  
- I. Article IV, Section 10 – Archival recording **(\$35 audio, \$35 video)**  
(ANY RECORDING OF ANY KIND MUST BE UNDER AN AFM AGREEMENT)
  
- J. Article IV, Section 2 – Pension contribution (11.99%)
  
- K. There shall be a minimum of one (1) intermission of not less than fifteen (15) minutes occurring at approximately the halfway point of each performance.
  
- L. Article IV, Section 4E – Continuous charges apply when applicable.
  
- M. Article I, Section 1 – 19% charge when applicable.
  
- N. Article IV, Section 23 – Sound Checks and Preheats apply when applicable

**\* Wage scales listed are minimum requirements.**

**SECTION 6.**

**MISCELLANEOUS SHOWS INCLUDING BUT NOT LIMITED TO  
ICE SHOWS, CIRCUS, VARIETY, INDUSTRIAL/TRADE, FLOOR SHOWS, PASSION PLAY,  
CHRISTMAS SHOW**

- A. Performance rate – Two and one half (2 ½) hours or less:  
Side Person **\$221.55**
  
- B. Performance Overtime – per 15 minutes for fraction thereof:  
Side Person **\$42**
  
- C. Rehearsal Rate – per hour with a two (2) hour minimum call:  
Side Person **\$57.75**
  
- D. Rehearsal Overtime – per one-half (1/2) hour or fraction thereof:  
Side Person **\$28.88**
  
- E. Article IV, Section 14 – Concertmaster (additional 100% of scale wages)
  
- F. Article IV, Section 13 – Principal (additional 20% of scale wages)
  
- G. Article IV, Section 1 – Leader (additional 100% of scale wages w/ 8 or more musicians, additional 50% of scale wages w/ 7 or less)
  
- H. Article IV, Section 9, Doubling (additional 15% of scale 1<sup>st</sup> double, and 12% of scale wages for each additional instrument)
  
- I. Article IV, Section 15 – Cartage gees apply
  
- J. Article IV< Section 16 - Parking fee applies when applicable
  
- K. Article IV, Section 10 – Archival recording (**\$35 audio, \$35 video**)  
(ANY RECORDING OF ANY KIND MUST BE UNDER AN AGREEMENT)
  
- L. Article IV, Section 2 – Pension contribution (11.99%)
  
- M. There shall be an intermission of not less than fifteen (15) minutes if the performance exceeds one and one-half (1 ½) hours.
  
- N. Article IV, Section 4E – Continuous charges apply when applicable.
  
- O. All shows in excess of two (2) on any day shall be subject to a fifty (50%) percent surcharge.
  
- P. Article 1, Section 1 – 19% charge when applicable.
  
- Q. Article IV, Section 23 – Sound Checks and Preheats apply when applicable

**\* Wage scales listed are minimum requirements.**

**SECTION 7.**

**CHURCH WORSHIP SERVICES**

- A. Per service – One and one half (1 ½) hours or less:
  - Side Person **\$147**
- B. Two services within three (3) hours:
  - Side Person **\$262.50**
- C. One and one-half (1 ½) hour service and one (1) hour rehearsal immediately preceding:
  - Side Person **\$183.75**
- D. Two services within three (3) hours with one (1) hour rehearsal immediately preceding:
  - Side Person **\$290.85**
- E. Rehearsal NOT ON the day of Service, per hour (two (2) hour minimum call):
  - Side Person **\$57.75**
- F. Rehearsal overtime, per one-half (1/2) hour:
  - Side Person **\$28.88**
- G. Article IV, Section 14 – Concertmaster (additional 100% of scale wages)
- H. Article IV, Section 13, Principal fees apply (additional 20% of scale wages)
- I. Article IV, Section 1 – Leader fees apply (additional 100% of scale wages w/ 8 or more musicians, additional 50% of scale wages w/ 7 or less.
- J. Article IV, Section 9 – Doubling (additional 15% of scale wages 1<sup>st</sup> double, and 12% of scale wages for each additional instrument)
- K. Article IV, Section 15 – Cartage fees apply
- L. Article IV, Section 16 – Parking fees apply when applicable
- M. Article IV, Section 10 – Archival recording (**\$35 audio, \$35 video**)
- N. Article IV, Section 2 – Pension Contribution (11.99%).
- O. Article 1, Section 1 – 19% charge when applicable

**\* Wage scales listed are minimum requirements.**

**SECTION 8. PUBLIC SERVICE (Hospitals, Nursing Homes, Political Rallies, Parades, Funeral Processions, Amateur Musical Group Augmentation, or call Local Office with questions)**

A. Per service – three (3) hour MAX:

Side person **\$125**

B. Article IV, Section 10 Archival recording (**\$35 audio, \$35 Video**)  
(ANY RECORDING OF ANY KIND MUST BE UNDER AN AFM AGREEMENT)

C. Article IV, Section 2 – Pension contribution (11.99%)

D. Article 1, Section 1 – 19% charge when applicable

**\* Wage scales listed are minimum requirements.**

**SECTION 9. INAUGURAL SCALE**

See Article IV, Section 6 (DOUBLE ALL APPLICABLE SCALES)

**\* Wage scales listed are minimum requirements.**

**SECTION 10. WEDDING/SPECIAL OCCASIONS**

A. Performance rate – Two (2) hour minimum:

Side Person **PER HOUR** **\$115.75**

B. Article IV, Section 15 – Cartage fees apply

C. Article IV, Section 16 – Parking fee applies when applicable

D. Article IV, Section 2 – Pension contribution (11.99%)

E. Article IV, Section 23 – Sound Checks and Preheats apply when applicable

**\* Wage scales listed are minimum requirements.**

**SECTION 11.**

**KENNEDY CENTER SCALE**

- A. Performance rate:
  - A1) SHOW (2 ½ hours or less) **\$253**
  - A2) CONCERT (2 ½ hours or less) **\$253**
  - A3) OPERA OR BALLET **\$359**
  
- B. Performance Overtime:
  - B1) SHOW (per ½ hour) **\$59**
  - B2) CONCERT (per 15 minutes) **\$31.5**
  - B3) OPERA OR BALLET (per 15 minutes) **\$33.5**
  
- C. Rehearsal Rate – per hour:
  - C1) SHOW (2 hour minimum call) **\$65**
  - C2) CONCERT (2 hour minimum call) **\$65**
  - C3) OPERA OR BALLET (3 hour minimum call) **\$73.5**
  
- D. Rehearsal Overtime, per one-half (1/2) hour:
  - D1) SHOW (2 hour minimum call) **\$32.5**
  - D2) CONCERT (w hour minimum call) **\$32.5**
  - D3) OPERA OR BALLET (3 hour minimum call) **\$36.75**
  
- E. Article IV, Section 14 – Concertmaster (additional 100% of scale wages)
  
- F. Article IV, Section 13 – Principal (additional 25% of scale wages)
  
- G. Article IV, Section 1 – Leader (additional 100% of scale wages w/ 8 or more musicians, additional 50% of scale wages w/ 7 or less)
  
- H. Article IV, Section 9 – Doubling (additional 15% of scale for 1<sup>st</sup> double, and 12% for each additional instrument)
  
- I. Article IV, Section 15 – Cartage fees apply
  
- J. Article IV, Section 16 – Parking fee applies
  
- K. Article IV, Section 10 – Archival recording (\$35 audio, \$35 video)  
(ANY RECORDING OF ANY KIND MUST BE UNDER AN AFM AGREEMENT)
  
- L. Article IV, Section 2 – Pension contribution **(13.189%)**

**\* Wage scales listed are minimum requirements.**

## ARTICLE VI – TELEVISION, RADIO AND RECORDING

### **SECTION 1. Single Telecast or Broadcast (Local or commercial):**

Consult the President or Secretary-Treasurer

### **SECTION 2. Single Telecast or Broadcast (network sustaining or commercial):**

National Radio and Videotape scales apply. Consult the President or the Secretary-Treasurer

### **SECTION 3. Weekly telecasts or Broadcasts or Syndication:**

Consult the President or Secretary-Treasurer

### **SECTION 4. Recording:**

National agreement, low budget agreement, limited pressing agreement, bandstand agreement, and demo agreement:

Consult the President or the Secretary-Treasurer

### **SECTION 5. Television Film, Local Jingles, Commercial Recordings and Transcriptions:**

Consult the President or the Secretary-Treasurer

### **SECTION 6. LIMITED PRESSING AGREEMENT is available on the local website [www.musiciansdc.org](http://www.musiciansdc.org)**

FOR **STEADY** ENGAGEMENTS – SEE ARTICLE III, SECTION 1 ON PAGE 6