

**General Rules
and
Minimum Wage Scales
for
Live Engagements**



12 August 2024

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DEFINITIONS

SERVICE - Performance or rehearsal.

CASUAL WORK - Services performed on an occasional basis. [Page 11]

STEADY WORK - Services performed at the same time and place each week for the same employer, one or more days per week for two or more weeks. [Page 16] Theatrical Events (which sometimes are Steady engagements) are usually contracted as Casual Work.

THEATRICAL EVENTS - Theater Services including musical theater, opera, ballet, and similar productions. [Pages 16-18]

CONCERT EVENTS - Musical performances (and their rehearsals) for an audience, but not including Theatrical Events, Dances, Casual Shows, Floor Shows, or Ceremonies. [Page 13-14] Religious music performed in a concert setting (rather than a Religious Service) is also considered a Concert Event.

SCALE - Scheduled wages for Services, Premiums, Doubling, Cartage, and all other work associated with Services.

CALL TIME - The time a musician is requested to arrive prior to the official contracted starting time of the Service. [Page 6]

SERVICE LENGTH - (Also referred to as "minimum call") The least amount of time for which musicians may be engaged and for which they must be compensated entirely, whether all the time is used or not. [Page 7]

OVERTIME - The time each individual works beyond the contracted Service Length of each Service. [Page 8]

INTERMISSION ("BREAK") - A pause during a Service.

PURCHASER - An entity employing and paying personnel for Services.

CONTRACTOR - The person responsible for: a) hiring musicians on behalf of a Purchaser/employer of musical Services, b) payment of all wages, c) payment of all other sums due and payable to musicians, and d) scheduling rehearsals or performances.

LEADER - An individual designated by the Contractor to be in charge of the musical personnel and/or the musical Services. The Contractor will compensate the Leader for such services as stated in a Scale or as mutually agreed. [Page 6]

PRINCIPAL - A "first chair" musician of an instrumental section within a musical ensemble.

SIDEMUSICIAN - An individual contracted for a Service other than Leader or Principal.

SINGLE - Services performed by only one musician.

SUBSTITUTE - A person replacing the regular musician hired for a Service or Services.

CARTAGE - Compensation paid to, or on behalf of, a musician for transporting certain instruments and/or equipment to, from, or between Service locations. [Page 20]

DOUBLING - The playing of more than one instrument by one musician within a Service. [Pages 9, 11, 12, 14, 16]

PREMIUMS - All wages paid for Services beyond the basic wages of a Sidemusician, Leader or Contractor, such as Doubling and Principal pay. Premiums apply to Overtime as well.

ALLOWANCE - Additional compensation required for functions ancillary to a Service, or miscellaneous items (Travel, parking, gas, tolls, food Per Diems, lodging, etc.). Most Allowances are exempt from wage components (pension, work dues, payroll fees, etc.) but are taxable if they exceed the standard IRS Per Diem rates. (Page 19 - Travel Allowances)

Throughout this Wage List, these terms and Scale categories (including subcategories such as Per Diem, Travel Time, etc.) will begin with a capital letter.

**EMPLOYEE
VS
INDEPENDENT CONTRACTOR**
(An explanation of the 20% payrolling charge)

Musicians are normally paid according to one of two methods: 1) as an *employee*, or 2) as an *independent contractor*. An *employee* has filled out a W-4 (IRS employee wages) form and an I-9 (proof of U.S. citizenship) form. At the end of the year the employer will send a W-2 (yearly wages with deductions) form to the musician to file with taxes. An *independent contractor* will only receive payment for services and may receive a 1099 (IRS proof of payment to a non-employee) form.

An employer pays out more money than an employee sees in the paycheck. The employer pays the employee gross pay (amount before deductions for taxes, etc.). The employer also pays an additional 20% in "payrolling fees". Some of this surcharge is U.S. Government mandated co-payments to the employee's Social Security and Medicare which are in addition to the amounts deducted from the employee's check. The rest is compulsory insurance premiums to Workers' Compensation, Federal Unemployment insurance (FUTA) and State Unemployment insurance (SUI). An independent contractor, as a self-employed businessperson, is expected to pay their own "payrolling fees" on a quarterly basis to Social Security, Medicare, Workers' Comp., FUTA, and SUI.

Local 325 Scale wages are computed two ways: payrolled and not payrolled. If you are an *employee*, Scale is the **WAGES** in the Wage List. If you are an *independent contractor*, Scale is the quoted **WAGES** plus 20% (**[TOTAL]**). Either way the employer or purchaser pays out the same amount which is Scale wages (base pay) plus payrolling fees.

When the purchaser of the music does not assume Federal and State tax responsibilities and pay each musician individually ("payroll"), this becomes the responsibility of the Leader or Contractor. **In every case where the Leader or Contractor becomes the Employer, he/she must collect 20% in addition to the regular scale (wages) or negotiated price for the orchestra. If Leader or Contractor does not "payroll" or have the engagement properly payrolled, Leader or Contractor must pay Sidemusicians the 20% collected from Purchaser for payroll purposes.** On all engagements of two (2) days or more per week, involving more than one (1) musician, either the Purchaser shall be responsible for tax purposes or Leader must show proof of engagement being properly payrolled for tax purposes.

Members are advised to secure the necessary Employer's number from the proper State and Federal offices in order to comply with the civil laws governing Employers. The Local maintains a Payroll Service complying with these civil laws as a service to our members, please contact the Business Representative.

When one (1) musician plays alone on a Steady engagement and the Purchaser of the music does not make deductions, the 20% surcharge must be collected. When one (1) musician plays alone on a Casual engagement, thereby receiving Leader's fee (in addition to the Sidemusician's wages), the 20% surcharge does not apply.

**Before quoting prices or accepting work, make sure you understand whether or not the work is payrolled.
Contact the Business Representative if there are any questions about this.**

<p>In this Wage List, you will see the wages for payrolled work. Please refer to Appendix A, Page 22 for Independent Contractor wages calculated to include 20% payroll.</p>

GENERAL RULES

Scale Changes and Increases - All Scale rate increases shall become effective immediately after the increase is approved by membership vote. There shall be a grace period of sixty (60) days, during which contracts may be entered into at the previous rate. Any contract entered into during the grace period must be executed (performed) within ninety (90) days of the vote. The Wage List Committee will annually review the current Wage List and present their proposed changes (if any) to the second (2nd) General Meeting of the calendar year. Any Local 325 member may propose changes to the Wage List. (Bylaws Article IV Section 5 (a), Article V Section 3)

All Scales Considered Minimums - All Scales and prices quoted herein shall be considered minimum Scales and wages. There is no restriction as to higher wages being charged.

Higher Scale Prevails - In any case where there are two (2) wages conflicting with each other, the higher Scale must prevail.

Non-Discrimination Clause - There shall be no discrimination of employment because of age, race, religion, gender, ethnicity, disability, marital status, sexual orientation, or activities on behalf of the Union.

ARTICLE I – CONTRACTS

- 1. Necessity and length of Contracts** - A contract or agreement shall be in writing and on file in the office before starting the engagement. No contracts may be entered into for more than one (1) year's duration. All compensation for Steady Work Scales shall be under the control of the Board of Directors and shall be pursuant to Collective Bargaining Agreements negotiated between the Purchaser of Music and Local 325, AFM, acting on behalf of Contractors and/or musicians. The Business Representative shall upon request:
 - a. Provide Wage List (scales) information to Contractors and members.
 - b. Prepare complete written scale quote summaries of the Local's various Wage List categories for Contractors, including Scale Wages, and all applicable Premiums, Pension and Travel Allowances.
 - c. Draft contracts for Contractors.
- 2. Wage Scales** – Members participate in the establishment of minimum wage scales and working conditions for all types of musical employment. Union contracts require compliance with these scales.
- 3. Performing Gratis or with Academic/Community Groups** - Members are not allowed under any circumstances to donate or render gratis service without permission of the Officers or Board. Members requested to perform with academic or community performing groups shall contact the Business Agent. Please reference Article IV, Section 13, Local 325 Bylaws.
- 4. Music Preparation** - Members who arrange, orchestrate, or copy music must receive compensation for same.
- 5. Checks Returned NSF** - Any member issuing a check to a member for professional services, or to the Local, on a bank in which there are not sufficient funds on deposit, shall be subject to a fine of not less than \$10.00 nor more than \$250.00, at the discretion of the Board.
- 6. Cash Bonds** - Upon request of the Local, or any authorized representative of the local, the Employer/Purchaser of musical services shall post a pre-set payment or bond, in the form of a cashier's check, not less than forty-eight (48) hours in advance of either the first rehearsal or performance.
- 7. Advanced Payment** - Payment for all political engagements must be collected before the start of same. Failure of Leader to comply with this regulation will make him/her responsible for all Sidemusician's wages.
- 8. Auditions and Soliciting** - No try-outs or auditions whatsoever without permission of the office. No auditions or rehearsing may be done in establishments currently employing other Local members, without permission of the office. No auditions allowed at any recording studio or other place than the location solicited or at Local 325 headquarters. Any member who makes an audition with a unit must be available and willing to accept engagement so auditioned. A two (2) weeks' notice must be given in order to terminate the engagement. Members are prohibited from visiting or patronizing any cafe, beer hall or place of amusement where non-Union music is employed or used. Soliciting is prohibited on any steady engagement where Federation members are employed, without permission of the Officers.

ARTICLE II - CONTRACTOR/LEADER RESPONSIBILITIES

1. **Contracts** - All members contracting engagements of any sort must file a written contract or agreement with the office prior to playing same. No member shall offer or pay less than the stipulated rates of the Wage List. The Contractor shall be entirely responsible financially. The Contractor is also responsible for correctly informing musicians at the time they are engaged of the following:

- Type of service(s) to be performed and the applicable Wages Scales and Premiums
- Employee or Independent Contractor status
- Location(s), date(s), total call time(s)
- Travel Allowances and Pension contributions for that engagement.

Inform all involved; it is the responsibility of the Contractor to clarify with the employer and/or their designated representative and all musicians involved, the Union provisions pertinent to the date(s) regarding Intermissions, Overtime, audio and/or visual recording, or filming of any form.

2. **Leader's Presence** - On every engagement employing local musicians, there must be a local Leader or Contractor in charge who must be present at all sessions. Leader duties may be completed by either a Playing Contractor, Non-Playing Contractor, or a Leader who is appointed by the Contractor. Leader money must be included in the price charged as specified. On engagements where Leader money is not quoted, Leader must receive fifty percent (50%) above Sidemusician's Scale. Leader duties are as follows:

- **Roll Call:** Leader must see that all musicians are in their places, ready to play at the proper time, announce any changes in the schedule (if permitted), and any new developments concerning the call, including any unusual permissions granted by the Federation or Local 325 business office.
- **Intermissions:** Leader shall be responsible for enforcing proper Intermissions, Dismissal, and other working conditions, and for informing the Purchaser and Musicians during the service as needed to adhere to the contract.

3. **Contractors/Leader furnishing entertainer/vocalist** - All Contractors or Leaders furnishing or assisting to furnish any vocalist or entertainer in addition to the regular musicians engaged for the occasion shall charge at least Sidemusician's Scale extra for each vocalist or entertainer furnished or supplied.

4. **Parking Fee Reimbursement** - It shall be the duty of the Leader/Contractor to arrange for reimbursement of any parking fees.

5. **Printed Program Credit** - Whenever there is a printed program, it shall be the duty of the Contractor to arrange for an American Federation of Musicians credit to be included in the program. (The wording for this credit shall be obtained from the Business Representative.)

6. **Notices** - Notices must be given by the end of the work period on the first day of notice. Otherwise, the notice period shall start as of the following day. Notices shall be in writing, in duplicate, one of which must be filed in the office.

a. **Casual Work:** A member once engaged for a Casual engagement cannot be disengaged unless the engagement does not take place, or a thirty (30) day written notice is given by member or Leader. For New Year's Eve engagements, however, a ninety (90) day written notice must be given by a member or Leader. If for any reason a Casual engagement is postponed, the members engaged shall hold themselves engaged for the postponed engagement whenever it occurs (subject to written notices above) or upon receiving notice of postponement, they immediately notify the Contractor or Leader that they do not desire to fill the postponed engagement. If any member has an opportunity for a Steady engagement, he/she may accept the same by giving one (1) weeks' notice.

b. **Discharge:** A member discharged for incompetence must be informed before reporting for the second performance of the engagement or the customary two weeks' notice must be given.

7. **Work Dues** - Contractors and/or Leaders are responsible for the collection of the three percent (3%) work dues from all contracted musicians. (Local 325 Bylaws, ARTICLE V, Section 2). (See Appendix A, Page 22 for calculation of Work Dues)

ARTICLE III - SIDEMUSICIAN'S RESPONSIBILITIES

1. **Wages** – No member shall accept less than the stipulated rates of the Wage List.

2. **Member Personal Information Changes** - It shall be the duty of every member when he/she changes residence to report same to the office.

3. **Call Time** - The Contractor and/or Leader may require musicians to report up to fifteen (15) minutes prior to the contracted starting time of the engagement. This shall be known as the Call Time. No playing shall be required during this time. Members must be paid from the contracted starting time.

4. **Substitutes**

a. In case of sickness or death in the family, or if subpoenaed to appear in court, or when laying off work to take a rest, substitutes shall receive no less than pro rata of scale.

b. Substitutes not covered by (a) when regular musicians take off to play another engagement, the Substitute shall receive not less than \$30.00 for a fractional part of an engagement or at least pro rata of scale plus ten percent (10%) extra, whichever is higher.

c. Members are responsible for Substitutes' pay and must pay Substitute within twenty-four (24) hours after receiving pay for the engagement.

5. **Grievances** - Any member who has received less than the Scale may present a claim against any Contractor or Leader to the Board even though the engagement has been played and paid for with no adverse employment consequences for doing so.

ARTICLE IV – GENERAL WAGE SCALE RULES

1. **Holiday Scale**

a. **TIME AND ONE-HALF (150%)** of the applicable Scale (or contracted wages) will be charged for the following:

NON-RELIGIOUS engagements on January 1, Easter Sunday, Memorial Day, July 4, Labor Day, Thanksgiving Day and December 24 and 25.

RELIGIOUS engagements on January 1, Easter Vigil, Memorial Day, July 4, Labor Day, Thanksgiving Day.

b. **DOUBLE TIME (200%)** of the applicable Scale (or contracted wages) will be charged for the following:

NON-RELIGIOUS engagements on December 31.

RELIGIOUS engagements on Easter Sunday, December 24, December 25, December 31.

2. **Service Length** - For each Scale, each musician will be paid for the full Service Length for any part of the Service for which they are hired, including minimum contracted time plus additional contracted time if applicable (Rehearsals, Casual Work Scales, Concert Events, Miscellaneous Scales) (Article IV, Sections 3a, 4a, 5b, 6a). All Scales include Overtime rates for time in excess (15 or 30-minute segments) of the listed or contracted Service Length, or any time encroachment on Intermissions. Musicians will be paid in full for each Overtime segment beyond the contracted Service Length, or part thereof, at the listed Overtime rate within fourteen (14) days of services rendered.

3. **Rehearsals** - The following rules apply to all General Rehearsals, and Major Venue Rehearsals (excludes Sound Check Rehearsals, and Rehearsal Pianist.) [Page 9]

a. **Service Length:** The Service Length for General Rehearsals, and Major Venue Rehearsals shall be two (2) hours. The Service Length may be extended in the initial contract beyond the two (2) hours by half-hour (30 minute) segments using the hourly rate quoted in each Rehearsal Scale to a maximum of four (4) continuous hours. At that time Overtime rates shall apply to the next contiguous time segments. Overtime, as listed in each Rehearsal scale, shall be charged for time worked beyond any contracted Service Length.

b. **Intermissions:** A paid Intermission of at least ten (10) minutes must be allowed for each hour of rehearsal. Late start does not count as Intermission. The maximum playing time without Intermission shall be fifty (50) minutes unless the majority of musicians present agree to accumulate time to have a longer Intermission. In that case, the maximum playing time without Intermission shall be no more than ninety (90) minutes.

c. **Dress Rehearsals:** When a rehearsal is run in show sequence with show Intermissions, Performance Scale, Service Length and Intermissions shall apply. (See Article IV, Section 6)

4. **Rehearsal Pianist** - The following rules apply to all Rehearsal Pianist services. [Page 9]

a. **Hourly Service Length:** The Service Length for rehearsal pianists shall be two (2) hours. The Service Length may be extended in the initial contract beyond the two (2) hours by half-hour (30 minute) segments using the hourly rate quoted in each Rehearsal Pianist Scale to a maximum of eight (8) continuous hours. At that time Overtime rates shall apply to the next contiguous time segments. Overtime, as listed in each Rehearsal Scale, shall be charged for time worked beyond any contracted Service Length.

b. **Hourly Scale Wages:** Rehearsal Pianist wages are calculated based on 90% of applicable Sidemusician Rehearsal Scale for that category.

*EXAMPLE: General Rehearsal scale is \$64.00; 90% of \$64.00 is \$58.00.

c. Weekly Scale Wages: The weekly scale wages for Rehearsal Pianist shall include thirty-five (35) hours. Hours may be extended beyond thirty-five (35) hours in 30-minute increments to a maximum of forty (40) hours and will be compensated as listed in the applicable Sidemusician Rehearsal Scale for that category. Rehearsal Pianist Overtime rates shall apply to contiguous time segments beyond forty (40) hours.

5. Sound Check Rehearsal: (A rehearsal prior to the performance to test technical equipment). The following rules apply to all Sound Check Rehearsals.

a. The Sound Check Rehearsal shall not take the place of a Regular or Dress Rehearsal.

b. Service Length: A Sound Check shall begin no earlier than 90 minutes prior to the performance and shall not exceed one (1) hour. All Sound Check Rehearsals shall conclude no less than fifteen (15) minutes immediately prior to the commencement of a performance. If the Sound Check Rehearsal is scheduled to begin more than ninety (90) minutes before the starting time of the performance, then the applicable Rehearsal Scale [two (2) hour Service Length] shall apply.

c. Wages: Soundcheck scale wages are based on 150% of the prorated hourly applicable Performance Scale including any premiums and payroll. *EXAMPLE: Theater seating 999 or less Sidemusician Performance Scale is \$265.00, divide this by 3 to get the hourly rate - $\$265.00 / 3 = \88.30 , then add 50% more ($\$44.15$), thus the Soundcheck Rehearsal pays $\$88.30 + \$44.15 = \$132.45$.

* Because changes may occur in the Wage List, the actual numbers in the example may change, but the method of calculating Sound Check remains the same.

6. Performances: The following rules apply to all Performances (including Dress Rehearsals).

a. Service Length: The Service Length for Performances shall meet the minimum for that Performance category. If additional contracted time is indicated, (CASUAL SCALE, CONCERT EVENTS, CEREMONIES, RELIGIOUS) the Service Length may be extended in the initial contract beyond the minimum in half-hour (30 minute) segments using the scale quoted in each Performance category to the specified maximum (4 hours, if unspecified). Overtime rates shall apply to the next contiguous time segments. If additional contracted time is not indicated, (CASUAL SHOWS, THEATRICAL EVENTS), Overtime rates shall apply to the next contiguous time segments. Overtime, as listed in each Performance Scale, shall be charged for time worked beyond any contracted Service Length.

b. Intermissions: There shall be 15 minutes of Intermission during a 2-hour call. Additional contracted time shall include an additional five (5) minutes of Intermission for each thirty (30) minutes of Performance. Late start does not count as intermission. The maximum playing time without Intermission shall be no more than ninety (90) minutes.

7. Overtime - OVERTIME wages are added to the total wage when musicians are asked to play beyond the contracted ending time, or in the event of an encroachment on Intermissions.

a. Performance Overtime (except Casual Work Scale – see 7b) is calculated for all Scales in fifteen (15) minute segments. Each Overtime segment pays the same wage (including all Premiums, 20% payrolling, etc.) as the same time segment of the minimum Service Length plus 50%. (Overtime amounts independent of this formula, might be used in specific Scales.) *Example: THEATERS (Venues seating 999 or less): a Sidemusician plays part or all of one Overtime segment (15 minutes). If the 3-hour Service Length wage is \$205.00, each 15-minute segment = \$17.08. Thus, Overtime is $\$17.08 + \$8.54 (50\%) = \$25.62$ for each 15-minute Overtime segment.

b. Casual Work performance Overtime is based on the last thirty (30) minutes of contracted time as shown in the Wage List plus 100%. If the contracted time for Casual Work is the minimum one (1) hour, it will be based on the next 30-minute increment in the Wage List plus 100%. *Example: CASUAL SCALE dance contracted for 3 hours: a Sidemusician is asked to play part or all of one Overtime segment (30 minutes). If the 3-hour Service Length wage is \$120.00, the difference between the 2 1/2-hour wage (\$110.00) and the 3-hour wage is \$10.00. Thus, Overtime is $\$10.00 + \$10.00 (100\%) = \$20.00$ for each 30-minute Overtime segment.

c. Rehearsal Overtime is calculated for all Scales, in thirty (30) minute segments. Each Overtime segment pays the same wage (including all Premiums, 20% payrolling, etc.) as the same time segment of the minimum Service Length plus 25%. (Overtime amounts independent of this formula, might be used in specific Scales.) *Example: Major Venue Rehearsal: a Sidemusician is asked to play part or all of one Overtime segment (30 minutes). If the 2-hour Service is \$160.00, each thirty (30) minute segment = \$40.00. Thus, Overtime is $\$40.00 + \$10.00 (25\%) = \$50.00$ for each thirty (30) minute Overtime segment.

*Because changes may occur in the Wage List, the actual numbers in the examples may change, but the method of calculating Overtime remains the same.

d. Overtime Participation: Except for Theatrical and Concert performances, if a musician is absolutely unable to go into Overtime because of another commitment, they may leave (without earning the Overtime wage) with no adverse consequences for doing so. It is understood that if the performance of a Theatrical Event or a Concert performance (including Casual Shows) is going into Overtime, it is expected that all musicians will stay to finish the performance and receive the relevant Overtime wage.

e. Intermissions: In thirty (30) minute Overtimes, a five (5) minute Intermission (subtracted from the 30 minutes) shall be taken either preceding or following the 25 minutes. In sixty (60) minute Overtimes, a ten (10) minute Intermission shall be taken either preceding or following the 50 minutes.

f. Any part thereof: Musicians will receive the full Overtime wage of each and every segment of Overtime or any part thereof that occurs before they are released.

8. Cartage - On all engagements, Cartage fees must be collected and paid to the musicians. [Page 20]

9. Parking - On all engagements musicians shall be reimbursed for required parking fees. [Article II, Section 4, Page 6]

10. Doubling - Musicians required to Double on other instruments at a Service shall be reimbursed. CASUAL WORK DOUBLING: Page 11, CASUAL SHOW: Page 12, CONCERT EVENTS: Pages 13-14, THEATRICAL EVENTS DOUBLING: Page 16, ELECTRONIC INSTRUMENTS Page 16.

11. Open Air and Out-of-Doors Performances - Musicians shall not be required to perform in rain, hail, snow, excessive cold, sleet, sand or windstorms, or excessive heat or direct sun conditions, and shall be paid as per terms of the contract.

12. Temperature - Temperature shall be maintained from 65 to 80 degrees indoors and 60 to 90 degrees outdoors. If the temperature does not meet the standards listed above, musicians shall not be required to perform.

13. Tips - Any tips presented to the musicians/Leader must be divided equally among the members engaged, and no part of such tips may be accepted in lieu of wages.

14. Late Payment Penalties - Sidemusicians shall be paid within fourteen (14) calendar days after the engagement. In the event Sidemusicians are not paid within fourteen (14) calendar days after the engagement, the Leader/Contractor shall pay liquidated damages of ten percent (10%) of the total amount and five percent (5%) each additional seven (7) calendar days.

REHEARSAL SCALES

Holiday Scale, Travel, Cartage, Contractor/Leader Responsibilities, Sidemusician Responsibilities and General Wage Scale Rules, and all rules and regulations apply to all Rehearsal Scales. (20% PAYROLLING: explanation Page 4, chart Appendix A, Page 22) (Venue List: Appendix B, Page 23) (GENERAL RULES, ARTICLES I, II, III, IV, Pages 5-9)

GENERAL REHEARSALS

(Venues seating 999 or less)

Applicable to CASUALS, CONCERT EVENTS, THEATRICAL EVENTS, and others not specified.
CONTRACTOR, DOUBLING and PREMIUMS: See relevant category, DINNER THEATER: Page 17

REHEARSAL

(Venues Seating 999 or less)

2 HOUR MINIMUM 4 HOUR MAXIMUM	WAGES
SIDEMUSICIAN	\$64.00 per hour
OVERTIME	\$44.00 per 30 minutes

SOUND CHECK REHEARSAL

(Venues Seating 999 or less)

1 HOUR	WAGES
SIDEMUSICIAN	\$102.00
OVERTIME	\$29.00 per 15 minutes

REHEARSAL PIANIST

(Venues seating 999 or less)

2 HOUR MINIMUM, 8 HOUR MAXIMUM	WAGES
SIDEMUSICIAN	\$58.00 per hour
OVERTIME	\$36.00 per 30 minutes
35 HOUR WEEK	\$1,820.00 per week
ADDITIONAL WEEKLY CONTRACTED TIME (up to 5 hours)	\$29.00 per 30 minutes
OVERTIME	\$32.00 per 30 minutes

MAJOR VENUE REHEARSALS

(Venues seating 1,000 or more)

Applicable to CASUALS, CONCERT EVENTS, THEATRICAL EVENTS, and others not specified.
CONTRACTORS, DOUBLING and PREMIUMS: See relevant category, DINNER THEATER: Page 17

REHEARSAL

(Venues Seating 1,000 or more)

2 HR MINIMUM 4 HOUR MAXIMUM	WAGES
SIDEMUSICIAN	\$80.00 per hour
OVERTIME	\$50.00 per 30 minutes

SOUND CHECK REHEARSAL

(Venues Seating 1,000 or more)

1 HOUR	WAGES
SIDEMUSICIAN	\$133.00
OVERTIME	\$29.00 per 15 minutes

REHEARSAL PIANIST

(Venues seating 1,000 or more)

2 HOUR MINIMUM, 8 HOUR MAXIMUM	WAGES
SIDEMUSICIAN	\$72.00 per hour
OVERTIME	\$45.00 per 30 minutes
35 HOUR WEEK	\$2,240.00 per week
ADDITIONAL WEEKLY CONTRACTED TIME (up to 5 hours)	\$36.00 per 30 minutes
OVERTIME	\$40.00 per 30 minutes

CASUAL WORK SCALES

Dances and Miscellaneous Engagements

Holiday Scale, Travel, Cartage, Contractor/Leader Responsibilities, Sidemusician Responsibilities and General Wage Scale Rules, and all rules and regulations apply to all Casual Scales. (20% PAYROLLING: explanation Page 4, chart Appendix A, Page 22) (Venue List: Appendix B, Page 23) (GENERAL RULES, ARTICLES I, II, III, IV, Pages 5-9)

CASUAL WORK DOUBLING FEE: For the first instrumental required Double on a Casual engagement, the musician shall be paid an additional 9% of Scale Wages. Each subsequent required Double on the same engagement will be paid an additional 4.5% of Scale Wages. Percussion instruments within a drummer's usual equipment shall not be considered as Doubling. If there is need for clarification, the Business Representative shall rule as to what constitutes a Double in each instance. **Page 21.**

FLOOR SHOWS: An orchestra or band required to play acts in conjunction with a Casual engagement of three (3) hours or more shall receive thirty percent (30%) per musician extra based on Casual Scale. Impromptu entertainment rendered by individuals in attendance, no charge. (Any member of band excused from participation, no charge).

SPORTS EVENTS: Baseball, Basketball, Soccer, Hockey, etc. (except Football). Service Length of three (3) hours including not more than one (1) hour before event and one quarter (1/4) hour after conclusion of event: Casual Scale applies. Football – Service Length of four (4) hours including not more than one hour before event and one quarter (1/4) hour after conclusion of event: Casual Scale applies.

CASUAL SCALE

HOURS (Contracted Time)	SIDEMUSICIAN WAGES
1	\$135.00
1.5	\$160.00
2	\$185.00
2.5	\$210.00
3 [DANCES (a)]	\$235.00
3.5	\$260.00
4 [DANCES (b)]	\$285.00
OVERTIME	\$50.00 per 30 minutes

LEADER:

- 1-4 musicians: Sidemusician's wages **plus 50%** through 4 musicians
- 5 musicians: Sidemusician's wages **plus 60%**
- 6 musicians: Sidemusician's wages **plus 70%**
- 7 musicians: Sidemusician's wages **plus 80%**
- 8 musicians: Sidemusician's wages **plus 90%**
- 9+ musicians: Sidemusician's wages **plus 100%**

DANCES:

- **Three-hour Minimum:** all dance sessions starting after 8:00pm shall have a three (3) hour Service Length including, School sponsored after-game dances.
- **Four-hour Service Length:** Saturdays, Holidays and Holiday Eves have a four (4) hour Service Length starting not later than 9:00 p.m.
- **After Midnight:** Casual dance engagements starting after midnight have a four (4) hour Service Length at time and one-half (150%).

INTERMISSIONS:

- **Breaks:** A minimum of fifteen (15) minutes cumulative Intermission must be taken out of each hour; the first Intermission to be taken not later than one and one-half (1-1/2) hours after the engagement has started.
- **Overtime** shall accrue 5 minutes of intermission per 30-minute increment.
- **Singles:** Members working as a "Single" may take cumulative Intermission time at their own discretion.

CASUAL SHOWS

Any engagement where an ensemble is required to perform specific music in a timely sequence with a program, such as coordinating with speakers, singers, video or functioning as a specific part of a program in any manner.

Holiday Scale, Travel, Cartage, Contractor/Leader Responsibilities, Sidemusician Responsibilities and General Wage Scale Rules, and all rules and regulations apply to all Casual Show Scales. (20% PAYROLLING: explanation Page 4, chart Appendix A, Page 22) (Venue List: Appendix B, Page 23)

EACH SHOW 1.25 HOUR or less	SIDEMUSICIAN WAGES
1 Show	\$180.00 for 1 show
2 Shows within 4 hours	\$300.00 for 2 shows within 4 hours
OVERTIME	\$56.00 per 15 minutes

PREMIUMS for CASUAL SHOWS only:

DOUBLING: First required double 25% of scale, each additional double 10% of scale.

PREMIUM POSITIONS:

- **200% Sidemusician:** Conductor, Leader
- **150% Sidemusician:** Concertmaster
- **125% Sidemusician:**
 - 1st chair: 2nd Violin, Viola, Cello, Bass
 - 1st chair: Flute, Oboe, Bassoon, Saxophone
 - 1st chair: Horn, Trumpet, Cornet, Trombone, Tuba/Cimbasso
 - 1st chair: Harp, Keyboard, Guitar
 - 1st chair: Timpani, Percussion, Set Trap Drums

Casual Shows Overtime wages apply to performances over a four (4) hour spread.

All repeat performances of Casual Shows must be in the same location. Any Casual Show repeated in a location other than that of the first performance shall be paid at the regular rate of a single performance. (Cartage shall be paid per move. See Cartage, Page 20)

CONCERT EVENTS

(Concert Band, Jazz Concerts, Chamber Music Concerts, Classical Concerts, Jazz with Strings Concerts, Visual Media Concerts, Symphonic Concerts with Headliner)

Holiday Scale, Travel, Cartage, Contractor/Leader Responsibilities, Sidemusician Responsibilities and General Wage Scale Rules, and all rules and regulations apply to all Concert Event Scales. (20% PAYROLLING: explanation Page 4, chart Appendix A, Page 22) (Venue List: Appendix B, Page 23) (GENERAL RULES, ARTICLES I, II, III, IV, Pages 5-9)

TIER 1 CONCERT EVENTS

Concert Band, Chamber Music, Marching Band, Jazz Concerts - For Jazz with Strings see **TIER 2 & TIER 3 CONCERT EVENTS**

PERFORMANCE	
1.5 HOUR MINIMUM (Concert Band, Chamber Music, Jazz Concerts)	WAGES
SIDEMUSICIAN	\$135.00 per 1.5 hours
2 HOUR MINIMUM (Marching Band only)	WAGES
SIDEMUSICIAN	\$169.00 per 2 hours
EACH ADDITIONAL CONTRACTED 30 MINUTES	\$34.00 per 30 minutes
OVERTIME	\$34.00 per 15 minutes

TIER 2 CONCERT EVENTS

(Venues seating 999 or less)

Classical Concerts, Concert Orchestra, Jazz with Strings

For Visual Media Concerts, Symphonic Concerts with Headliner see **TIER 3 CONCERT EVENTS**

PERFORMANCE	
1.5 HOUR MINIMUM	WAGES
SIDEMUSICIAN	\$160.00 per 1.5 hours
EACH ADDITIONAL CONTRACTED 30 MINUTES	\$40.00 per 30 minutes
OVERTIME	\$40.00 per 15 minutes

TIER 3 CONCERT EVENTS

(Venues seating 1,000 or more)

Classical Concerts, Concert Orchestra, Jazz with Strings, Visual Media Concerts, Symphonic Concerts with Headliner*

*Headliner - defined as a performer or group of performers who are considered the main act and/or who receive(s) prominent billing.

Visual Media - defined as orchestras performing music to picture including, but not limited to: full motion pictures, film clips, and video game clips.

PERFORMANCE	
1.5 HOUR MINIMUM Classical Concerts, Concert Orchestra, Jazz with Strings	WAGES
SIDEMUSICIAN	\$180.00 per 1.5 hours
3 HOUR MINIMUM Visual Media, Symphonic Headliner only	WAGES
SIDEMUSICIAN	\$315.00 per 3 hours
EACH ADDITIONAL CONTRACTED 30 MINUTES	\$45.00 per 30 minutes
OVERTIME	\$45.00 per 15 minutes

CONTRACTOR FOR CONCERT EVENTS

Contractor's Scale shall vary with the number of musicians engaged. Contractor's Scale shall be percentages of the Sidemusician Scale. In the case of a playing contractor, the contracting fee is to be paid in addition to any applicable playing scale (including doubling, premiums, etc.).

Number of Musicians	Concert Band and Concert Events (excluding Chamber Music)
1-7	100%
8 or more	100%

PREMIUMS FOR TIER 1 CONCERT EVENTS ONLY

DOUBLING: First required double nine 9% of scale, each additional double 4.5% of scale.

PREMIUM POSITIONS: Applies when 8 or more musicians are employed.

- **200% Sidemusician:** Conductor
- **150% Sidemusician:** 1st chair Clarinet
- **125% Sidemusician:** 1st chair Flute, Oboe, Bassoon, Saxophone, Horn, Trumpet, Cornet, Trombone, Euphonium, Tuba, Timpani, Percussion, Bass, Harp, Keyboard

CHAMBER MUSIC: Solo or Small Self-Contained Ensemble Classical Music: Uses the same above Scale, except:

- **Single:** Double (200%) Sidemusician's wages.
- **No Contractor, Personnel Manager and/or Premium wages.**

MARCHING BAND: Uses the same above Scale, including Contractor/Premium wages, **except:**

- **2 Hour Service Length** for performance (instead of 1 ½ hours) at \$164.00 per Sidemusician.
- **Marching Reed and Brass:** Twenty-five (25) musician minimum. Any variance under control of the Board of Directors.
- **Distance:** Marching longer than two (2) miles, \$7.00 per one-half (½) mile or fraction thereof.

PREMIUMS FOR TIER 2 & 3 CONCERT EVENTS

(Excluding TIER 1 CONCERT EVENTS)

DOUBLING: First required double 25% of scale, each additional double 10% of scale.

PREMIUM POSITIONS: (note distinctions below for Visual Media and Symphonic Headliner)

- **200% Sidemusician:** Conductor
- **150% Sidemusician:** Concertmaster (all CONCERT EVENTS **except** Visual Media and Symphonic Headliner)
- **200% Sidemusician:** Concertmaster (Visual Media and Symphonic Headliner ONLY)
- **125% Sidemusician:** 2nd chair 1st violin; 1st chair: 2nd Violin, Viola, Cello, Bass;
1st chair: Flute, Oboe, Clarinet, Bassoon, Saxophone;
1st chair: Horn, Trumpet, Trombone, Tuba/Cimbasso;
1st chair: Harp, Keyboard, Guitar;
1st chair: Timpani, Percussion, Set Trap Drums

ADDITIONAL PREMIUM POSITIONS for Visual Media and Symphonic Headliner only:

- **110% Sidemusician:** 3rd Chair/1st violin, 2nd Chair/2nd Violin, Viola, Cello, Bass

PENSION: (Applicable to TIER 2 & 3 CONCERT EVENTS, excluding TIER 1 CONCERT EVENTS) Employers shall contribute eleven percent (11%) of Scale wages to the American Federation of Musicians and Employers Pension Fund on behalf of each musician employed. 11% is inclusive of all amounts required by the Fund's Rehabilitation Plan. 9.09% of the total contribution will not be considered when calculating future benefit payments from the Fund. If the Employer/Purchaser has not entered into a Participation Agreement with the Fund or become signatory to a contract containing pension language approved by the Fund and Local 325, the above percentage shall be paid to musicians as wages in addition to Scale wages.

MISCELLANEOUS SCALES

Holiday Scale, Travel, Cartage, Contractor/Leader Responsibilities, Sidemusician Responsibilities, and General Wage Scale Rules and all rules and regulations apply to all Race Track, Ceremonies, Religious, and Youth Education Scales. (20% PAYROLLING: explanation Page 4, and chart Appendix A, Page 22), (GENERAL RULES: ARTICLES I, II, III, IV, Pages 5-9) Minimum Number of Musicians for All Rodeos, Circuses, Bands and Outdoor Events Not Specified shall be under control of the Board of Directors.

RACE TRACKS

PER DAY	WAGES
BUGLER	\$306.00

CEREMONIES

Weddings, Graduations, Funerals, etc.

Includes any pre-ceremony music (prelude, rehearsal, or other), the ceremony, and any post-ceremony music (postlude, etc.)

1 HOUR MINIMUM, 4 HOUR MAXIMUM	WAGES
SIDEMUSICIAN	\$135.00
ON-SITE LEADER	\$179.00
SOLO MUSICIAN	\$224.00
EACH ADDITIONAL CONTRACTED 30 MINUTES	\$43.00 per 30 minutes
OVERTIME	\$32.00 per 15 minutes

RELIGIOUS SERVICES

Music performed during Worship Services

Religious-based music performed in a concert setting shall use the applicable CONCERT EVENTS scale, Pages 13-14.
(See General Rules for Holiday Scale: Article IV, Section 1, Page 7)

1.5 HOUR MINIMUM, 4 HOUR MAXIMUM	WAGES
SIDEMUSICIAN	\$145.00
EACH ADDITIONAL CONTRACTED 30 MINUTES	\$39.00 per 30 minutes
OVERTIME	\$50.00 per 15 minutes

- **CONTRACTOR:** 100% Sidemusician Scale. The contracting fee is to paid in addition to any applicable playing scale.
- **COMBINED REHEARSAL/PERFORMANCE:** A Religious Service MAY be preceded by a rehearsal starting within one (1) hour of the service. In this case, the rehearsal becomes the "Religious Services" start time and the Service Length becomes two (2) hours using the **ADDITIONAL PRE-CONTRACTED 30 MINUTE** rate.
- **REHEARSALS** not combined with Religious Service shall use General Rehearsal Scale, Page 10.

YOUTH EDUCATIONAL PROGRAMS

Preschool, Elementary, Middle, High Schools, Libraries, etc.

1 HOUR MINIMUM	WAGES
1 Performance within 1 hour	\$146.00
2 Performances within 2 hours	\$184.00
3 Performances within 3 hours	\$221.00
OVERTIME	\$44.00 per 15 minutes

- **LEADER:** Double (200%) Sidemusician's wages.
- **SINGLE:** Sidemusician's wages plus fifty percent (50%)

THEATRICAL EVENTS

Dinner Theater, Large and Small Theaters, Ballet, and Opera

Applicable to Music for staged productions, including semi-staged theater or plays with live incidental music.

Holiday Scale, Travel, Cartage, Contractor/Leader Responsibilities, Sidemusician Responsibilities and General Wage Scale Rules, and all rules and regulations apply to all Theatrical Event Scales. (20% PAYROLLING: explanation Page 4, chart Appendix A, Page 22) (Venue List: Appendix B, Page 23) (GENERAL RULES, ARTICLES I, II, III, IV, Pages 5-9)

REHEARSALS:

- Refer to Page 10 for all Rehearsal services, (except DINNER THEATER) including Sound Check Rehearsal, Rehearsal Pianist and Dress Rehearsals.
- Dress rehearsal shall be paid at performance Scale; Intermissions are the same as performances.

MAKE-UP: Any musician required to wear make-up will receive ten percent (10%) extra of the applicable Scale.

EXTRA SERVICES REQUIRED (ON STAGE): Under control of the Board of Directors.

AMATEUR PRICE AND MINIMUMS: Under control of the Board of Directors.

ADDITIONAL PERFORMANCES: Each performance in addition to eight (8) per week shall be paid fifty percent (50%) extra, including all Doubles, Premiums, and non-playing positions. **SEVENTH DAY:** The Scale for each Service any individual musician is performing on a seventh consecutive day shall be one hundred and fifty percent (150%) of the applicable Wage Scale.

NOTICES: A member discharged for incompetence must be informed before reporting for the second performance of the engagement or the customary **two weeks' notice** must be given. **The same provisions must apply to members desiring to cancel said engagement.**

STEADY WORK: All Steady Work shall be pursuant to Collective Bargaining Agreements negotiated between the Purchaser of Music and Local 325, acting on behalf of Contractors and/or musicians. (General Rules: Article 1, Section 1)

DOUBLING: (see GENERAL RULES, ARTICLE IV, Section 10, Page 9, and DOUBLING Page 21)

- **First Double:** Twenty-five percent (25%) extra.
- **Each additional Double:** Ten percent (10%) extra.

ELECTRONIC INSTRUMENTS:

- **Electronic instrument shall be defined as** any synthesizer or sampler type instrument. This shall include non-keyboard instruments, e.g., electronic mallets (KAT), but shall not include electronic drumset.
- **Premium:** Any musician operating an electronic instrument(s) shall receive a Premium of fifty percent (50%) of Sidemusician's Scale in venues seating 1000 or more, or twenty five percent (25%) of Sidemusician's scale in venues seating less than 1,000. The musician shall be permitted to operate any number of related electronic instruments (including modules or any other connecting devices) without incurring a Doubling Premium.
- **Doubling:** Applicable Doubling will apply only if a non-electronic instrument(s) or non-related electronic instrument(s) is also played.

PENSION: Employers shall contribute eleven percent (11%) of Scale wages to the American Federation of Musicians and Employers Pension Fund on behalf of each musician employed. 11% is inclusive of all amounts required by the Fund's Rehabilitation Plan. 9.09% of the total contribution will not be considered when calculating future benefit payments from the Fund. If the Employer/Purchaser has not entered into a Participation Agreement with the Fund or become signatory to a contract containing pension language approved by the Fund and Local 325, the above percentage shall be paid to musicians as wages in addition to Scale wages.

CONTRACTOR: Contractor's Scale shall be percentages of the Sidemusician Scale. In the case of a playing contractor, the contracting fee is to paid in addition to any applicable playing scale (including doubling, premiums, etc.).

Number of musicians	DINNER THEATER – THEATERS (Venues seating 999 or less)	THEATERS - BALLET, GRAND OPERA (Venues seating 1,000 or more)
1-7	100%	200%
8 or more	150%	200%

DINNER THEATER SHOW

PERFORMANCE	
3 HOURS	WAGES
SIDEMUSICIAN	\$141.00 per 3 hours
OVERTIME	\$23.00 per 15 minutes
REHEARSAL	
2 HOUR MINIMUM	WAGES
SIDEMUSICIAN	\$42.00 per hour
OVERTIME	\$28.00 per 30 minutes

PREMIUM POSITION for DINNER THEATER ONLY:

- **200% Sidemusician:** Conductor

THEATERS

(Venues seating 999 or less)

PERFORMANCE	
3 HOURS	WAGES
SIDEMUSICIAN	\$205.00 per 3 hours
OVERTIME	\$28.00 per 15 minutes

THEATERS

(Venues seating 1,000 or more)

PERFORMANCE	
3 HOURS	WAGES
SIDEMUSICIAN	\$265.00 per 3 hours
OVERTIME	\$34.00 per 15 minutes

PREMIUM POSITIONS for THEATERS:

- **200% Sidemusician:** Conductor
- **150% Sidemusician:** Concertmaster, 1st Chair (Lead) Trumpet.

ADDITIONAL PREMIUM POSITIONS for THEATERS (Venues seating 1,000 or more) ONLY:

- **125% Sidemusician:**
 - 1st Chair: 2nd Violin, Viola, Cello, Bass
 - 1st chair: Flute, Oboe, Clarinet, Bassoon, Saxophone
 - 1st chair: Horn, Trombone, Tuba/Cimbasso
 - 1st chair: Harp, Keyboard, Guitar
 - 1st chair: Timpani, Percussion, Set Trap Drums

BALLET, GRAND OPERA

(LOCAL PRODUCTIONS)

Applicable to Grand Opera, Operetta, Staged Opera,
and Local Ballet Performances

PERFORMANCE	
3 HOURS	WAGES
SIDEMUSICIAN	\$205.00 per 3 hours
OVERTIME	\$28.00 per 15 minutes

BALLET, GRAND OPERA

(TOURING PRODUCTIONS)

Applicable to Grand Opera, Operetta, Staged Opera,
and Touring Ballet Performances

PERFORMANCE	
3 HOURS	WAGES
SIDEMUSICIAN	\$265.00 per 3 hours
OVERTIME	\$34.00 per 15 minutes

PREMIUM POSITIONS for BALLET, GRAND OPERA:

- **200% Sidemusician:** Concertmaster, Conductor
- **150% Sidemusician:**
 - 2nd chair: 1st Violin
 - 1st chair: 2nd Violin, Viola, Cello, Bass
 - 1st chair: Flute, Oboe, Clarinet, Bassoon, Saxophone
 - 1st chair: Horn, Trumpet, Trombone, Tuba/Cimbasso
 - 1st chair: Harp, Keyboard, Guitar
 - 1st chair: Timpani, Percussion, Set Trap Drums

ADDITIONAL PREMIUM POSITIONS for BALLET, GRAND OPERA (TOURING PRODUCTIONS) ONLY:

- **110% Sidemusician:** 3rd chair/1st violin, 2nd chair/2nd Violin, Viola, Cello, Bass

RADIO AND TELEVISION

(Note Holiday Pay)

All Radio and Television engagements, other than remote control from regular places of employment, must be contracted for by the station. Musicians are to be paid individually by station payroll checks with proper applicable deductions. Checks are to be forwarded to Local 325 offices for distribution.

Note: All "Lip-Sync" appearances on television are classed as live performances (see above).

LOCAL COMMERCIAL TELEVISION RATE: First one-half (1/2) hour \$55.00, with two (2) hour minimum rehearsal at \$35.00 = \$90.00. Second one-half (1/2) hour \$44.00, plus one (1) added hour rehearsal at \$18.00 = \$62.00. Leader, fifty percent (50%) extra.

TELEVISION FILMS: Contact the office.

RADIO BROADCASTING

- A. GRATIS BROADCASTING:** Cannot be done without permission from the Board of Directors.
- B. LOCAL ENGAGEMENTS:** Programs emanating from the studios only.
Before 6:00 p.m.: \$32.00 for the first fifteen (15) minutes, \$16.00 for each consecutive fifteen (15) minutes thereafter.
Terminating at any time between the hours of 6:00 p.m. AND 6:00 a.m. \$42.00 for the first fifteen (15) minutes. \$21.00 per each consecutive fifteen (15) minutes thereafter.
Rebroadcast: \$21.00 for the first fifteen (15) minutes, \$10.50 per each consecutive fifteen (15) minutes thereafter.
Simulcast: Double Scale.
Single/Leader: Fifty percent (50%) extra.
- C. NO FREE REHEARSALS.** Rehearsal two (2) hour Service Length, \$32.00 per musician. Overtime \$8.00 per one half (1/2) hour or part thereof. Leader, fifty percent (50%) extra. Single - no Leader money on rehearsals.
- D. PIANIST PLAYING SOLOS OR ACCOMPANIMENTS MUST RECEIVE LEADER MONEY.**
- E. REMOTE CONTROL UNSPONSORED:** Local broadcasts only. \$10.00 per fifteen (15) minutes with one half (1/2) hour Service Length.
- F. SPONSORED REMOTE CONTROL SHALL PAY REGULAR STUDIO PRICE.**
- G. CHAIN BROADCASTING:** National AFM prices prevail.
- H. STAFF MUSICIANS: Local Broadcast** under control of the Board of Directors.

RECORDING AND TRANSCRIPTIONS

COMMERCIAL RECORDING: National price prevails.

DEMONSTRATION RECORDS: National price prevails.

TELEVISION AND RADIO COMMERCIAL ANNOUNCEMENTS: To be broadcast in the jurisdiction of Local 325. \$50.00 per Sidemusician for Service Length session of one (1) hour. All other terms and conditions for this type of employment shall be as per current American Federation of Musicians Television and Radio Commercial Announcements Agreement.

Recording contract and wages for Services must be deposited with the office prior to any session.

ARRANGING SCALE

Separately published pamphlet. Consult offices for same.

TRAVEL ALLOWANCES

There is no charge for travel within sixty (60) round-trip miles (as calculated by web-based mileage calculators) from the Local 325 Office. **This area will be referred to as "Greater San Diego."** (VENUE LIST, including total round-trip mileage, see Appendix B, Page 23)

Transportation Expense - Mileage

A musician required to use a personal auto for transportation to an engagement outside Greater San Diego, shall be paid for the difference between their round trip mileage and the established range of 60 round trip miles, at the standard rate published by the Internal Revenue Service at the time of the engagement, currently **\$0.67 mile** for each musician.

EXAMPLE: A Ceremony at Green Gables Wedding Estate in San Marcos is 71.6 round-trip miles from Local 325 offices; 71.6 miles - 60 miles = 11.6 miles; 11.6 miles x \$0.67 = \$7.77 mileage allowance. Travel Time shall be paid in addition to Mileage. (see example below)

Travel Time - Ground Travel

For all engagements involving ground transportation outside Greater San Diego, each musician shall receive payment for the travel time at the rate of $\frac{1}{4}$ (25%) of the current I.R.S. Business Mileage rate per mile for each musician. EXAMPLE: A Ceremony at Green Gables Wedding Estate in San Marcos is 71.6 round-trip miles from Local 325 offices; 71.6 miles x \$.67 = \$47.97; \$47.97 x .25 = \$11.99 Travel Time Allowance.

Air Travel

For each musician:

- \$15.00 per one-half ($\frac{1}{2}$) hour (or fraction thereof) of scheduled air travel (roundtrip) plus one-half ($\frac{1}{2}$) hour before departure and one-half ($\frac{1}{2}$) hour after arrival.
- After eight (8) hours of air travel within twenty-four (24) hours, \$22.50 per one-half ($\frac{1}{2}$) hour of travel.
- Total Round-trip Mileage and Travel Time each way to and from the airport (calculated from Local 325 to the designated airport).
- Reimbursement for airport parking.

*(All Travel Time Allowances are considered part of wages and are taxable; the 20% surcharge applies if the wages are not payrolled. **Page 4.**)

Per Diem

Unless meals and lodging are provided, the following minimum allowances shall be paid to each musician.

BREAKFAST: \$17.00
LUNCH: \$18.00
DINNER: \$34.00

Meals: 1. On overnight engagements or engagements outside of San Diego County, appropriate meal Allowances (breakfast, lunch and/or dinner) will be paid to each musician.

2. On all engagements, when musicians are required to remain on site between* Services or when there is less than sixty (60) minutes between Services, food must be provided to the musicians at appropriate mealtimes. If this is not possible, appropriate meal Allowances will be paid to each musician for each mealtime that is affected.

*(For example, between a rehearsal and a performance, or between performances or rehearsals.)

Lodging: ***GSA Rate for lodging.** Lodging Allowance (including all taxes and parking fees) shall be paid to each musician for any overnight stay, except when first class lodging is furnished. In this case a separate room shall be provided for each musician.

*Call the Local 325 office for the GSA reimbursement rate for lodging for each US city. It can also be found on the Internet at <http://www.gsa.gov>

CARTAGE

All fees are for roundtrip transportation unless otherwise noted.

Cartage fees for musician-transported instruments shall be paid per move in accordance with the following minimums:

Harp	\$65.00
Organ (self-contained portable)	\$40.00
Harpichord	\$40.00
Celeste	\$40.00
Electric piano	\$30.00
Acoustic bass	\$20.00
Amplifier	\$30.00
Contrabassoon	\$20.00
Bass Saxophone	\$20.00
Baritone Saxophone	\$20.00
Accordion	\$20.00
Tuba	\$20.00
Bass Trombone	\$20.00
Contrabass Trombone	\$20.00
Contrabass Clarinet	\$20.00
Drums and Percussion:	
Drum Set	\$65.00
Timpani	\$35.00 each for first two (2)
	\$30.00 for each additional timpano
Concert Bass Drum (32" or larger) (including snare drum)	\$35.00
Large percussion instruments:	
Large xylophone	\$40.00
Vibraphone	\$40.00
Small Marimba (4.3 octave and smaller)	\$45.00
Large Marimba (4.6 octave and larger)	\$65.00
Chimes	\$55.00
Gong/tam-tam (36" and above)	\$50.00
Small percussion:	
Orchestra bells	\$20.00
Pit xylophone	\$20.00
Gong/tam-tam(under 36")	\$20.00
Small bass drum	\$25.00
Set of two (2) conga drums	\$25.00
Set of timbales	\$20.00
Set of one (1) octave crotales	\$25.00
Hardware – all inclusive (drums stands, trap tables, cymbal stands, etc.)	\$25.00

Cartage shall be paid for each required move into a venue or within a venue.

PERCUSSION SET UP: Equipment unloading and Set-Up time for multiple percussion. This process of **SET UP** is a one-time charge for an entire production, no matter how many **SERVICES** (rehearsals, performances) within the production.

The usual **CARTAGE** still applies for all cartage instruments required for **SERVICES**. If **SET UP** is one hour or more, **CASUAL REHEARSAL SCALE** will apply for the first hour and each 15-minute segment up to a maximum of 2 hours for each **SET UP**. It is recommended that the percussionist(s) present the Contractor their estimated **SET UP** time in advance of the **SERVICE**.

DOUBLING

An unofficial reference guide

For any Service, Doubling is when a musician playing one instrument is also required to play an additional instrument or instruments (Pages 3, 9, 11, 12, 14, 16). Fees for doubling vary according to the type of work and the contract (or Collective Bargaining Agreement).

The following chart is offered as a convenient general reference, it does not list every instrument that could be used as a double. For example, Early Music instruments such as sackbut, cornetto, shawm, and Ethnic instruments such as bagpipes, harmonica, shofar are not listed, but they could potentially be Doubling instruments. The Business Representative should be contacted if there is any uncertainty as to what constitutes a Double. When instruments on a single line are connected by "and/or", one or the other are not considered a Double, unless it is specifically required. (Musicians may be using both those instruments on a single Service for their own convenience or musical reasons, but not as a requirement of the work.)

STRINGS to include, but not limited to:	WOODWINDS to include, but not limited to:	BRASS to include, but not limited to:	KEYBOARDS to include, but not limited to:
Violin / Fiddle Electric Violin Viola Viola da Gamba Cello String Bass Electric Bass Fretless Electric Bass Acoustic Bass Guitar Acoustic Bass Viol Nylon String Guitar Metal String Guitar Electric Guitar Steel Guitar Banjo Mandolin Ukulele Dulcimer Autoharp	Flute Piccolo Alto Flute Bass Flute Oboe English Horn Heckelphone Bass Oboe Oboe D'amour Bassoon Contrabassoon Recorders (<i>each size is a double</i>) Bb and/or A clarinet C Clarinet Alto Clarinet Bass Clarinet Bassett horn Eb Soprano Clarinet Eb Contrabass Clarinet Bb Contrabass Clarinet Sopranino Saxophone Soprano Saxophone Alto Saxophone Tenor Saxophone Baritone Saxophone Bass Saxophone Contrabass Saxophone	Trumpet Bb and/or C Trumpet D and/or Eb Rotary Valve Trumpet Bb and/or C Cornet Bb and/or C Flugelhorn Piccolo Trumpet Natural Trumpet (<i>any key</i>) Bass Trumpet Slide Trumpet French Horn Alto Horn Mellophone Wagnerian Tuba Alto Trombone Tenor Trombone Bass Trombone Contrabass Trombone Valve Trombone Baritone/Euphonium Tuba Sousaphone Cimbasso	Piano Harpsichord Clavichord Celesta Organ Portable Organ Electronic Keyboards Accordion Concertina Melodica

Large or Specialty Percussion to include, but not limited to: <u>Each</u> of these is one double	Drums & Cymbals to include, but not limited to: (any or all of these are one double)	Hand Drums to include, but not limited to: (any or all of these are one double)	Percussion to include, but not limited to: (any or all of these are one double)
Drumset (<i>including Wood Block, Triangles, small traps, small gongs, and sleighbells when played with drumset</i>) Congas and/or Bongos Timpani Orchestra Bells/Glockenspiel Xylophone Marimba Vibraphone Crotales Chimes/Tubular Bells Mallet Kat (<i>electric double</i>) Electric drumset	Snare Drum Tenor Drum Field Drum/Parade Drum Tom-Toms (<i>when not used with a drumset</i>) Quint Toms Roto Toms Bass Drum Native American Drums Cymbals of all kinds (<i>except when used with a drumset</i>) Timbales Tam Tams and gongs of all Kinds	African Drums Djembe Dumbeck Durabucca Frame Drums Tabla Talking Drum	Anvil Bell Tree Brake Drums Cabasa Castanets Cowbells Flexatone Maracas Mark Tree Ratchet Rattles Shakers Sleigh Bells Tambourines Temple Blocks Triangles Wind Chimes Wood Blocks (All small hand percussion instruments are included in this category).

Appendix A - Independent Contractor and Work Dues

NAME	EMPLOYEE	INDEPENDENT CONTRACTOR (Includes 20% payrolling)	3% WORK DUES
GENERAL REHEARSALS (Venues seating 999 or less)			
Rehearsal (2 hour minimum)			
Sidmusician: 1 hour	\$64.00	\$76.80	\$1.92
Sidmusician: Overtime per 30 minutes	\$44.00	\$52.80	\$1.32
Sound Check Rehearsal (1 hour)			
Sidmusician: 1 hour	\$102.00	\$122.40	\$3.06
Sidmusician: Overtime per 30 minutes	\$29.00	\$34.80	\$0.87
Rehearsal Pianist (2 hour minimum, 8 hour maximum)			
Sidmusician: 1 hour	\$58.00	\$69.60	\$1.74
Sidmusician: Overtime per 30 minutes	\$36.00	\$43.20	\$1.08
35 hour week	\$1,820.00	\$2,184.40	\$54.60
Additional Weekly Contracted Time (per 30 minutes, up to 5 hours)	\$29.00	\$34.80	\$0.87
Overtime per 30 minutes	\$32.00	\$38.40	\$0.96
MAJOR VENUE REHEARSALS (Venues seating 1,000 or more)			
Rehearsal (2 hour minimum)			
Sidmusician: 1 hour	\$80.00	\$96.00	\$2.40
Sidmusician: Overtime per 30 minutes	\$50.00	\$60.00	\$1.50
Sound Check Rehearsal (1 hour)			
Sidmusician: 1 hour	\$133.00	\$159.60	\$3.99
Sidmusician: Overtime per 15 minutes	\$29.00	\$34.80	\$0.87
Rehearsal Pianist (2 hour minimum, 8 hour maximum)			
Sidmusician: 1 hour	\$72.00	\$86.40	\$2.16
Sidmusician: Overtime per 30 minutes	\$45.00	\$54.00	\$1.35
35 hour week	\$2,240.00	\$2,688.00	\$67.20
Additional Weekly Contracted Time (per 30 minutes, up to 5 hours)	\$36.00	\$43.20	\$1.08
Overtime per 30 minutes	\$40.00	\$48.00	\$1.20
CASUAL ENGAGEMENTS			
Casual Scale			
1 hour	\$135.00	\$162.00	\$4.05
1.5 hours	\$160.00	\$192.00	\$4.80
2 hours	\$185.00	\$222.00	\$5.55
2.5 hours	\$210.00	\$252.00	\$6.30
3 hours	\$235.00	\$282.00	\$7.05
3.5 hours	\$260.00	\$312.00	\$7.80
4 hours	\$285.00	\$342.00	\$8.55
Overtime per 30 minutes	\$50.00	\$60.00	\$1.50
Casual Show			
1 Show	\$180.00	\$216.00	\$5.40
2 Shows within 4 hours	\$300.00	\$360.00	\$9.00
Overtime per 15 minutes	\$56.00	\$67.20	\$1.68
CONCERT EVENTS			
Tier 1 Concert Events			
Sidmusician (1.5 hours min)	\$135.00	\$162.00	\$4.05
Sidmusician (Marching Band Only)	\$169.00	\$202.80	\$5.07
Additional contracted 30 minutes	\$34.00	\$40.80	\$1.02
Overtime per 15 minutes	\$34.00	\$40.80	\$1.02
Tier 2 Concert Events (999 or less)			
Sidmusician (1.5 hours min)	\$160.00	\$192.00	\$4.80
Additional contracted 30 minutes	\$40.00	\$48.00	\$1.20
Overtime per 15 minutes	\$40.00	\$48.00	\$1.20

NAME	EMPLOYEE	INDEPENDENT CONTRACTOR (Includes 20% payrolling)	3% WORK DUES
MISCELLANEOUS SCALES			
Race Tracks			
Bugler / Day	\$306.00	\$367.20	\$9.18
Ceremonies			
Sidmusician - 1 hour	\$135.00	\$162.00	\$4.05
Leader	\$179.00	\$214.80	\$5.37
Solo			
Solo	\$224.00	\$268.80	\$6.72
Additional contracted 30 minutes	\$43.00	\$51.60	\$1.29
Overtime per 15 minutes	\$32.00	\$38.40	\$0.96
Religious			
Sidmusician - 1.5 hours	\$145.00	\$174.00	\$4.35
Additional contracted 30 minutes	\$39.00	\$46.80	\$1.17
Overtime per 15 minutes	\$50.00	\$60.00	\$1.50
Youth Education Programs			
1 Performance within 1 hour	\$146.00	\$175.20	\$4.38
2 Performances within 2 hours	\$184.00	\$220.80	\$5.52
3 Performances within 3 hours	\$221.00	\$265.20	\$6.63
Overtime per 15 minutes	\$44.00	\$52.80	\$1.32
THEATRICALS			
Dinner Theater Show			
Sidmusician - 3 hours	\$141.00	\$169.20	\$4.23
Overtime per 15 minutes	\$23.00	\$27.60	\$0.69
Dinner Theater Rehearsal (2 hour minimum)			
Sidmusician / 1 hour	\$42.00	\$50.40	\$1.26
Overtime per 30 minutes	\$28.00	\$33.60	\$0.84
Theaters 999 or less			
Sidmusician - 3 hours	\$205.00	\$246.00	\$6.15
Overtime per 15 minutes	\$28.00	\$33.60	\$0.84
Theaters 1,000 or more			
Sidmusician - 3 hours	\$265.00	\$318.00	\$7.95
Overtime per 15 minutes	\$34.00	\$40.80	\$1.02
Ballet, Grand Opera: Local			
Sidmusician - 3 hours	\$205.00	\$246.00	\$6.15
Overtime per 15 minutes	\$28.00	\$33.60	\$0.84
Ballet, Grand Opera: Touring			
Sidmusician - 3 hours	\$265.00	\$318.00	\$7.95
Overtime per 15 minutes	\$34.00	\$40.80	\$1.02
Tier 3 Concert Events (1,000 or more)			
Sidmusician (1.5 hours minimum)	\$180.00	\$216.00	\$5.40
Visual Media, Symphonic Headliner	\$315.00	\$378.00	\$9.45
Additional contracted 30 minutes	\$45.00	\$54.00	\$1.35
Overtime per 15 minutes	\$45.00	\$54.00	\$1.35

Appendix B - Venue List

VENUE NAME	SEATING CAPACITY	ZIP CODE	MILEAGE - ROUNDTRIP
Balboa Theatre	1,339	92101	12
Belly Up Tavern	600	92075	36
California Center for the Arts - Center Theatre	404	92025	62
California Center for the Arts - Concert Hall	1,523	92025	62
College Avenue Baptist Church	1,400	92115	22
Conrad Prebys Theatre - Baker-Baum Concert Hall	481	92037	16
Conrad Prebys Theatre - The JAI	Variable - 144 seats Standing 250	92037	16
Conrad Prebys Theatre - The Wu Tsai QRT.yrd	Variable - 150 seats Standing 200	92037	16
Dizzy's	170	92110	0
Del Mar Grandstand	44,000	92014	34
Del Mar Racetrack	14,494	92014	34
Epstein Family Amphitheater	Reserve Seats 1,202 Lawn Seats 1,300 Total 2,502	92093	20
Harrah's Resort Event Center	2,200	92082	94
House of Blues	1,500	92101	14
Humphrey's Backstage	160	92106	12
Humphrey's by the Bay	14,000	92106	12
Irwin M. Jacobs Qualcomm Hall	534	92101	24
Jacobs Music Center (Formerly Copley Hall)	1,823	92101	14
Kroc Performing Arts Center	580	92115	26
La Jolla Community Center Kiwanis Great Room	120 With courtyard 200	92037	16
La Jolla Playhouse	492	92037	16
Lamb's Players Theatre	350	92118	24
Moonlight Theatre	(Plus lawn seats) 908	92084	78
Music Box Theatre	700	92101	12
North Island Credit Union Amphitheatre	20,500	91911	46
Pechanga Arena	16,100	92110	6
Performing Arts & Cultural Center - Southwestern College	540	91910	42
Petco Park	42,445	92101	14
Point Loma Nazarene University - Brown Chapel	1,752	92106	14
Point Loma Nazarene University - Crill Hall	400	92106	14
Poway Performing Arts Center	800	92064	52
Queen Bees	250	92104	16
Rady Shell	10,000	92101	18
San Diego Civic Theatre	2,967	92101	12
San Diego State University - Smith Recital Hall	300	92182	20
Scripps Research Auditorium	350	92121	20
SOMA	Mainstage 2,700 Sidestage 500	92110	6
Snapdragon Stadium	35,000	92108	16
Spreckels Organ Pavilion	2,500	92101	16
Spreckels Theatre	1,463	92101	12
The Casbah	200	92101	10
The Globe - Lowell Davies Festival Theatre	605	92101	18
The Globe - Old Globe Theatre	600	92101	18
The Globe - Sheryl & Harvey White Theatre	250	92101	18
The Grand/Ritz Theatre	577	92025	58
The Magnolia	1,210	92020	36
The Observatory North Park Formerly Birch North Park Theatre	Seated 550 Standing 1,100	92104	14
University of California San Diego - Mandeville Auditorium	752	92093	16
University of San Diego - Shiley Theater	532	92182	6
Viejas Arena	12,845	92182	22
Village Church	600	92067	42
Welk Resort - Theatre at the Welk	339	92026	76