

# AFM LOCAL 257

## Live Performance Wage Scales

**EFFECTIVE AUGUST 20, 2020 – PENSION UPDATED**

Contracts on all miscellaneous or steady engagements should be signed by the employer before or on the engagement date, and filed with the Local 257 live department within one week of the engagement. The following rates apply to all engagements except those where the employer is paying payroll taxes, FICA and Medicare. For those rates, please see APPENDIX A on page 7 of this document. Pension rate is currently 11% - Work dues owed to AFM Local 257 are 3% of scale.

### I. PERFORMANCE RATES

Leader/Contractor – In orchestras of twelve (12) musicians or more, the Leader and Contractor shall not be the same person.

#### A. BANQUETS, RECEPTIONS, CONVENTIONS, WEDDINGS, STROLLING, MERCANTILE OPENINGS, FASHION SHOWS, DANCES, STAGED SHOWS, CIRCUSES, ICE SHOWS & RODEOS:

(A Local contractor must be hired when (3) or more local musicians are used to augment a traveling show performing locally.)

|  |       |
|--|-------|
| 1) 2 hours or less, side musician  | \$110 |
| Leader/Contractor (Double Scale)   | \$220 |
| 2) 3 hours, side-musician  | \$150 |
| Leader (Double Scale)  | \$300 |
| 3) Overtime (not contracted) per hr. side-musician. Overtime begins 10 minutes after scheduled end of show.<br>Leader – double scale   | \$70  |
| 4) RELOCATION OF MUSICIANS: Musicians required to move from one part of a building to another, for the same employer, same type of work, shall receive additionally per performance: | \$45  |

#### B. CONCERTS:

|  |       |
|--|-------|
| 1) <b>60 minutes or less:</b> Solo Performance                     | \$150 |
| 60 minutes or less: Duo Performance (total payment for 2 players)  | \$250 |
| 2) <b>50 minutes or less:</b> Side-musician                        | \$100 |
| On Friday, Saturday, Sunday and legal holidays                     | \$125 |
| Leader/Contractor (Double Scale)                                   | \$200 |
| On Friday, Saturday, Sunday and legal holidays (Double Scale)      | \$250 |
| 3) <b>Over 50 minutes but not more than 2 hours:</b> Side-musician | \$140 |
| On Friday, Saturday, Sunday and legal holidays                     | \$165 |

|  |       |
|--|-------|
| Leader/Contractor (Double Scale)   | \$280 |
| On Friday, Saturday, Sunday and legal holidays (Double Scale)  | \$330 |
| 4) <b>Overtime:</b> Overtime begins 10 minutes after scheduled end of show. (Rate is for each add'l 15 minutes – dbl for leader) |       |
| Side-musician  | \$35  |
| Leader/Contractor  | \$70  |
| <b>5) Free Metro Parks Concerts w/ 11 or more players:(leader - dbl scale)</b>   | \$90  |
| Under 50 minutes: Side-musician  | \$120 |
| 50 minutes – 2 hrs: Side-musician  | \$30  |
| Overtime (per 15 minutes)  |       |

**C. STAGED BALLET AND STAGED OPERA (per show, not to exceed 3 hours):**

|   |          |
|---|----------|
| 1) <b>Side-musician</b>   | \$196.83 |
| Principal (125%)  | \$246.04 |
| Leader/Contractor (Double Scale)  | \$396.66 |
| 2) <b>Overtime:</b> Straight time-and-a half (1½) of Side-musician rate computed in 15-minute increments. Overtime begins 10 minutes after scheduled end of show. |          |
| 3) <b>On-Stage:</b> Musicians required to perform on stage, as to be a visual part of the production, shall be paid an additional \$28.75 per performance         | \$28.75  |
| 4) <b>Backstage:</b> Musicians required to play backstage as well as in the pit shall be paid an additional \$28.75 per performance                               | \$28.75  |
| 5) <b>Pension:</b> 11% of Scale paid to the AFM-EP Fund on behalf of each musician.   |          |

**D. MUSICAL THEATER/BROADWAY SHOWS (per show, not to exceed 3 hours):**

|   |                         |
|---|-------------------------|
| 1) a. <b>Large Venues:</b> Side-musician  | \$155                   |
| 1) b. <b>Small Venues</b> (less than 350 seats): Side-musician<br>Doubling (Small Venues only)  | \$120<br>10% per double |
| (Note: All other rates are the same for large and small venues)   |                         |
| Concertmaster (responsible musician designated by contractor)   | 125%                    |
| Leader/Contractor   | Double Scale            |
| Lead Trumpet (at discretion of contractor)  | 110%                    |
| 2) <b>Overtime:</b> Straight time-and-a-half (1½) of Side-musician rate computed in 15-minute increments. Overtime begins 10 minutes after scheduled end of show. |                         |
| 3) <b>On Stage:</b> Musicians required to perform on stage, as well as in the pit shall be paid an additional \$30 per performance                                | \$35                    |
| 4) <b>Backstage:</b> Musicians required to play backstage as well as in the pit shall be paid an additional \$30 per performance                                  | \$35                    |

|   |          |
|---|----------|
| 5) <b>Parking Stipend:</b> Payable in the absence of reimbursed or free parking.    | \$10/day |
| 6) <b>Pension:</b> 11% of Scale paid to the AFM-EP Fund on behalf of each musician. |          |

## II. REHEARSAL RATES – (Note: Doubling also applies to rehearsals)

### A. BANQUETS, RECEPTIONS, CONVENTIONS, WEDDINGS, STROLLING, MERCANTILE OPENINGS, FASHION SHOWS, DANCES, STAGED SHOWS, CIRCUSES, ICE SHOWS & RODEOS AND CONCERTS: (A local contractor must be hired when (3) or more local musicians are used to augment a traveling show performing locally)

|  |         |
|--|---------|
| Side-musician, per hour (2 hour minimum)                   | \$45/hr |
| Leader/Contractor (Double scale)                           | \$90/hr |
| Additional time prorated at scale per 15-minute period (s) |         |

### B. STAGED BALLET AND STAGED OPERA (per hour, three hour minimum):

|  |          |
|--|----------|
| 1) Side-musician   | \$65.61  |
| Principal (125%)   | \$82.01  |
| Leader/Contractor (Double Scale)   | \$131.22 |
| 2) <b>Overtime:</b> Straight time-and-a-half (1 ½) of Side-musician rate computed in 15-minute increments. Overtime begins after 3 hours of consecutive rehearsal without a break, or after multiple rehearsals totaling 6 hours in one day. |          |
| 3) <b>Pension:</b> 11% of Scale paid to the AFM-EP Fund on behalf of each musician.  |          |

### C. MUSICAL THEATER, BROADWAY SHOWS (per hour, three-hour minimum):

|  |              |
|--|--------------|
| 1) a. <b>Large Venues</b> - Side-musician:   | \$40/hr      |
| 1) b. <b>Small Venues</b> (less than 350 seats):   | \$35/hr      |
| Concertmaster/(responsible musician designated by contractor)  | 125%         |
| Leader/Contractor  | Double scale |
| Lead Trumpet (at discretion of contractor)   | 110%         |
| 2) <b>Overtime:</b> Straight time-and-a-half (1½) of Side-musician rate computed in 15-minute increments. Overtime begins after 3 hours of consecutive rehearsal without a break, or after multiple rehearsals totaling 6 hours in one day |              |
| 3) <b>Pension:</b> 11% of Scale paid to the AFM-EP Fund in behalf of each musician.  |              |

**D. REHEARSAL/AUDITION INSTRUMENTALIST: Instrumentalist, alone, rehearsing singers and/or dancers for live show:**

|                            |      |
|----------------------------|------|
| Per hour (minimum 2 hours) | \$55 |
|----------------------------|------|

**III. HOLIDAY RATES: ADDITIONAL, PER PERSON**

|  |                         |
|--|-------------------------|
| <b>A. EASTER, JULY 4, THANKSGIVING DAY, &amp; FROM DEC. 1 THROUGH JAN. 1 [EXCEPT DEC. 25 &amp; 31]</b> | 125% of applicable rate |
| <b>B. DEC. 24, 25 &amp; 31 [ALSO DEC. 30 WHEN DEC. 31 FALLS ON SUNDAY]</b>                             | Double scale            |

**IV. CARTAGE**

|   |         |
|---|---------|
| <b>A. Accordion, Tuba, All Amplifiers, Chimes, Vibraphone, Baritone Saxophone, Bass Saxophone, Cello, Steel Guitar, Equipment Rack, Contrabassoon, Single-Keyboard Electric Keyboard, Contra Bass Clarinet.</b>   | \$15.00 |
| <b>B. Drum Kit (snare, Cymbals, bass drum, etc. as standard outfit)</b>   | \$30.00 |
| <b>C. Harp, Timpani, Double Keyboard, String Bass incl. amp, Marimba</b>  | \$35.00 |
| Total cartage required for engagements must be added to contract and paid to players. No cartage payment is required when transportation for instruments is furnished or leader, contractor or employer makes mileage payments to drivers. Cartage, including third party cartage companies, must be paid on equipment and instruments required by orchestration or requested by leader, contractor, or employer. |         |

**V. DOUBLING (applies to performances and rehearsals)**

**A.** Any combination of two instruments within the following instrument groups, or from separate groups listed below, is to be considered as one double. Additional instruments beyond these two shall be considered additional doubles.

1. All Woodwinds
2. All Trombones, Horns, Tubas
3. All Trumpets, Flugelhorns
4. Mallet Instruments: Xylophone, Bells, Chimes, Marimbas, Vibes
5. Piano, Organ, Synthesizer, Celeste, Accordion
6. All Strings (see C below)

**B.** Any combination of two instruments from separate groups listed below will be considered one double. Additional instruments beyond these two shall be considered additional doubles.

1. Drummer's standard outfit consisting of bass drum, snare drum, cymbals, small traps, and tom toms (when used as part of a standard drum kit)
2. Timpani
3. Ethnic Rhythm Instruments i.e. conga, djembe, cajon, etc.
4. Mallet Instruments
5. Electronic Percussion

**C.** Any combination of two instruments listed below will be considered one double. (Additional Instruments will be considered additional doubles)  
 Electric Guitar, Acoustic Guitar, Banjo, Mandolin, Sitar, String Bass, Electric Bass, Steel Guitar, Baritone Guitar, Violin/Fiddle, Viola, Cello, Harp, Autoharp, Dobro, Dulcimer, Ukelele, Harmonica.

**D.** 1<sup>st</sup> Double: Add'l. 20% of scale  
 Each add'l double: Add'l 15% of scale

**E.** Small Venue Musical Theater/Broadway Shows: Add'l 10% for each double

**F.** Keyboards

1. (a) Doubling: Each additional acoustic/electronic keyboard – Add'l 20%  
 (b) Patches: Each family (ww/br/str/perc) of instruments simulated will be paid an additional double per family.
2. Restrictions: No simulated guitar, banjo, mandolin, dobro, steel guitar, or bass permitted. No simulation of any instrument is permitted unless at least one member of that family of instruments is hired (i.e., no string, woodwind, brass, or percussion solos may be simulated unless a string, woodwind, brass, or percussion player is hired.)

**VI. Intermissions and Breaks**

Rehearsals and Performances – Minimum of 10 minutes per hour, taken as purchaser or leader desires except at beginning or end of engagement.

**VII. Travel Rates and Conditions**

**A.** Add'l Scale Wages for Out of Nashville engagements – Extra per person

|                                     |                                 |
|-------------------------------------|---------------------------------|
| Over 25 & up to 50 miles roundtrip  | \$20                            |
| Over 50 & up to 90 miles roundtrip  | \$30                            |
| Over 90 & up to 150 miles roundtrip | \$50                            |
| Over 150 Miles roundtrip            | GSA standard per mile x mileage |

**B. Jackson/Branson MO/KY/IN:** Members residing in the areas of Jackson, TN; Paducah, Hopkinsville, Bowling Green, Henderson, Owensboro and Madisonville, KY; and Evansville and Vincennes, IN may regard those

cities, respectively, as primary points-of origin, and may apply the rates applicable to Nashville originated dates.

- C. Overnight Engagements:** Meals and Hotel/Motel accommodations must be furnished in addition to scale wages.
- D. Transportation:** Must be furnished or the current established mileage rate by the General Services Administration per mile, per car (to and from engagement) must be added to contract and paid to driver.

**VIII. Cancellation of Engagements: by leader/contractor/employer or by member/side-musician.**

- A. Single Engagements:** Members accepting and/or Leaders employing member on single engagements must be give six (6) days notice to cancel unless due to illness or the acceptance of a steady engagement.
- B. Steady Engagements:** Members offering or members accepting a steady engagement must give two (2) weeks notice to cancel employment. Such notice becomes effective at the start of the next work week.
- C. Dec. 31 engagements (and Dec. 24, 25, Dec. 30, when Dec. 31 falls on Sunday)** Member/Leader/Contractor/Employer employing or member accepting a New Year’s Eve engagement Oct. 31<sup>st</sup>, or later, may not cancel the employment except by mutual agreement.

**IX. Singers, Entertainers and other Performing Artists (furnished by Contractors or Leaders)** Must be charged for and included in contract at no less than side-musician rate for the engagement.

**X. Writer’s Nights**

**A.** Contracts are to be filed when there is an Admission Charge, Cover Charge, and/or Minimum Charge required.

|                      |      |
|----------------------|------|
| Writer/Leader/Member | \$65 |
| Side-musician        | \$55 |

**B.** No contract needs to be filed when there is No Admission, No Cover Charge, and/or No Minimum Charge required.

1. Thirty (30) minutes or less, per songwriter, performing original material.
2. Sunday through Thursday – all hours
3. Friday and Saturday before 9 p.m.

**XI. Work Dues:** Work Dues on all engagements shall be due and payable no later than the fifteenth (15<sup>th</sup>) day of the month following the month during which the services were charged. (See AFM and Local 257 By-Laws).

**XII. Benefit Performances:** Prior approval must be obtained from the office of the President of AFM Local 257.

## APPENDIX A

**These scales are discounted 15% and ONLY APPLY when employer is paying payroll taxes, FICA and Medicare musicians on all musicians. The Regular Wage Scale and Pension rates apply in ALL other cases.**

### I. PERFORMANCE RATES

Leader/Contractor – In orchestras of twelve (12) musicians or more, the Leader and Contractor shall not be the same person.

#### A. BANQUETS, RECEPTIONS, CONVENTIONS, WEDDINGS, STROLLING, MERCANTILE OPENINGS, FASHION SHOWS, DANCES, STAGED SHOWS, CIRCUSES, ICE SHOWS & RODEOS:

(A Local contractor must be hired when (3) or more local musicians are used to augment a traveling show performing locally.)

|  |       |
|--|-------|
| 1) 2 hours or less, side musician  | \$94  |
| Leader/Contractor (double scale)   | \$187 |
| 2) 3 hours, side-musician  | \$128 |
| Leader (double scale)  | \$256 |
| Overtime (not contracted) per hr, side-musician  | \$61  |
| 3) RELOCATION OF MUSICIANS: Musicians required to move from one part of a building to another, for the same employer, same type of work, shall receive additionally per person | \$38  |

#### B. CONCERTS:

|  |          |
|--|----------|
| 1) <b>60 minutes or less:</b> Solo Performance                     | \$127.50 |
| 60 minutes or less: Duo Performance                                | \$212.50 |
| 2) <b>50 minutes or less:</b> Side-musician                        | \$85     |
| On Friday, Saturday, Sunday and legal holidays                     | \$106    |
| Leader/Contractor  | \$170    |
| On Friday, Saturday, Sunday and legal holidays                     | \$212    |
| 3) <b>Over 50 minutes but not more than 2 hours:</b> Side Musician | \$119    |
| On Friday, Saturday, Sunday and legal holidays                     | \$140    |
| Leader/Contractor  | \$238    |
| On Friday, Saturday, Sunday and legal holidays                     | \$280    |
| 4) <b>Overtime:</b> Each add'l 15 minutes                          |          |
| Side-musician  | \$30     |
| Leader/Contractor  | \$60     |
| 5) <b>Free Metro Parks Concerts w/ 11 or more musicians</b>        |          |
| 50 minutes or less   | \$80     |
| 50 minutes to 2 hours  | \$105    |

**C. STAGED BALLET AND STAGED OPERA (per show, not to exceed 3 hours):**

|   |          |
|---|----------|
| 1) <b>Side-musician</b>   | \$170.45 |
| Principal   | 125 %    |
| Leader/Contractor   | 200 %    |
| 2) <b>Overtime:</b> Straight time-and-a half (1 ½) of Side-musician rate computed in 15-minute increments   |          |
| 3) <b>On-Stage:</b> Musicians required to perform on stage, as to be a visual part of the production, shall be paid an additional \$25.00 per performance |          |
| 4) <b>Backstage:</b> Musicians required to play backstage as well as in the pit shall be paid an additional \$25.00 per performance                       |          |
| 5) <b>Pension:</b> 11% of Scale paid to the AFM-EP Fund in behalf of each musician.   |          |

**D. MUSICAL THEATER, BROADWAY SHOWS (per show, not to exceed 3 hours):**

|  |                         |
|--|-------------------------|
| 1) a. <b>Large Venues</b> - Side-musician:   | \$132                   |
| 1) b. <b>Small Venues</b> (less than 350 seats) Side-musician:<br>Doubling   | \$102<br>10% per double |
| <b>(Note: All other rates are the same for large and small venues)</b>   |                         |
| Leader/Contractor  | Double Scale            |
| Concertmaster (responsible musician designated by contractor)  | 125%                    |
| 2) <b>Overtime:</b> Straight time-and-a-half (1½) of Side-musician rate computed in 15-minute increments                           |                         |
| 3) <b>On Stage:</b> Musicians required to perform on stage, as well as in the pit shall be paid an additional \$30 per performance | \$30                    |
| 4) <b>Backstage</b> – Musicians required to play backstage as well as in the pit shall be paid an additional \$30 per performance  | \$30                    |
| 5) <b>Pension:</b> 11% of Scale paid to the AFM-EP Fund in behalf of each musician.  |                         |

**SEE NEXT PAGE FOR APPENDIX A, SECTION II - REHEARSAL RATES**



## II. REHEARSAL RATES (Note: Doubling rates apply)

### A. BANQUETS, RECEPTIONS, CONVENTIONS, WEDDINGS, STROLLING, MERCANTILE OPENINGS, FASHION SHOWS, DANCES, STAGED SHOWS, CIRCUSES, ICE SHOWS & RODEOS AND CONCERTS:

(A local contractor must be hired when (3) or more local musicians are used to augment a traveling show performing locally)

|  |      |
|--|------|
| Side-musician, per hour (min 2 hours)            | \$38 |
| Leader/Contractor                                | \$76 |
| Additional time prorated per 15-minute period(s) |      |

### B. STAGED BALLET AND STAGED OPERA (per hour, three hour minimum):

|   |         |
|---|---------|
| 1) Side-musician  | \$56.82 |
| Principal   | 125%    |
| Leader/Contractor   | 200%    |
| Doubles apply   |         |
| 2) <b>Overtime:</b> Straight time-and-a-half (1 ½) of side-musician rate computed in 15-minute increments. Overtime begins after 3 hours of consecutive rehearsal without a break, or after multiple rehearsals totaling 6 hours in one day |         |
| 3) <b>Pension:</b> 11% of Scale paid to the AFM-EP Fund in behalf of each musician.   |         |

### C. MUSICAL THEATER, BROADWAY SHOWS (per hour, three-hour minimum):

|  |              |
|--|--------------|
| 1)a. Side-musician   | \$35/hr      |
| 1)b. Small Venues (less than 350 seats):   | \$30/hr      |
| Leader/Contractor  | Double scale |
| Concertmaster/(responsible musician designated by contractor)  | 125%         |
| 2) <b>Overtime:</b> Straight time-and-a-half (1½) of Side-musician rate computed in 15-minute increments. Overtime begins after 3 hours of consecutive rehearsal without a break, or after multiple rehearsals totaling 6 hours in one day |              |
| 3) <b>Pension:</b> 11% of Scale paid to the AFM-EP Fund in behalf of each musician.  |              |

### D. REHEARSAL/AUDITION INSTRUMENTALIST: Instrumentalist, alone, rehearsing singers and/or dancers for live show:

|                            |      |
|----------------------------|------|
| Per hour (minimum 2 hours) | \$50 |
|----------------------------|------|