

LIMITED PRESSING RECORDING SCALE ADDENDUM "A"

*No recording is permitted without a valid AFM Recording Agreement.
At any recording session, music can only be recorded for one signatory company/project.*

***Effective Feb 1, 2018 New Rates for Pension/H&W/Cartage**

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|---|---------------|-----------------------|----------------------|----------------------|
| HEALTH & WELFARE (H&W): \$27.00 H&W should be added to the scales listed below for each musician, contractor, orchestrator, arranger & copyist for first original service and \$21.00 for each additional service that day for the same project. | | | | |
| PENSION: Employer contributions to the AFM & EP Fund will be 12.81% of gross scale wages, including overtime and doubling. Pension contributions are not calculated on H&W and cartage. | | | | |
| 3 HOUR BASIC SESSION SCALE Basic Tracks - Unlimited number of sides- Maximum of 15 minutes of recorded music. For Choral Print projects ONLY – Maximum of 25 minutes of recorded music. | | | | |
| | | 1-24 musicians | 25+ musicians | 35+ musicians |
| Basic Scale | Sidemu | 196.50 | 187.50 | 180.00 |
| | Leader | 393.00 | 375.00 | 360.00 |
| ½ Hour Overtime: Maximum of 5 minutes recorded music and sweetening of one additional side per ½ hour overtime. | | | | |
| | | 49.13 | 46.88 | 45.00 |
| | Sidemu | 98.26 | 93.76 | 90.00 |
| | Leader | | | |
| 2 HOUR SPECIAL SESSION SCALE Overdubs permitted. Maximum of two (2) sides containing not more than 7½ minutes of recorded music. For Choral Print Projects ONLY – Maximum of 15 minutes of music | | | | |
| | | 1-24 musicians | 25+ musicians | 35+ musicians |
| Basic Scale | Sidemu | 131.00 | 125.00 | 120.00 |
| | Leader | 262.00 | 250.00 | 240.00 |
| ½ Hour Overtime: Limited to ½ hour only. <i>Overtime can only be used to complete sides from original Special Session.</i> For overtime rates, refer to 3 Hour Basic Session Scale above. | | | | |
| 3 HOUR PREMIUM SESSION (150% of Regular Scale) All work done between midnight and 8:00 a.m., or after sixth consecutive day of work for Company on Sundays. | | | | |
| | | 1-24 musicians | 25+ musicians | 35+ musicians |
| Basic Scale | Sidemu | 294.75 | 281.25 | 270.00 |
| | Leader | 589.50 | 562.50 | 540.00 |
| ½ Hour Overtime: Maximum of 5 minutes recorded music and sweetening of one additional side per ½ hour overtime. | | | | |
| | | 73.70 | 70.32 | 67.51 |
| | Sidemu | 147.40 | 140.64 | 135.51 |
| | Leader | | | |
| 2 HOUR PREMIUM SESSION (150% of Regular Scale) All work done between midnight and 8:00 a.m., or after sixth consecutive day of work for Company on Sundays. | | | | |
| | | 1-24 musicians | 25+ musicians | 35+ musicians |
| Basic Scale | Sidemu | 196.50 | 187.50 | 180.00 |
| | Leader | 393.00 | 375.00 | 360.00 |
| ½ Hour Overtime: Limited to ½ hour only. <i>Overtime can only be used to complete the one or two sides from original Special Session.</i> For overtime rates, refer to 3 Hour Premium Session Scale above. | | | | |

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DOUBLE TIME: Two times the basic session and overtime rates for all hours of recording on any of the following **holidays:** New Year's Day (Jan. 1), President's Day, Memorial Day, Independence Day (July 4), Labor Day, Thanksgiving Day and Christmas Day (Dec. 25th). (EACH OF THESE HOLIDAYS SHALL BE OBSERVED THE DAY ON WHICH IT IS OBSERVED BY EMPLOYEES OF THE UNITED STATES GOVERNMENT.)

| 3 Hour Basic Session Scale | 1-24 musicians | 25+ musicians | 35+ musicians |
|--|----------------|---------------|---------------|
| Sidemician | 393.00 | 375.00 | 360.00 |
| Leader | 786.00 | 750.00 | 720.00 |
| 2 Hour Basic Session Scale | | | |
| Sidemician | 262.00 | 250.00 | 240.00 |
| Leader | 524.00 | 500.00 | 480.00 |
| ½ Hour Overtime: Maximum of 5 minutes recorded music and sweetening of one additional side per ½ hour overtime. | | | |
| Sidemician | 98.26 | 93.76 | 90.00 |
| Leader | 196.52 | 187.52 | 180.00 |

GUIDELINES: In the event pressings exceed 10,000 units (2,000 in Canada), the Employer agrees to enter into and fulfill all conditions required by the then current Sound Recording Labor Agreement and an upgrade payment shall be made to the musicians who participated in such Limited Pressing recording based upon the difference between the amount originally paid to them and the Sound Recording scale in effect at the time that Limited Pressing recording exceeds 10,000 units pressed. This Limited Pressing Agreement may not be utilized for "New Use" Soundtrack Albums, Original Cast Albums, Symphony Orchestras or Underscoring for Motion Pictures, Theatrical Films, Television Films, Videotape or Live Television productions.

DOUBLES: 20% of sideman scale for the first double and an additional 15% for each double thereafter. Percentages are figured on sideman basic session scale, including overtime, but not including H&W or cartage.

DOUBLES REQUESTED, BUT NOT USED: A special fee of \$6.00 shall be paid for each additional instrument requiring a doubling fee which the musician is directed to bring to the engagement if such instrument is not actually used.

CARTAGE: Harp, Timpani, Keyboard, String Bass -- **\$35.00** each; Accordion, Tuba, Drums, Marimba, Chimes, Vibraphone, all Amplifiers, Baritone Saxophone, Bass Saxophone, Cello, Contrabassoon, Contra Bass Clarinet -- **\$17.00** each. Cartage may be billed once for each project per day.

TRACKING AND/OR MULTIPLE PARTS: Multiple parts (including when a musician plays the same part to create the sound of additional instruments) must be paid the total of all payments which would otherwise have been payable had separate musicians been used for these parts. If only one musician is used, he/she shall be paid leader's scale.

DISMISSAL AND OVERTIME: Musicians shall be dismissed upon completion of performances for which they have been engaged whether or not the full session has expired. Musicians may record at any time during the session for which they have been engaged. No musician shall be required to remain longer than one-half hour overtime unless a longer time requirement was specified at the time he/she accepted the engagement. If the leader does not have overtime and overtime is performed by a sidemician, the first sideman listed on the time card will receive leader pay for the overtime unless a musician is designated to receive the leader overtime pay.

LEADERS AND CONTRACTORS: The leader and contractor shall receive not less than double the applicable sidemician's scale. At each session one person shall be designated as leader but in the event only one person performs the musical service at the session, only that person can be designated as leader. The contractor may be one of the sidemicians at the session. **If 12** or more musicians are employed there must be a contractor.

NOTIFICATION AND CONTRACT INFORMATION: It is the responsibility of the recording company to give prior notification to this Local of any recording session. The Company, or its authorized agent, shall announce the name of the signatory employer at the time of the calling of the session. It is the leader and/or contractor's responsibility to file time cards and contracts (B-9 Report Form) with the Local within 72 hours of a session. *If a session is called to add to existing musical tracks, the Company will provide Local 257 with dates, places and contract numbers of prior sessions. It is also the Company's responsibility to notify this Local of any change in title of a song listed on a contract filed with Local 257.*

CANCELLATION: A session, once called, shall not be canceled, postponed or rescheduled less than **7 days** prior to the date of the session. In the event of an emergency, a session may be canceled, postponed or rescheduled upon shorter notice with the consent of the Office of the President, Local 257, who must, in any event, be notified.

PAYMENT: All payments to the musician(s) and pension fund for any kind of recording or taped music must be made through the Local Union Office. Payments are due within 30 days from date of recording. Delinquent payments may be subject to penalties, which will be assessed according to the terms set forth in the Limited Pressing Agreement. Issue individual checks to each musician for his/her scale wages, H&W and cartage. Issue another check payable to the AFM-EP Fund for the **total** pension contribution.

Send all checks and contracts to Local 257.

Nashville Musicians Association/AFM Local 257 • PO Box 120399, Nashville, Tenn. 37212