

NASHVILLE MUSICIANS ASSOCIATION, AFM LOCAL 257

NASHVILLE ROAD SCALE

Effective August 1, 2025

Road scale applies to live performances only. Any type of recording or broadcast (i.e. radio, Internet, TV) is not included in this scale and must be paid separately according to applicable AFM recording or broadcast scales.

EMPLOYMENT BY THE DAY:

Daily Rate:	\$300.00
10% AFM-EPF Pension:	<u>\$30.00</u>
Total scale*:	\$330.00

*This rate reflects one show in one location.

BACK-UP SCALE

- A. Musicians playing for an artist other than the artist/leader employing them.
Performance: \$100.00 extra for each artist/act backed, includes one hour rehearsal.
(This scale also applies to musicians on a guaranteed salary.)
- B. **Music preparation: \$25.00/hr. paid to musician/leader preparing chord charts or musical arrangements.**

ACCOMMODATIONS

Proper hotel or sleeping accommodations must be furnished on all traveling engagements.

PER DIEM

While on tour, one per diem payment is due and payable for each 24 hr. period, or fraction thereof. Additionally, musicians must be paid one per diem for each non-performance date.

- A. **Daily Rate on Performance Date: \$35.00 per musician**
- B. **Daily Rate on Non-Performance Date: \$70.00 per musician**

WEEKLY SALARIES

Rates for musicians employed by artist/leaders on a weekly and/or guaranteed salary should be discussed with Local 257, artist/leader and musicians being employed.

PAYMENTS AND CONTRACTS

- A. **Responsibility for payment:** Artist/leader shall be responsible for payment to musicians employed, including back-up scales. Artist/leaders or booking agents must not insert anything into their contracts which would deny payment of these scales.
- B. **Contracts:** All contracts must be filed with the office of AFM Local 257.

PENSION

- A. **Employment by the day/weekly salaries:** Pension payments shall be made based on the number of days actually worked, or on the guaranteed weekly rate.
- B. **Payment to the AFM Pension Fund:** Artist/leaders agree to pay the specified pension contribution on the Local 257 Touring Pension Collective Bargaining Agreement which

can be negotiated with Local 257. Payments are made payable to AFM-Employers Pension Fund through the Local 257 office.

- C. **Non-signatory Artist/Employers:** Artist/employers who have not signed the Local 257 Touring Pension Collective Bargaining Agreement or have not filed an LS-1 contract to pay pension, shall pay at least the total scale amount of \$330.00 to each musician.

NEW YEAR'S EVE ENGAGEMENTS: Double Scale

AFM Bylaws Article 13, Section 13 (a & b):

- a. In case of Traveling Engagements of not less than five working days within a period of seven consecutive days, or of three or four days per week for two or more consecutive weeks, the minimum wage shall be no less than the Local wage scale where the services are rendered;
- b. In case of a Traveling Engagement of less than the periods set forth above, such minimum wage shall be no less than either the Local wage scale where the services are rendered or the Local wage scale where the group (or individual member performing alone) has its base of operations, whichever is greater.