

PHILADELPHIA MUSICIANS' UNION

LOCAL 77, AFM

WAGE SCALE BOOK

January 1, 2024 – July 31, 2025

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Updated: January 23, 2024

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WAGE SCALE REGULATIONS

REGULATION 1: Executive Board Adoption

The Executive Board adopted the following regulations.

- The Wage Scale Book And Rules set forth below and the regulations governing the same, as adopted by the Executive Board from time to time, under Article 7, Section 1 of Local 77 by-laws, shall be part and parcel of these by-laws.
- Said Wage Scale Book And Rules shall go into effect as the Executive Board prescribes from time to time.

REGULATION 2: Local 77 Jurisdiction

The jurisdiction of Local 77 comprises: All of Philadelphia County; The following in Montgomery County: Cheltenham, Rockledge, Abington, Jenkintown, Bryn Athyn, Upper and Lower Moreland, Hatboro, Horsham; The following in Bucks County: Bensalem, Hulmeville, Upper and Lower Southampton, Northampton, Ivyland, Warminster, Warrington, New Britain, Warwick; That portion of Delaware County to the jurisdictional line between Local 77 and Local 21, excepting the townships of Newton, Radnor and Haverford, which are in the jurisdiction of Local 341; In New Jersey, Camden County, except that portion belonging to Local 661-708, Atlantic City, N.J.; That portion of Burlington County that does not belong to Local 336, Burlington, N.J. or Local 62, Trenton, N.J.

REGULATION 3: Adoption of New Prices

The Executive Board shall have power to fix and declare the price of any musical services for which provision has not been made in the Wage Scale Book, and the members shall be governed by such declared price until the Executive Board orders otherwise.

REGULATION 4: New Price Membership Notification

When a price is created for an engagement not provided for in the Wage Scale Book, all members engaged must be notified as soon as possible by the contractor.

REGULATION 5: Professional Conduct

A. **Member Professional Conduct:** Members are required to conduct themselves in a professional manner in regard to behavior and dress. Local 77 is firmly committed to maintaining a “zero-tolerance” policy concerning unlawful harassment and retaliation against individuals who report acts of unlawful harassment in the workplace. Local 77 adopts and endorses a “zero-tolerance” policy against inappropriate workplace conduct, on company time and at company-sponsored events, which creates or contributes to an unlawful hostile work environment. It is the policy of Local 77 to maintain an environment to all musicians which is free from offensive and unwelcome conduct, actions and words directed at others because of one’s membership in a legally Protected Class. Protected Classes include: age, ancestry, color, disability, ethnicity, sex, sexual orientation, gender identity, genetic information, familial status, marital status, national origin, pregnancy, race, religion, veteran status, physical appearance, and other classes protected by federal, state, or local law. Scope of Prohibited Conduct: All forms of Protected Class harassment are prohibited, including without limitation harassment because of an individual’s gender (sexual harassment).

B. **Contractor’s Professional Conduct:**

1. **Advocate for Musicians:** As an agent of Local 77, a contractor’s priority is to advocate for musicians. This includes making sure musicians are given full particulars, including date(s), address(es), time(s), dress code, scale wages, doubling requirements, means of transportation, parking information, etc., ahead of all engagements.
2. **Work Conditions:** As an agent of Local 77, a contractor’s priority is to advocate for safe, adequate working conditions on behalf of musicians, including proper intermission, breaks, lighting, sound shields, etc.
3. **Union Membership:** As an agent of Local 77, a contractor is required to insure that all hired musicians are members in good standing with Local 77.
4. **Work Dues:** For every engagement with an AFM contract, a contractor is required to remit 3.5% work dues on all scale wages to Local 77. Work Dues Authorization Forms available on the Local 77 website at www.local77afm.org.
5. **Recording/Streaming:** Except as otherwise explicitly provided, no performance or rehearsal shall be recorded, reproduced, or transmitted from the place of performance in any manner or by any means whatsoever in the absence of a specific written agreement with or approved in writing by the American Federation of Musicians related to and permitting such recording, reproduction or transmission.

6. **Professional Conduct:** Harassment of any kind will not be tolerated on or off the job site.

REGULATION 6: Money Distribution

- A. Members contracting single engagements shall make distribution of all monies due to performing members for services within fourteen (14) days from the date of engagement on engagements of less than one week. Any member collecting money from a contractor on behalf of musicians, shall pay musicians within 48 hours. On engagements of more than one week, all money shall be paid at the end of each week. Municipal and Park concerts, etc., may be paid in accordance with city regulations.
- B. For all engagements covered under Rule 8 Section 12 (Star Attractions, Extravaganzas, Live Performance of a Soundtrack to Accompany a Motion Picture or Video Game, Etc.): All engagements must file a signed contract with the Local within seven (7) days of the first service.

REGULATION 7: No Free Rehearsal

No free rehearsal will be permitted on any engagements unless otherwise provided for.

REGULATION 8: Steady Engagements

Steady engagements shall consist of:

- A. Engagements of five (5) or more days for one employer for a period of one week or more.
- B. An engagement of three (3) or four (4) days per week for one employer for two (2) or more consecutive weeks.

REGULATION 9: Travel

- A. **Travel:** Suitable and appropriate transportation to and from all engagements inside or outside the jurisdiction of Local 77 must be paid for or furnished by the contractor. Travel distance/time is to be paid to each musician. Members asked to use their car for the purpose of transportation to and from all engagements shall additionally be reimbursed by the contractor the most recent IRS mileage rate (round trip) including toll fees.
- B. **Ground Mileage:** The following charges are to compensate all members for round trip travel time only, and shall be paid to and from all engagements in addition to allowances for actual

transportation. Pension contributions are NOT applicable to amounts paid to members for travel charges.

1. Up to 15 miles from City Hall, no additional charge.
 2. From 15 miles and within 25 miles from City Hall, additional: \$10.00
 3. From 15 miles and within 50 miles from City Hall, additional: \$15.00
 4. From 15 miles and within 75 miles from City Hall, additional: \$20.00
 5. From 15 miles and within 100 miles from City Hall, additional: \$25.00
 6. For each additional 25 miles or fraction thereof: \$7.50
- C. Any leader or contractor taking a band or orchestra out of town, must arrange to leave at the last possible moment and return at the earliest possible moment; otherwise pay for overtime is to be added.
- D. **Per Diem:** If compelled to travel out of Local 77 jurisdiction, allowance for meals and lodging to be made as follows, unless otherwise provided for:
1. Breakfast: \$20
 2. Lunch: \$20
 3. Dinner (hot meal): \$40
 4. Room (no more than one member per room): Reimbursed with presentation of receipt.
- E. **Overnight Travel meals:**
1. If the call time for leaving Philadelphia for an overnight engagement is before 7:00 am, breakfast, lunch, and dinner (hot meal) must be provided.
 2. If the call time for leaving Philadelphia for an overnight engagement is before 1:00 pm, lunch and dinner (hot meal) must be provided.
 3. If the call time for leaving Philadelphia for an overnight engagement is before 5:00 pm, dinner (hot meal) must be provided.
 4. When returning to Philadelphia from an overnight engagement, breakfast must be provided.
 5. If arrival in Philadelphia from an overnight engagement is 1:00 pm or later, breakfast and lunch must be provided.
 6. If arrival in Philadelphia from an overnight engagement is 7:00 pm or later, breakfast, lunch, and dinner (hot meal) must be provided.
- F. **One-Day Run-Out meals:**
1. If the call time for leaving Philadelphia for an out-of-town engagement is before 7:00 am, breakfast must be provided.

2. If the call time for leaving Philadelphia for an out-of-town engagement is before 1:00 pm, lunch must be provided.
3. If the call time for leaving Philadelphia for an out-of-town engagement is before 5:00 pm, dinner (hot meal) must be provided.
4. If arrival in Philadelphia from an out-of-town engagement is 1:00 pm or later, lunch must be provided.
5. If arrival in Philadelphia from an out-of-town engagement is 7:00 pm or later, dinner (hot meal) must be provided.

G. Flying Mileage:

1. Scheduled flying time (to be applied each way) will be paid at a rate of \$10 per one-half (1/2) hour or fraction thereof, plus reimbursement of transportation expenses to and from airports upon presentation of fare receipts (including leader and/or contractor) within thirty (30) days unless otherwise provided for (example; cab fare to the airport is \$20 each way and scheduled flying time to the destination is one and a half (1 ½) hours each way. Musicians are to receive \$60 for three (3) total hours flying time and \$40 for each cab fare reimbursement. Total mileage payment = \$100 per musician).
2. In the event that a return by air from an engagement is held up by weather or other adverse conditions resulting in return to Philadelphia after 6 PM of the following day, musicians will be paid for a 3-hour engagement at the prevailing scale of that evening.
3. In the event that musicians are obliged to leave for an out-of-town engagement by air on the day prior to the engagement. They will be paid for a three-hour engagement at the prevailing scale of the prior evening.
4. If compelled to remain out of town, all expenses for meals and lodging must be paid, as provided for in Wage Scale Regulation 9(D) Per Diem.
5. Leaders and/or contractors are not permitted to receive more than side musicians for mileage, transportation or out-of-town expenses.

REGULATION 10: Substitutes

Substitutes must be paid the regular book price of the engagement.

REGULATION 11: Auditions

No audition is permitted without first obtaining the permission of the Executive Board.

REGULATION 12: Temperature Restrictions

At no time shall musicians be required to perform or rehearse if the temperature—on stage with full lighting—fifteen (15) minutes before the scheduled concert time, is ninety-five (95) degrees or higher, or sixty-five (65) degrees or lower. If the temperature cannot be corrected within forty-five (45) minutes of the scheduled concert time, musicians must be paid in full for the service.

REGULATION 13: Contracts & Work Dues

No claims for engagements will be honored unless evidenced by a written AFM contract.

- A. **L-1 Contract:** This is the standard contract between the musician/contractor for Local 77 and the employer/purchaser for a single engagement. For the protection of the musician/contractor and the musicians hired, Local 77 must have a completed AFM contract on file prior to the engagement.
- B. **LS-1 Agreement:** This is the agreement between the American Federation of Musicians & Employers' Pension Fund (AFM-EPF) and the employer of record. This form must accompany all pension payments unless the work is covered under a Collective Bargaining Agreement (CBA). It is a requirement for all miscellaneous single engagements with an AFM contract. If the contractor is the employer of record, they must be incorporated or have their own business Employer Identification Number (EIN). It is against Federal Law for an employee to make a pension contribution on their own behalf, as the AFM-EPF is a multiemployer fund which has more stringent regulations than other traditional pension plans.
- C. **Work Dues Authorization Form:** Pursuant to Local 77 bylaws, 3.5% of scale is to be withheld and remitted to Local 77 by contractors within 16 days of all engagements. Contractors must also collect work dues check off authorization forms from all musicians hired. Forms are available for download on the Local 77 website at www.local77afm.org.

REGULATION 14: Cancellations & Postponements

A. Cancellation:

1. No engagement can be canceled without the mutual written consent of all parties. The leader must immediately notify the Local 77 Executive Board and all side musicians of cancellation of any service. All musicians must be compensated for the original services for which they were contracted.
2. Final decisions concerning cancellations are subject to the approval of the Executive Board.
3. If a rehearsal, concert, or performance is to occur at an outdoor venue, and the service is canceled due to weather conditions, full scale must be paid if musicians are given less than two and a half (2 ½) hours notice. Members given more than two and a half (2 ½) hours notice will be paid half compensation including doubling, principal scale. Per diem and cartage shall be paid in full. Notification shall be made by both email and cell phone text.

B. Postponements:

1. Under special circumstances, a contract may be postponed with the mutual written consent of both parties. The leader must immediately notify the Local 77 Executive Board and all musicians of cancellation of any service.
2. A postponement shall be deemed a cancellation if not rescheduled three (3) months from the first date of service. If an engagement is rescheduled, the musician first engaged for the performance must be given the right of first refusal for the rescheduled date before another musician is hired to fill the position.

REGULATION 15: Rain Date

On all outdoor engagements there may be a rain-out privilege for a one-time postponement. Musicians shall be advised of the allowable postponement conditions, at the time they are engaged. Rain dates must be established at the time of hire, and shall be paid fifty (50) percent in addition to their regular wages.

REGULATION 16: Conclusion of Performance

If musicians are not released by the end of the call time, overtime will be incurred.

REGULATION 17: Length of Performance or Rehearsal

No rehearsal or performance shall be longer than ninety (90) minutes without an intermission or break. When a total accumulated rehearsal or performance time exceeds ninety (90) minutes without intermission, overtime shall apply in 15 minute increments.

REGULATION 18: Pension & Payroll Surcharge

Pension: The employer will contribute 12.59% of scale wages to the American Federation of Musicians' & Employers' Pension Fund (AFM-EPF) inclusive of all amounts required by the Fund's Rehabilitation Plan. The Fund will not consider 9.09% of these contribution payments when calculating future benefits. Pension is based on scale wages including doubling and premiums (excluding cartage, travel, health and welfare reimbursements).

Employer Surcharge for Payroll Taxes: Employer surcharge applies where the music purchaser does not withhold legally required taxes. The leader/contractor is required to withhold and pay the taxes and charge an additional 25% of the total price to cover the payroll responsibility.

UNDERSTANDING THE DIFFERENCE BETWEEN PENSIONABLE & NON-PENSIONABLE WAGES

A. **Pensionable Wages:** Pensionable wages is any money paid to a musician for the playing of their instrument and it includes any and/or all of the following:

1. Base side person scale
2. Leader/contractor surcharge
3. Doubling
4. Premium Pay (including Principals and Concertmaster)
5. Recording fees (including audio, visual and archival)
6. Continuous music surcharge

All of the above items (pensionable wages) are to be included in the calculation of the pension to be paid on by the producer/purchaser on behalf of the playing member at the rate of 12.59%. Work Dues of 3.5% will be calculated on the above.

B. **Non-Pensionable Wages:** Non-pensionable wages is any money paid to a musician for expenses that are not related to playing their instrument and include the following:

1. Cartage

2. Mileage
3. Parking
4. Meals/Lodging
5. Transportation

The items above (non-pensionable wages) are not subject to Pension and Work Dues.

For all items under both A and B (Pensionable & Non-Pensionable Wages), the Employer Surcharge of 25% should be added when applicable (see below).

WHEN AND WHY IS AN ADDITIONAL 25% ADDED TO PAYROLL COSTS?

There are generally two ways a musician is paid:

- A. **CORRECTLY:** As an employee with both employer and employee payroll taxes being paid and all monies withheld for the year reported as W2 income.
- B. **INCORRECTLY:** As an Independent Contractor, where the musician is paid a lump sum but is responsible for paying both the employer and employee side of taxes and earnings are reported as 1099 income.

If a producer/purchaser pays the musician(s) through their own payroll service, withholding all applicable payroll taxes, and reporting the income as W2 income to the musicians, they are not required to pay the additional 25%.

If a producer opts to pay the musicians a lump sum, without the employer side of taxes paid and with no employee taxes withheld, an additional 25% is to be added to the playing musician's total compensation.

Local 77 Payroll Service: Playcheck77, Inc. is the payroll service for Local 77. If a contractor or purchaser does not have access to a payroll service, or does not want to assume the role as the Employer of Record for the pension contribution, they can utilize Playcheck77, Inc. The 25% Employer Surcharge would be paid directly to Playcheck77, Inc. in order to cover payroll costs, city, state and federal tax withholdings, and classifying the musician(s) as employees with W2 income. Please note, that in any case, the producer is also required to pay the 12.59% pension rate.

WHAT DOES THE EMPLOYER SURCHARGE INCLUDE: WHY 25%?

- Employer's cost of Social Security and Medicare taxes: 7.65%
- Unemployment compensation taxes:
 - Federal Obligation (FUTA): 6% (on the first \$7000 in taxable wages)
 - State Obligations (vary based on history of claims): 3.5% – 7%
- Workman's Compensation Insurance (vary based on number of claims): 2.7% – 5%
- Other costs relating to processing payrolls such as bookkeeping, accounting, software, administrative, office supplies, and mailing fees. With these additional costs and all of the above payroll tax responsibilities, the cost is 25% above scale.

It is important to note that this is the cost for Playcheck77, Inc. to run a payroll for all employees. None of the money deducted from an employee's check is used to cover these costs.

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WAGE SCALE RULES

RULE 1: Contractor's Wage Scale

Contractor Definition: A person who hires/engages musicians for an engagement. Contractor is responsible for all information pertaining to the engagement.

- A. Unless otherwise provided, the contractor's wage scale on all engagements is 100% of base scale. If the contractor is playing the engagement, the premium is in addition to their regular wages.
- B. All contractors must make sure that all proper tax payments, such as Social Security, Medicare, Federal and State Unemployment Compensation, City Wage Tax, Workmen's Compensation, (as required by the Federal, State and City Governments) are paid and complied with.
- C. All deductions of any nature from a member's salary must be recorded and itemized on a pay stub.
- D. It is the responsibility of contractors to adhere to **all** prices and rules set forth in the "Wage Scale List and Rules".

RULE 2: Leader's Wage Scale

Leader Definition: A person who takes charge of an engagement in the absence of a contractor on the job site.

- A. Wage scale for leaders on engagements that are not of a permanent character: The leader who takes charge of an engagement for a contractor shall receive 50% of base scale. The leader who takes charge of a portion of an engagement shall receive 50% additional for each half hour or fraction thereof. The leader, who takes charge of a portion of an engagement and does not complete the engagement, must be paid the base scale of the engagement, plus 50%.
- B. Wage scale for leaders on permanent engagements: Leaders who take charge of a permanent engagement (or any part thereof) for a contractor who is present on the engagement, shall receive 25% above price list (leading a show shall be considered a part of the engagement). In other words, the 50% extra that a contractor receives shall be divided 25% to the Contractor, and 25% to the Leader.

RULE 3: Playing Alone

Musicians playing alone shall receive 50% in addition to their regular wages unless otherwise provided for.

RULE 4: Holidays

New Year's Eve: Engagements 3 hours or less terminating after 7 pm (or upon arrival in Philadelphia after 7 pm from an out-of-town engagement or one day runout) members shall receive 100% in addition to their regular wages including contractor and/or leader.

- A. New Years Day, Memorial Day, July 4th, Labor Day, Yom Kippur, Thanksgiving Day, Christmas Eve, Christmas Day, Easter Eve, Easter Day: \$345
- B. Overtime on all holiday performances, per 15 minutes or fraction thereof: \$30
- C. All holiday Rehearsals, 2 ½ hours or less: \$200
- D. Overtime on all holiday rehearsals, per 15 minutes or fraction thereof: \$25

RULE 5: Doubling

Members doubling on another instrument in symphony orchestras, grand operas, ballets, theaters and concerts, which have no trade agreement, shall receive doubling premiums per the following tiers:

- A. 1st Double: 25%
- B. 2nd Double: 15%
- C. Additional Doubles: 10%
- D. Doubling rate to apply on all rehearsals.
- E. When more than one (1) Keyboard is played, doubling at the rate of 25% shall be paid for each additional Keyboard.
- F. When musicians are required to trigger one or more samples or synthesized sounds via keyboard, guitar, drums, other musical instrument, computer, switch, button or foot pedal, they shall be paid 25% in addition to their regular wages, regardless of the number of samples or synthesized sounds.
- G. When musicians are required to trigger a programmable track (i.e. Ableton, Virtual Orchestra, KeyComp, etc.) via keyboard, guitar, drums, other musical instruments, computer, switch, button or foot pedal, they shall be paid 30% in addition to their regular wages.

Notwithstanding the above, no electronic device, instrument or software known now or in the future, can be utilized without reasonable notice to, and approval of the Local 77 Executive Board.

H. Instruments within the following respective groups are not construed as doubling:

1. General Percussion
2. Drum Set
3. Timpani
4. Mallet instruments, including but not limited to, Xylophone, Vibraharp, Marimba, Chimes, Bells, Glockenspiel
5. World instruments, including but not limited to, Timbales, Conga Drums, Bongos, Claves, Maracas, Guiro, Gakubue, Kagurabue, Komabue, Minteki, Nohkan, Ryuteki, Shinobue, Tsuchibue, Yokobue, Hichiriki, Hotchiku, Shakuhachi, Celtic instruments

RULE 6: Principal Player Classifications

The following instruments shall have principal classifications:

- Principal 2nd Violin
- Principal Viola
- Principal Cello
- Principal Bass
- Principal Flute
- Principal Oboe
- Principal Clarinet
- Principal Bassoon
- Principal Horn
- Principal Trumpet
- Principal Trombone
- Principal Tuba
- Principal Piano / Keyboard
- Principal Organ
- Principal Harpsichord
- Principal Celeste
- Principal Harp
- Principal Percussion
- Principal Timpani

RULE 7: Soundcheck

Sound Check (Preheat): A sound check for 1 hour or less may be scheduled to take place within the period from 1 1/2 hours to 1/2 hour before the performance (including 10 minutes break time). **No New Material is permitted to be rehearsed: \$90**

RULE 8: Cartage & PA Systems

Cartage must be paid each time an instrument is transported to the venue. Contractors must provide cartage for the following:

- Console Organ/Celeste: \$50
- Harpsichord: \$50
- Harp: \$100
- Timpani (2): \$70 (\$20 to be paid for each additional Timpani)
- Accordion / Bandoneon: \$20
- Concert Marimba, Vibraphone, Xylophone: \$25
- All Keyboards: Electric Piano, Organ, Synthesizer: \$25
- Amplifier: \$25
- Additional Synthesizer or any number of modules: \$10
- Small Marimba, Vibraphone, Xylophone: \$20
- Chimes: \$25
- Concert Bass Drum: \$25

- Orchestra Bells: \$10
- Tam-Tam: \$25
- Drum Set: \$30
- Misc. Percussion: \$15
- Congas (2): \$15
- String Bass: \$15
- Electric Bass: \$12
- Cello: \$15
- Baritone Saxophone: \$15
- Tuba: \$15
- Sousaphone: \$15
- ContraBassoon: \$15
- Bass Clarinet: \$15

Leaders or members of orchestra furnishing P.A. systems for miscellaneous engagements must charge no less than \$50.00 for the same.

RULE 9: Audio Archival / Grant Recording

For all services that are taped for Archival/Grant Recording, which are not covered by a current Collective Bargaining Agreement – \$15.00 per musician and/or leader/contractor per taping. Recordings used for any purpose other than Archival must be paid (wages and benefits) at the full applicable Federation and/or Local Rate. All video capture is prohibited without an appropriate Federation Agreement in place prior to the capture.



WAGE SCALE MINIMUM PRICE LIST

The following scales are minimum scales. The following apply to all sections of the Wage Scale Minimum Price List unless otherwise provided for.

SECTION 1

Symphony Concerts, Concert Bands, Wind Ensembles, Sinfonietta, Cantatas and Oratorios, Religious Services of a Commercial Nature, Etc.

- A. On out of town engagements: mileage applies. Transportation and meals must also be provided.
- B. Philadelphia Orchestra: provided for in Trade Agreement.
- C. Concertmaster: 60% additional.
- D. Principal Players: 25% additional.
- E. All concerts under this section, unless otherwise provided for, are limited to 2½ hours.
- F. Intermission of 15 minutes off the stage must be given to the musicians during a concert.
- G. All dress rehearsals are limited to 2½ hours - same price as performance.
- H. All rehearsals ending after 7:00 PM, same price as performance.
- I. Intermission of 10 minutes per hour or equivalent thereof (off the stand) on rehearsals must be given to all musicians.
- J. At no time will musicians be required to rehearse for more than ninety (90) minutes without a break.
- K. There must be at least 1 hour break between all services (rehearsals and/or performances) – Excluding Sound Check.
- L. Holiday Rates: Rule 4 scales to apply.
- M. Single Performance, limited to 2 ½ hours: \$225
- N. Rehearsal, limited to 2½ hours: \$157
- O. Overtime: Rehearsal or Performance, per 15 minutes or fraction thereof: \$35

SECTION 1A

Chamber Music Performance/Recitals

TO BE NEGOTIATED

SECTION 1B

Librarian

- A. Playing Librarian: Shall be paid 50% in addition to their regular wages.
- B. Non-Playing Librarian: Shall be paid the equivalent of a playing member.
- C. Oratorios and Cantatas, which are split into one concert of two sessions with one admission price for two-part concert, price shall be computed from the beginning of first part to the conclusion of 2nd part as one continuous engagement (price is based on Section 1). After 2½ hours, any additional time shall be considered overtime at \$50.00 per hour or fraction thereof.

SECTION 2

Opera & Ballet

Opera

- A. Single Performance, limited to 3 ½ hours. Terminating not later than midnight: \$345
- B. Overtime: Per musician, per 15 minutes or fraction thereof: \$28
- C. Performances limited to 3½ hours. Terminating not later than midnight.
- D. When a total accumulated performance time exceeds ninety (90) minutes without intermission, overtime shall apply in 15 minute increments.
- E. Rehearsals limited to 3 hours. Terminating not later than 6:00pm. All Dress Rehearsals are limited to 3½ hours, same as performance.
- F. All Rehearsals ending after 6:00pm, same price as performance.
- G. There must be at least a 1-hour break between all services (rehearsals and/or performances; excludes sound check).

Ballet

- A. Single Performance, limited to 3 hours. Terminating not later than midnight: \$345
- B. Overtime: Per musician, per 15 minutes or fraction thereof: \$21
- C. Performance limited to 3 hours. Terminating not later than midnight.
- D. Rehearsals limited to 3 hours. Terminating not later than 6:00pm.
- E. All Dress Rehearsals are limited to 3 hours, same as performance.
- F. All Rehearsals ending after 6:00 PM, same price as performance.
- G. There must be at least a 1-hour break between all services (rehearsals and/or performances; excludes sound check).

Opera & Ballet Rehearsals

- A. Rehearsals limited to 3 hours, terminating not later than 6:30pm: \$241
- B. Overtime: Per musician, per 15 minutes or fraction thereof: \$41
- C. All Rehearsals ending after 6:00pm, same price as performance.
- D. Intermission of 10 minutes per hour or equivalent thereof (off the stand) on rehearsals must be given to the musicians.
- E. At no time will musicians be required to rehearse for more than ninety (90) minutes without a break.
- F. There must be at least a 1 ½ hour break between all services (rehearsals and/or performances).
- G. Weekly Ballet Scale to be negotiated.
- H. Contractor: double price on all the above (whether contractor is playing member or not).
- I. Conductor: on all opera and ballets, 100% additional.
- J. Concertmaster: 60% additional.
- K. Principal players: 25% additional.

Opera Dress Rehearsal Definition

- A. A Dress Rehearsal shall be deemed to take place when the curtain is raised for more than one half (½) hour after the commencement of the rehearsal and there is a call for the stage crew, and there are singers on stage.
- B. A Dress Rehearsal, however, shall not be deemed to take place if the curtain is raised for more than one half (½) hour where the singers are on the apron of the stage, and the stage crew is performing work unrelated to the musical rehearsal.
- C. If during the course of a regular 3½ hour Dress Rehearsal, services are required for fifteen (15) minutes or more preceding or following the actual Dress Rehearsal, a fifteen (15) minute intermission shall be given in each instance.

Note: All contractors must inform members of the Orchestra if a Dress Rehearsal is to take place, and also notify the Local.

Ballet Dress Rehearsal Definition

A Dress Rehearsal is a company rehearsal of the performance, under the direction of the Ballet's Artistic Director or their designee, during which the dancers perform with the orchestra.

Stage Musicians, Opera or Ballet Single Show Per Musician

- A. With or without one (1) hour rehearsal prior to the performance - commencing not earlier than 7 PM: \$345
- B. Stage musicians are not permitted to play in the orchestra pit, or vice versa.

SECTION 2A

Chamber Music Performance/Recitals TO BE NEGOTIATED

SECTION 2B

Librarian

- D. Playing Librarian: Shall be paid 50% in addition to their regular wages.
- E. Non-Playing Librarian: Shall be paid the equivalent of a playing member.
- F. Oratorios and Cantatas, which are split into one concert of two sessions with one admission price for two-part concert, price shall be computed from the beginning of first part to the conclusion of 2nd part as one continuous engagement (price is based on Section 1). After 2½ hours, any additional time shall be considered overtime at \$50.00 per hour or fraction thereof.

SECTION 3

Musical Theatre / Shows

The following scales shall cover venues where there is no collective bargaining agreement. Any condition(s) of employment not covered below must be negotiated between the Employer and Local 77, AFM.

Working Conditions & Regulations: Applies to all theaters regardless of size.

- A. All scales shall be for eight (8) performances per week. A week shall consist of six (6) days with one (1) day off.
- B. All performances shall be three (3) hours or less.
- C. Six (6) or more performances constitute a week.
 - 1. Less than six (6) performances a week shall be pro-rata of the weekly scales.
- D. Archival Taping: Rule 9 (p.15) to apply.
- E. Intermissions of 10 minutes per hour or equivalent thereof (off the stand) on rehearsals must be given to all musicians.

- F. Musicians who are required by the employer to attend a rehearsal or performance because they are subbing on a show shall be paid the appropriate rate for that service.
- G. Short Rehearsals: short rehearsals (excluding sound check) immediately before a performance must terminate 45 minutes before the performance and shall be paid in increments of a half hour or less.
- H. Overtime on Rehearsals: Overtime on **ALL** rehearsals will be prorated in ½ hr increments.
- I. Sound check: A sound check for 1 hour or less may be scheduled to take place within the period from 1 ½ hours to ½ hour before the performance (including 10 minutes break time).
No new material is permitted to be rehearsed.
- J. Memorization: When required to memorize music, musicians shall be compensated at the per service rate of 20% of base scale wages per fifteen (15) minutes of memorized music or fraction thereof.
- K. Cartage: A one-time payment of \$50.00 per run of each show shall be paid to each musician if applicable, provided that a secure, locked storage area is available for instruments and the employer assumes all liability for any theft or damage to instruments left in the theater. Otherwise, Cartage, Rule 8 to apply.
- L. When musicians are required to trigger one or more samples or synthesized sounds via keyboard, guitar, drums, other musical instrument, computer, switch, button or foot pedal, they shall be paid 25% in addition to their regular wages, regardless of the number of samples or synthesized sounds.
- M. When musicians are required to trigger a programmable track (i.e. Ableton, Virtual Orchestra, KeyComp, etc.) via keyboard, guitar, drums, other musical instruments, computer, switch, button or foot pedal, they shall be paid 30% in addition to their regular wages.
Notwithstanding the above, no electronic device, instrument or software known now or in the future, can be utilized without reasonable notice to, and approval of the Local 77 Executive Board.
- N. Principal Players: (Paid on Weekly Scale, per musician (up to 8 shows per week):
1. 1st Trumpet (regardless of number of trumpet players or highest brass instrument): 25% additional.
 2. 1st Violin (regardless of number of violinists or highest string instrument): 25% additional.
- O. Conductor: The Conductor shall receive 75% additional over and above the applicable rates set forth herein for all rehearsals and performances.

- P. Associate Conductor: The Associate Conductor shall receive 30% additional over and above the applicable rates set forth herein for all rehearsals and performances.

Venue Price List:

A. Venues up to 499 seats (including but not limited to: Arden Theatre, Plays and Players Theatre, Suzanne Roberts Theatre, Wilma Theatre, Mandell Theater):

1. Performances (weekly scale): \$1056
2. Additional Performances (beyond 8 per week): \$198
3. Overtime: Performances, per half hour or fraction thereof: \$25
4. Sound Check: \$39
5. Rehearsals:
 - i. Three (3) hours or less, terminating before 6:00 PM: \$116
 - ii. Three (3) hours or less, terminating after 6:00 PM and Dress Rehearsals: \$132
 - iii. Short Rehearsals half hour or less: \$25
6. Playing on Stage (paid on weekly scale, per musician, up to 8 shows per week):
 - i. Wearing Pit Black: \$58
 - ii. Wearing Tuxedo or in Costume: \$71
 - iii. Performing minor choreography or speaking lines: \$88

B. Venues between 500 and 999 (including but not limited to: Annenberg Theater, Sugar House Event Center, Perelman Theater, Seaport Museum):

1. Performances (weekly scale): \$1353
2. Additional Performances (beyond 8 per week): \$254
3. Overtime: Performances, per half hour or fraction thereof: \$31
4. Sound Check: \$45
5. Rehearsals:
 - i. Three (3) hours or less, terminating before 6:00 PM: \$135
 - ii. Three (3) hours or less, terminating after 6:00 PM and Dress Rehearsals: \$169
 - iii. Short Rehearsals half hour or less: \$39
6. Playing on Stage (paid on weekly scale, per musician, up to 8 shows per week):
 - i. Wearing Pit Black: \$84
 - ii. Wearing Tuxedo or In Costume: \$100
 - iii. Performing minor choreography or speaking lines: \$120

C. Venues between 1000 and 1499 seats (including but not limited to: Keswick Theater, Theater of Living Arts, Walnut Street Theatre):

1. Performances (weekly scale): \$1650
2. Additional Performances (beyond 8 per week): \$310
3. Overtime: Performances, per half hour or fraction thereof: \$36
4. Sound Check: \$52
5. Rehearsals:
 - i. Three (3) hours or less, terminating before 6:00 PM: \$155
 - ii. Three (3) hours or less, terminating after 6:00 PM and Dress Rehearsals: \$206
 - iii. Short Rehearsals half hour or less: \$53
6. Playing on Stage (paid on weekly scale, per musician, up to 8 shows per week):
 - i. Wearing Pit Black: \$110
 - ii. Wearing Tuxedo or in Costume: \$128
 - iii. Performing minor choreography or speaking lines: \$152

D. Venues between 1500 and 1999 seats (including but not limited to: Forrest Theater, Miller Theatre, Parx Casino):

1. Performances (weekly scale): \$1750
2. Additional Performances (beyond 8 per week): \$344
3. Overtime: Performances, per half hour or fraction thereof: \$41
4. Sound Check: \$59
5. Rehearsals:
 - i. Three (3) hours or less, terminating before 6:00 PM: \$176
 - ii. Three (3) hours or less, terminating after 6:00 PM and Dress Rehearsals: \$219
 - iii. Short Rehearsals half hour or less: \$60
6. Playing on Stage (paid on weekly scale, per musician, up to 8 shows per week):
 - i. Wearing Pit Black: \$127
 - ii. Wearing Tuxedo or in Costume: \$157
 - iii. Performing minor choreography or speaking lines: \$190

E. Venues between 2000 and 2999 seats (including but not limited to: Academy of Music, The Fillmore, Verizon Hall):

1. Performances (weekly scale): \$2201
2. Additional Performances (beyond 8 per week): \$433
3. Overtime: Performances, per half hour or fraction thereof: \$52
4. Sound Check: \$74
5. Rehearsals:
 - i. Three (3) hours or less, terminating before 6:00 PM: \$221
 - ii. Three (3) hours or less, terminating after 6:00 PM and Dress Rehearsals: \$275
 - iii. Short Rehearsals half hour or less: \$75
6. Playing on Stage (paid on weekly scale, per musician, up to 8 shows per week):
 - i. Wearing Pit Black: \$161
 - ii. Wearing Tuxedo or in Costume: \$198
 - iii. Performing minor choreography or speaking lines: \$239

F. Venues between 3000 and 4999 seats (including but not limited to The Mann Center, The Met):

1. Performances (weekly scale): \$2351
2. Additional Performances: (beyond 8 per week): \$462
3. Overtime: Performances, per half hour or fraction thereof: \$55
4. Sound Check: \$79
5. Rehearsals:
 - i. Three (3) hours or less, terminating before 6:00 PM: \$237
 - ii. Three (3) hours or less, terminating after 6:00 PM and Dress Rehearsals: \$294
 - iii. Short Rehearsals half hour or less: \$80
6. Playing on Stage (paid on weekly scale, per musician, up to 8 shows per week):
 - i. Wearing Pit Black: \$171
 - ii. Wearing Tuxedo or in Costume: \$211
 - iii. Performing minor choreography or speaking lines: \$255

G. Venues over 5000 seats TO BE NEGOTIATED.

SECTION 4

Star Attractions, Extravaganzas, Live Performance of a Soundtrack to Accompany a Motion Picture or Video Game, Etc.

Working Conditions & Regulations: Applies to all theaters regardless of size.

- A. Concertmaster: 25% additional.
- B. Principal Trumpet: 20% additional.
- C. Principal Players: 10% additional.
- D. Cartage: Rule 8 to apply.
- E. All Rehearsals, ending after 7 PM: same price as performance.
- F. Intermission of 10 minutes per hour or equivalent thereof (off the stand) on rehearsals must be given to all musicians.
- G. At no time will musicians be required to rehearse for more than ninety (90) minutes without a break.
- H. There must be at least a 1-hour break between all services (rehearsals and/or performances; excludes sound check).
- I. Additional performances beyond two (2) per day shall pay time and a half.

Venue Price List:

A. For all venues of 3300 seats or less:

- 1. Performances, 3 hours or less, limited to 2 shows same day
per musician per show: \$275
- 2. Overtime for performance, per 15 minutes or less: \$33
- 3. Rehearsal, 2 hours or less: \$140
- 4. Overtime for rehearsals, per half hour or less: \$35
- 5. Sound Check (Preheat). A sound check for 1 hour or less may be scheduled to take place within the period from 1 1/2 hours to 1/2 hour before the performance (including 10 minutes break time). No new material is permitted to be rehearsed: \$90
- 6. Holidays (see Rule 4).
 - i. Performances, 3 hours or less, limited to 2 shows same day
per musician per show: \$350
 - ii. Overtime for performance, per 15 minutes or less: \$44
 - iii. Rehearsal, 2 hours or less: \$186
 - iv. Overtime for rehearsals, per half hour or less: \$46

- v. Sound Check (Preheat). A sound check for 1 hour or less may be scheduled to take place within the period from 1 1/2 hours to 1/2 hour before the performance (including 10 minutes break time). No new material is permitted to be rehearsed: \$95

B. For all venues from 3301 seats up to 5000 seats, including but not limited to The Met & The Mann Center:

1. Performances, 3 hours or less, limited to 2 shows same day per musician per show: \$300
2. Overtime for performance, per 15 min or less: \$35
3. Rehearsal, 2 hours or less: \$150
4. Overtime for rehearsals, per half hour or less: \$37.50
5. Sound Check (Preheat). A sound check for 1 hour or less may be scheduled to take place within the period from 1 1/2 hours to 1/2 hour before the performance, including 10 minutes break time. No new material is permitted to be rehearsed: \$98
6. Holidays (see Rule 4).
 - i. Performances, 3 hours or less, limited to 2 shows same day per musician per show: \$375
 - ii. Overtime for performance, per 15 minutes or less: \$47
 - iii. Rehearsal, 2 hours or less: \$220
 - iv. Overtime for rehearsal, per 30 minutes or less: \$55
 - v. Sound Check (Preheat). A sound check for 1 hour or less may be scheduled to take place within the period from 1 1/2 hours to 1/2 hour before the performance (including 10 minutes break time). No new material is permitted to be rehearsed: \$104

C. For all venues from 5001 seats up to 15,000 seats, including but not limited to The Dell Music Center, Freedom Mortgage Pavilion (formerly BB&T Pavilion):

1. Performances, 3 hours or less, limited to 2 shows same day per musician per show: \$315
2. Overtime for performance, per 15 min or less: \$37
3. Rehearsal, 2 hours or less: \$170
4. Overtime for rehearsals, per half hour or less: \$42.50
5. Sound Check (Preheat). A sound check for 1 hour or less may be scheduled to take place within the period from 1 1/2 hours to 1/2 hour before the performance (including 10 minutes break time). No new material is permitted to be rehearsed: \$102

6. Holidays (see Rule 4).
 - i. Performances, 3 hours or less, limited to 2 shows same day per musician per show: \$393
 - ii. Overtime for performance, per 15 minutes or less: \$49
 - iii. Rehearsal, 2 hours or less: \$220
 - iv. Overtime for rehearsals, per half hour or less: \$55
 - v. Sound Check (Preheat). A sound check for 1 hour or less may be scheduled to take place within the period from 1 1/2 hours to 1/2 hour before the performance (including 10 minutes break time). No new material is permitted to be rehearsed: \$110

D. For all venues over 15,000, including but not limited to Wells Fargo Center, Citizens Bank Park, Lincoln Financial Field:

1. Performances, 3 hours or less, limited to 2 shows same day per musician per show: \$375
2. Overtime for performance, per 15 min or less: \$47
3. Rehearsal, 2 hours or less: \$195
4. Overtime for rehearsals, per half hour or less: \$48.75
5. Sound Check (Preheat). A sound check for 1 hour or less may be scheduled to take place within the period from 1 1/2 hours to 1/2 hour before the performance (including 10 minutes break time). No new material is permitted to be rehearsed: \$134
6. Holidays (see Rule 4).
 - i. Performances, 3 hours or less, limited to 2 shows same day per musician per show: \$470
 - ii. Overtime for performance, per 15 minutes or less: \$59
 - iii. Rehearsal, 2 hours or less: \$253
 - iv. Overtime for rehearsals, per half hour or less: \$63
 - v. Sound Check (Preheat). A sound check for 1 hour or less may be scheduled to take place within the period from 1 1/2 hours to 1/2 hour before the performance (including 10 minutes break time). No new material is permitted to be rehearsed: \$143

SECTION 5

Event Bands/Wedding & Dinner Receptions/Corporate/Private Parties

All single engagements (Event Bands/Wedding Receptions/Corporate/Private Parties) may be continuous. Per a four (4) hour engagement, each musician is entitled to no less than forty (40) minutes of cumulative break time. The structure of break times are to be determined by the leader. Regulation 17 Length of Performance does not apply under this Section. When a Floor Show is played during a continuous engagement, Floor Show scale must be paid in addition. See Section 5(B) Floor Show in Conjunction with a Dance/Banquet.

In conjunction with reception. Cocktail Hour rate is to be paid in addition to the reception rate. Per half hour or fraction thereof: \$45

- A. All functions/receptions, unless otherwise provided for, four hours or less, terminating not later than midnight.
 - 1. Saturday: \$350
 - 2. Sunday through Friday: \$300
- B. All functions/receptions, unless otherwise provided for, four hours or less terminating not later than 1AM:
 - 1. Saturday: \$375
 - 2. Sunday through Friday: \$325
- C. All functions/receptions, unless otherwise provided for, four hours or less terminating not later than 2AM:
 - 1. Saturday: \$400
 - 2. Sunday through Friday: \$370
- D. All functions/receptions, unless otherwise provided for, commencing at 12 midnight, or later. Not to exceed 2 hours: \$200
- E. Overtime: Overtime on all engagements covered under Rule 4 shall begin the fifth hour after start time, or after 2AM.
 - 1. Until 12 midnight, for each half hour or fraction thereof: \$50
 - 2. After 12 midnight for each half hour or fraction thereof: \$60
- F. Ceremony:
 - 1. Wedding ceremony only, not more than 2 hours in length, **not** in conjunction with cocktail hour: \$207

2. Wedding ceremony in addition to cocktail hour: \$207 (continuous from ceremony start time). Additional per half hour or fraction thereof: \$26

G. Cocktail Hour:

1. Not in conjunction with reception or ceremony. Per hour or fraction thereof: \$195

H. Rehearsals (not more than 1hr prior to the event): If a rehearsal is not scheduled immediately prior to the event, full Wedding Ceremony scale shall be paid.

1. Terminating not later than 10 PM, not exceeding two (2) hours— per half hour or fraction thereof: \$26
2. Rehearsal Overtime shall be applied to all rehearsals that exceed two (2) hours, or that terminate after 10 PM. For each additional half hour or fraction thereof: \$31

I. Showcase: Event Bands/Wedding & Dinner Receptions/Corporate/Private Party ensembles only. **Not applicable to ceremony ensembles.**

1. The call time for a showcase shall not be more than (30) thirty minutes prior to the performance start time.
2. Friday or Saturday showcase to be negotiated.
3. Sunday to Thursday, terminating not later than 10 PM, not exceeding one (1) hour of performance time: \$55
4. Showcase Overtime shall be applied after (1) one hour of performance time, for each additional half hour or fraction thereof: \$31

J. Dancing School Recitals:

1. Not exceeding 3 hours. Terminating not later than midnight: \$206
2. Rehearsal pianist for dancing schools, per hour: \$115

K. Where wedding ceremonies and wedding breakfasts, receptions, religious services, etc., are held in different places and the same members are used for both; the time of the engagement is to be computed continuously and covering the period of transfer.

L. Solo Strolling: Solo Strolling consists of playing at tables or walking around among the guests while playing. Each member who strolls during an engagement shall receive \$150 for the first three hours or less and \$100 for each subsequent hour additional over and above the price of the engagement.

M. Break Time: Musicians must be given 20 minutes break time between the termination of a rehearsal and the start of a Floor Show.

N. Cancellations:

1. Unless otherwise provided, contracts may be canceled within fourteen (14) days providing written notice to the other.
2. For any service or series of services canceled eight (8) to thirteen (13) days prior to the first service, 50% of the entire contracted scale is required.
3. For any service canceled with 7 days or fewer notice, full contracted payment is required.
4. If a rehearsal, concert, or performance is to occur at an outdoor venue, and the service is canceled due to weather conditions, full scale must be paid if musicians are given less than 2 1/2 hours notice. Members given more than 2 1/2 hours notice will be paid 50% of scale excluding doubling, per diem and cartage. Notice shall be made by email and cell phone text.

O. Performing as an Act:

1. Where an instrumentalist performs alone as an act in a floor show, he/she shall be paid the following per show: \$235
2. Where an instrumental group plays as an act in a floor show they shall be paid the following per musician per show: \$200
3. Leader, 50% additional.

- P. Weekly meeting for Lions, Rotary, Optimists and Kiwanis Clubs not more than one hour, terminating no later than 8 PM. Instrumentalists alone: \$175

SECTION 5(A)

Supper Club Style Floor Show / Variety Act

Definition: A Floor Show is defined as consisting of one or more theatrical performers who require an orchestra or any part thereof.

TO BE NEGOTIATED

SECTION 5(B)

Floor Show in Conjunction with a Dance / Banquet

Floor Shows, dance (or banquet): Musicians who play a Supper Club style Floor Show (limited to 1½ hours) in conjunction with a dance, wedding reception, bar/bat mitzvah, and/or banquet shall be paid the following additionally over and above the regular scale:

TO BE NEGOTIATED

SECTION 6

Commencements, Baccalaureates, Class-Day Exercises, Alumni, Lectures, Dedications and Unveilings of Tablets, Statues, Etc.

- A. All functions, unless otherwise provided for, three hours or less, terminating not later than midnight, per musician: \$207
- B. Engagements contracted to **begin** at 12 midnight, or later. Two (2) hours or less, per musician: \$219
- C. Overtime:
 - 1. Until 12 midnight, for each half hour or fraction thereof: \$58
 - 2. After 12 midnight for each half hour or fraction thereof: \$70
- D. Rehearsals:
 - 1. Rehearsals taking place immediately before function begins, per half hour: \$63
 - 2. Rehearsals terminating not later than 6 PM, 2 hours or less: \$144
 - 3. For each additional half hour or fraction thereof: \$51
 - 4. Rehearsals terminating after 6 PM, must be paid for at the same rate as performance.
 - 5. Dress rehearsals: same price as performance.
 - 6. An average of 10 minutes intermission per hour off the stand must be given to the musicians unless otherwise provided for.

SECTION 7

Religious Service, Etc.

Definition: Music as part of a traditional religious service, including funerals and wedding ceremonies.

- A. Not more than 2 hours, and terminating no later than 12 midnight: \$207
- B. Midnight service (12 midnight to 8 AM), not more than 2 hours: \$278
- C. Overtime on performance:
 - 1. Until 12 midnight, for each half hour or fraction thereof: \$58
 - 2. After 12 midnight for each half hour or fraction thereof: \$70
- D. Rehearsals 2 hours or less: \$143
- E. Overtime on rehearsal, each 15 minutes or fraction thereof: \$34
- F. Rehearsals taking place before function begins, each 15 minutes or fraction thereof: \$36

SECTION 8

Radio & Television

(B8 or B10 report forms are to be filed with the AFM)
Telethons TO BE NEGOTIATED

Note: Wherever the word “broadcast” is used, the same is meant to apply to “telecast”. Internet streaming of any kind is required to be covered by the appropriate Federation contract.

These prices apply to ALL radio and television stations regardless of classification and are to be paid in addition to prevailing applicable wage scales.

- A. For a show immediately following, or before a broadcast, \$55.00 per musician per half hour or part thereof. Price for simultaneous broadcast and telecast (simulcast) is double the single rate; rehearsal price shall apply only once.
- B. Instrumentalist alone: 100% additional.

Local Engagements

- A. ½ hour broadcast or less with or without ½ hour rehearsal immediately preceding broadcast: \$173
- B. 1 hour broadcast, with no rehearsal: \$184
- C. Overtime on broadcast for each 15 minutes or fraction thereof: \$58
- D. Overtime for rehearsal, immediately preceding the broadcast, per half hour or less: \$60
- E. Doubling: Playing more than one instrument; for each instrument, per performance per musician, additional: \$51

Morning or Afternoon Rehearsals

- A. Rehearsal, ending by 6 PM other than immediately preceding broadcast, 1st hour or less: \$144
- B. Overtime thereafter, per half hour or fraction thereof: \$58
- C. Doubling: Playing more than one instrument; for each instrument, per rehearsal per musician, additional: \$35

Evening Rehearsals

Same night as broadcast, starting at 6 PM or later, but not immediately preceding the broadcast.

Section 11, II “Morning or Afternoon Rehearsal” prices apply.

- A. Evening rehearsal starting at 6 PM or later, OTHER than same night of broadcast, 2 hours or less: \$194
- B. Overtime on this rehearsal, per half hour or fraction thereof: \$58
- C. Doubling: Playing more than one instrument; for each instrument, Per rehearsal per musician, additional: \$35

Costume or Make-up

Musicians called in for costuming or make-up, which requires preparation, either for television broadcasting or rehearsal therefore, will be paid \$40.00 for each such costuming or makeup. In no event shall musicians be called in for such purpose more than one hour prior to such rehearsal or live television broadcast, so that the makeup and/or costuming done shall immediately precede such rehearsal or television broadcast. Musicians may be required to wear tuxedos or business suits without additional fee.

SECTION 9

Conventions, Exhibits, Automobile & Industrial Shows

- A. Per Musician, 2 ½ hours or less, not less than: \$288
- B. Overtime: per ½ hour or fraction thereof: \$86
- C. An intermission of 10 minutes per hour must be provided for.

SECTION 10

Hotels, Motels, Cafes, Restaurants, Private Clubs, Etc.

- A. Engagements where the contractor performs but does not lead, the contractor's 50% shall be divided between the leader and contractor into equal parts of 25%.
- B. No splitting of sessions is permitted on engagements.
- C. Members of an orchestra performing in any establishment must not augment, sit in, or in any way combine or exchange places with the members of another orchestra performing at the same establishment, whether in the same room or a different room, either individually or collectively.
- D. All contracts for permanent engagements must be filed with the Secretary-Treasurer before the engagement starts or within one week after the signing thereof, whichever is sooner, and no contract is binding upon parties thereto, or the Local, until accepted and approved by the Executive Board.
- E. Strolling: \$50.00 additional per night.

Local Engagements

- A. Two sets, no more than 75 minutes in length, with no less than 30 minutes intermission in between sets. Ending **before** midnight: \$113
- B. Two sets, no more than 75 minutes in length, with no less than 30 minutes intermission in between sets. Ending **after** midnight: \$139
- C. Three sets, the first set no more than 60 minutes in length. Subsequent sets no more than 40 minutes in length, with no less than 20 minutes intermission in between all sets. Ending **before** midnight: \$113
- D. Three sets, the first set no more than 60 minutes in length. Subsequent sets no more than 40 minutes in length, with no less than 20 minutes intermission in between all sets. Ending **after** midnight: \$139
- E. Overtime, per musician per half hour or fraction thereof: \$29
- F. Rehearsals, 2 hours or less: \$56
- G. Overtime on rehearsal, per musician per half hour: \$29
- H. On all engagements, parking must be reimbursed or provided to the musicians.

SECTION 11

Public Service Scale (Music Performance Trust Fund)

**** Employers must obtain prior approval from Local 77 to use this provision ****

- A. Performance, per musician, limited to 2 1/2 hours: \$150
- B. Approved rehearsal, per musician, limited to 2 1/2 hours: \$100
- C. Overtime on performance, per 15 minutes or fraction thereof: \$21
- D. Overtime on rehearsal, per 15 minutes or fraction thereof: \$21
- E. Conductor and/or Contractor: 50% additional for less than ten (10) musicians. For larger ensembles, contact the office of Local 77.
- F. Leader (if no conductor or onsite contractor): 50% additional for less than ten (10) musicians. For larger ensembles, contact the office of Local 77.
- G. Musicians Playing Alone: 50% additional.
- H. Approved Doubling: 25% (limited to one double)
- I. Cartage: Rule 8 to apply.
- J. All performances must be free and open to the public. There shall be no admission charge, ticket sales or donations of any kind.
- K. This scale applies to morning, afternoon or evening performances any day of the week.

SECTION 11(A)

Rally Scale

Definition: Rally Scale applies to Union demonstrations only. Rally Scale is subject to approval of the Local 77 Executive Board.

- A. Performance, per musician, limited to 2 hours: \$150
- B. Overtime on performance, per 15 minutes or fraction thereof: \$21
- C. Conductor and/or Contractor: 50% additional.
- D. Leader (if no conductor/contractor on site): 50% additional.
- E. Musicians Playing Alone: 50% additional.
- F. Approved Doubling: 25% (limited to one double)
- G. Cartage: Rule 8 to apply.
- H. This scale applies to morning, afternoon or evening performances any day of the week.
- I. Cancellation Policy: If a rally is canceled between twenty-four (24) hours and ninety (90) minutes before the starting time, musicians will be compensated at the rate of 50% of their wages, excluding cartage and/or mileage fees. If a rally is canceled within ninety (90) minutes of the starting time, musicians will be compensated at the rate of 100% of their wages, excluding cartage and/or mileage fees. If the rally is rescheduled, musicians originally engaged shall be offered the first right of refusal for the rescheduled date.
- J. For weather cancellations and rain dates see Regulation 14 and Regulation 15.

SECTION 12

Brass Bands, Ethnic Feasts, Professional Sports, Circus-Rodeo

TO BE NEGOTIATED

SECTION 13

Ballrooms

TO BE NEGOTIATED

SECTION 14

Water & Ice Shows

TO BE NEGOTIATED

SECTION 15

Fashion or Model Shows

TO BE NEGOTIATED

SECTION 16

College Fraternities-Sororities, Nursing Home Events, Excluding Concerts/Recitals (see Section 1A)

TO BE NEGOTIATED

SECTION 17

Miscellaneous Functions – Boat Excursions, Picnics, Etc.

TO BE NEGOTIATED

SECTION 18

Copying / Arranging / Orchestration / Original Composition

All prices are calculated by the length of the piece per minute and by the number of individual staves on the score. For the purpose of calculating price, all repeated sections are to be treated as one time through without repeat.

Prices are always computed by the first 5 minutes rate, then the 6-10 minutes rate, then the over 10 minutes rate. For example, the price for an 11 minute instrumental arrangement of 5 score lines would be \$790. First 5 minutes = \$500 plus minutes 6 to 10 = \$250 plus minute 11 = \$40. A complete set of copied parts for the same 11 minute arrangement would be \$300 (\$250 for first 10 minutes plus \$50 for minute 11).

- If a job deadline is 24 hours or less, additional 50% for all prices.
- If a job deadline is over 24 hours up to 48 hours, additional 25% for all prices

Copyist (per page): \$7.00

Arrangers:

1. In view of the highly individual creative skills involved in arranging, the scale for arranging shall be established by each individual arranger for the work done by that arranger.
2. The scale established by an arranger must not be less than the page rates set forth below for orchestrators for the same product.

Orchestrators:

1. Orchestrators shall be responsible for creating a complete score for extraction, in which all parts appear exactly as they are to be copied, with the allowable exceptions of *come sopra* and/or *colla parte* passages, i.e., passages consisting of previously written music incorporated into the score by reference.

2. Whenever practical, the basic scale for orchestrators shall be the following page rates:

Orchestration

4 bar page, 10 lines or less	\$33.00
Each additional line	\$2.25

Vocal Scoring

4 bar page, 4 lines or less	\$18.50
Each additional line	\$2.25

3. In calculating page rates, the following shall apply:
- a. No page shall contain more than four bars;
 - b. A *come sopra* shall be counted as if the part were set forth in full;
 - c. A pick-up shall be counted as a full measure;
 - d. Double-staff and *divisi* parts shall be counted as two parts;
 - e. No repeat or *dal Segno* shall be allowed which does not appear in the original arrangement;
 - f. The last page shall be computed on a half-page basis.
 - g. In situations where page rates are impractical, e.g., transcriptions, adjustments, alterations, or additions, the basic scale shall be a time rate of \$53.00/hour with a minimum call of 3 hours.

A. Instrumental Arrangement or Original Composition

1. One (1) to five (5) score staves

- i. From 0:01 - 5:00 minutes: \$100 per minute or fraction thereof.
 - Complete set of copied parts: \$150 additional.
- ii. From 5:01 - 10:00 minutes: \$50 per minute or fraction thereof.
 - Complete set of copied parts: \$250 additional.
- iii. Over 10:00 minutes: \$40 per minute or fraction thereof.
 - Complete set of copied parts: \$50 additional per minute or fraction thereof.

2. Six (6) to ten (10) score staves

- i. From 0:01 - 5:00 minutes: \$130 per minute or fraction thereof.

- Complete set of copied parts: \$200 additional.
- ii. From 5:01 - 10:00 minutes: \$65 per minute or fraction thereof.
 - Complete set of copied parts: \$300 additional.
- iii. Over 10:00 minutes: \$52 per minute or fraction thereof.
 - Complete set of copied parts: \$75 additional per minute or fraction thereof.

3. Eleven (11) to sixteen (16) score staves Instrumental Arrangement

- i. From 0:01 - 5:00 minutes: \$140 per minute or fraction thereof.
 - Complete set of copied parts: \$350 additional.
- ii. From 5:01 - 10:00 minutes: \$70 per minute or fraction thereof.
 - Complete set of copied parts: \$500 additional.
- iii. Over 10:00 minutes: \$56 per minute or fraction thereof.
 - Complete set of copied parts: \$150 additional per minute or fraction thereof.

4. Eleven (11) to sixteen (16) score staves Original Composition

- i. From 0:01 - 5:00 minutes: \$240 per minute or fraction thereof.
 - Complete set of copied parts: \$450 additional.
- ii. From 5:01 - 10:00 minutes: \$120 per minute or fraction thereof.
 - Complete set of copied parts: \$575 additional.
- iii. Over 10:00 minutes: \$96 per minute or fraction thereof.
 - Complete set of copied parts: \$175 additional per minute or fraction thereof.

5. Seventeen (17) to twenty two (22) score staves

- i. From 0:01 - 5:00 minutes: \$280 per minute or fraction thereof.
 - Complete set of copied parts: \$425 additional.
- ii. From 5:01 - 10:00 minutes: \$140 per minute or fraction thereof.
 - Complete set of copied parts: \$625 additional.
- iii. Over 10:00 minutes: \$112 per minute or fraction thereof.
 - Complete set of copied parts: \$175 additional per minute or fraction thereof.

6. Twenty three (23) to fifty (50) score staves

- i. From 0:01 - 5:00 minutes: \$300 per minute or fraction thereof.
 - Complete set of copied parts: \$700 additional.
- ii. From 5:01 - 10:00 minutes: \$150 per minute or fraction thereof.

- Complete set of copied parts: \$1000 additional.
- iii. Over 10:00 minutes: \$120 per minute or fraction thereof.
 - Complete set of copied parts: \$225 additional per minute or fraction thereof.

7. Fifty one (51) to one hundred (100) score staves

- i. From 0:01 - 5:00 minutes: \$500 per minute or fraction thereof.
 - Complete set of copied parts: \$1200 additional.
- ii. From 5:01 - 10:00 minutes: \$250 per minute or fraction thereof.
 - Complete set of copied parts: \$1700 additional.
- iii. Over 10:00 minutes: \$200 per minute or fraction thereof.
 - Complete set of copied parts: \$275 additional per minute or fraction thereof.

8. Over one hundred (100) score staves

- i. From 0:01 - 5:00 minutes: \$700 per minute or fraction thereof.
 - Complete set of copied parts: \$1500 additional.
- ii. From 5:01 - 10:00 minutes: \$350 per minute or fraction thereof.
 - Complete set of copied parts: \$2000
- iii. Over 10:00 minutes: \$280 per minute or fraction thereof.
 - Complete set of copied parts: \$325 additional per minute or fraction thereof.

B. Arrangement with Instrumental or Vocal Soloist

1. One (1) to five (5) score staves

- i. From 0:01 - 5:00 minutes: \$150 per minute or fraction thereof.
 - Complete set of copied parts: \$175 additional.
- ii. From 5:01 - 10:00 minutes: \$75 per minute or fraction thereof.
 - Complete set of copied parts: \$275
- iii. Over 10:00 minutes: \$60 per minute or fraction thereof.
 - Complete set of copied parts: \$75 additional per minute or fraction thereof.

2. Six (6) to ten (10) score staves

- i. From 0:01 - 5:00 minutes: \$180 per minute or fraction thereof.
 - Complete set of copied parts: \$200 additional.
- ii. From 5:01 - 10:00 minutes: \$90 per minute or fraction thereof.

- Complete set of copied parts: \$300
- iii. Over 10:00 minutes: \$72 per minute or fraction thereof.
 - Complete set of copied parts: \$100 additional per minute or fraction thereof.

3. Eleven (11) to sixteen (16) score staves

- i. From 0:01 - 5:00 minutes: \$240 per minute or fraction thereof.
 - Complete set of copied parts: \$450 additional.
- ii. From 5:01 - 10:00 minutes: \$120 per minute or fraction thereof.
 - Complete set of copied parts: \$575
- iii. Over 10:00 minutes: \$96 per minute or fraction thereof.
 - Complete set of copied parts: \$175 additional per minute or fraction thereof.

4. Seventeen (17) to twenty two (22) score staves

- i. From 0:01 - 5:00 minutes: \$320 per minute or fraction thereof.
 - Complete set of copied parts: \$550 additional.
- ii. From 5:01 - 10:00 minutes: \$160 per minute or fraction thereof.
 - Complete set of copied parts: \$650
- iii. Over 10:00 minutes: \$128 per minute or fraction thereof.
 - Complete set of copied parts: \$200 additional per minute or fraction thereof.

5. Twenty three (23) to fifty (50) score staves

- i. From 0:01 - 5:00 minutes: \$360 per minute or fraction thereof.
 - Complete set of copied parts: \$750 additional.
- ii. From 5:01 - 10:00 minutes: \$180 per minute or fraction thereof.
 - Complete set of copied parts: \$1100
- iii. Over 10:00 minutes: \$144 per minute or fraction thereof.
 - Complete set of copied parts: \$250 additional per minute or fraction thereof.

6. Fifty one (51) to one hundred (100) score staves

- i. From 0:01 - 5:00 minutes: \$400 per minute or fraction thereof.
 - Complete set of copied parts: \$1000 additional.
- ii. From 5:01 - 10:00 minutes: \$200 per minute or fraction thereof.
 - Complete set of copied parts: \$1400
- iii. Over 10:00 minutes: \$160 per minute or fraction thereof.
 - Complete set of copied parts: \$300 additional per minute or fraction thereof.

7. Over one hundred (100) score staves

- i. From 0:01 - 5:00 minutes: \$700 per minute or fraction thereof.
 - Complete set of copied parts: \$1500 additional.
- ii. From 5:01 - 10:00 minutes: \$350 per minute or fraction thereof.
 - Complete set of copied parts: \$2000
- iii. Over 10:00 minutes: \$280 per minute or fraction thereof.
 - Complete set of copied parts: \$325 additional per minute or fraction thereof.

C. Original Composition with Instrumental Soloist

1. One (1) to five (5) score staves

- i. From 0:01 - 5:00 minutes: \$170 per minute or fraction thereof.
 - Complete set of copied parts: \$150 additional.
- ii. From 5:01 - 10:00 minutes: \$85 per minute or fraction thereof.
 - Complete set of copied parts: \$250
- iii. Over 10:00 minutes: \$68 per minute or fraction thereof.
 - Complete set of copied parts: \$50 additional per minute or fraction thereof.

2. Six (6) to ten (10) score staves

- i. From 0:01 - 5:00 minutes: \$200 per minute or fraction thereof.
 - Complete set of copied parts: \$200 additional.
- ii. From 5:01 - 10:00 minutes: \$100 per minute or fraction thereof.
 - Complete set of copied parts: \$300
- iii. Over 10:00 minutes: \$80 per minute or fraction thereof.
 - Complete set of copied parts: \$75 additional per minute or fraction thereof.

3. Eleven (11) to sixteen (16) score staves

- i. From 0:01 - 5:00 minutes: \$340 per minute or fraction thereof.
 - Complete set of copied parts: \$450 additional.
- ii. From 5:01 - 10:00 minutes: \$170 per minute or fraction thereof.
 - Complete set of copied parts: \$575
- iii. Over 10:00 minutes: \$136 per minute or fraction thereof.
 - Complete set of copied parts: \$175 additional per minute or fraction thereof.

4. Seventeen (17) to twenty two (22) score staves

- i. From 0:01 - 5:00 minutes: \$360 per minute or fraction thereof.
 - Complete set of copied parts: \$550 additional.
- ii. From 5:01 - 10:00 minutes: \$180 per minute or fraction thereof.
 - Complete set of copied parts: \$650 additional.
- iii. Over 10:00 minutes: \$144 per minute or fraction thereof.
 - Complete set of copied parts: \$200 additional per minute or fraction thereof.

5. Twenty three (23) to fifty (50) score staves

- i. From 0:01 - 5:00 minutes: \$400 per minute or fraction thereof.
 - Complete set of copied parts: \$750 additional.
- ii. From 5:01 - 10:00 minutes: \$200 per minute or fraction thereof.
 - Complete set of copied parts: \$1100 additional.
- iii. Over 10:00 minutes: \$160 per minute or fraction thereof.
 - Complete set of copied parts: \$250 additional per minute or fraction thereof.

6. Fifty one (51) to one hundred (100) score staves

- i. From 0:01 - 5:00 minutes: \$850 per minute or fraction thereof.
 - Complete set of copied parts: \$1000 additional.
- ii. From 5:01 - 10:00 minutes: \$425 per minute or fraction thereof.
 - Complete set of copied parts: \$1400 additional.
- iii. Over 10:00 minutes: \$340 per minute or fraction thereof.
 - Complete set of copied parts: \$300 additional per minute or fraction thereof.

7. Over one hundred (100) score staves

- i. From 0:01 - 5:00 minutes: \$1000 per minute or fraction thereof.
 - Complete set of copied parts: \$1500 additional.
- ii. From 5:01 - 10:00 minutes: \$500 per minute or fraction thereof.
 - Complete set of copied parts: \$2000 additional.
- iii. Over 10:00 minutes: \$400 per minute or fraction thereof.
 - Complete set of copied parts: \$325 additional per minute or fraction thereof.

D. Original Composition with Vocal Soloist

1. One (1) to five (5) score staves

- i. From 0:01 - 5:00 minutes: \$180 per minute or fraction thereof.
 - Complete set of copied parts: \$175 additional.
- ii. From 5:01 - 10:00 minutes: \$30 per minute or fraction thereof.
 - Complete set of copied parts: \$275
- iii. Over 10:00 minutes: \$250 per minute or fraction thereof.
 - Complete set of copied parts: \$75 additional per minute or fraction thereof.

2. Six (6) to ten (10) score staves

- i. From 0:01 - 5:00 minutes: \$210 per minute or fraction thereof.
 - Complete set of copied parts: \$200 additional.
- ii. From 5:01 - 10:00 minutes: \$105 per minute or fraction thereof.
 - Complete set of copied parts: \$300
- iii. Over 10:00 minutes: \$84 per minute or fraction thereof.
 - Complete set of copied parts: \$100 additional per minute or fraction thereof.

3. Eleven (11) to sixteen (16) score staves

- i. From 0:01 - 5:00 minutes: \$440 per minute or fraction thereof.
 - Complete set of copied parts: \$450 additional.
- ii. From 5:01 - 10:00 minutes: \$220 per minute or fraction thereof.
 - Complete set of copied parts: \$575
- iii. Over 10:00 minutes: \$176 per minute or fraction thereof.
 - Complete set of copied parts: \$175 additional per minute or fraction thereof.

4. Seventeen (17) to twenty two (22) score staves

- i. From 0:01 - 5:00 minutes: \$360 per minute or fraction thereof.
 - Complete set of copied parts: \$550 additional.
- ii. From 5:01 - 10:00 minutes: \$180 per minute or fraction thereof.
 - Complete set of copied parts: \$650 additional.
- iii. Over 10:00 minutes: \$144 per minute or fraction thereof.
 - Complete set of copied parts: \$200 additional per minute or fraction thereof.

5. Twenty three (23) to fifty (50) score staves

- i. From 0:01 - 5:00 minutes: \$400 per minute or fraction thereof.
 - Complete set of copied parts: \$750 additional.
- ii. From 5:01 - 10:00 minutes: \$200 per minute or fraction thereof.
 - Complete set of copied parts: \$1100 additional.
- iii. Over 10:00 minutes: \$160 per minute or fraction thereof.
 - Complete set of copied parts: \$250 additional per minute or fraction thereof.

6. Fifty one (51) to one hundred (100) score staves

- i. From 0:01 - 5:00 minutes: \$850 per minute or fraction thereof.
 - Complete set of copied parts: \$1000 additional.
- ii. From 5:01 - 10:00 minutes: \$425 per minute or fraction thereof.
 - Complete set of copied parts: \$1400 additional.
- iii. Over 10:00 minutes: \$340 per minute or fraction thereof.
 - Complete set of copied parts: \$300 additional per minute or fraction thereof.

7. Over one hundred (100) score staves

- i. From 0:01 - 5:00 minutes: \$1000 per minute or fraction thereof.
 - Complete set of copied parts: \$1500 additional.
- ii. From 5:01 - 10:00 minutes: \$500 per minute or fraction thereof.
 - Complete set of copied parts: \$2000 additional.
- iii. Over 10:00 minutes: \$400 per minute or fraction thereof.
 - Complete set of copied parts: \$325 additional per minute or fraction thereof.