

GENERAL WORKING CONDITIONS

CONTRACTOR MINIMUM FEE: Contractor minimum fee is 100% of the applicable wage scale and 200% (double) for a performing contractor.

DOUBLING: First doubled instrument -20%, second and each additional doubled instrument -10% (both apply to rehearsals and performances)

Sole exclusion to doubling are: A/Bb, C Clarinets, A/Bb, C Trumpets, high F Tuba and Tuba, and instruments within each separate category of percussion (Timpani, Mallets, Drum Set, miscellaneous percussion and Latin percussion.)

EXTENDED ENGAGEMENTS: With the approval of the Executive Board, members may negotiate a different fee also subject to the board's approval with any organization offering extended engagements. An extended engagement is defined as playing four or more consecutive nights on the same engagement in one week's time.

HOLIDAYS: The following fees are applicable for all rehearsals, performances, and sessions (except Recording Industries Music Performance Fund [MPF] services) that take place on these holidays: For clubs, these rates apply to weekend minimum scale.

200%: New Year's Eve, New Year's Day, Easter

150%: Labor Day, July 4th, Thanksgiving, Christmas Eve, and Christmas Day

LEADER MINIMUM FEES

Leader minimum fees only apply when two (2) or more musicians are engaged. Leader minimum fee is 50% over the applicable wage scale for club engagements. Leader minimum fee is 200% (double) of the applicable wage scale for all other performances and rehearsals.

MILEAGE AND PER DIEM

For engagements requiring travel in excess of 50 miles one-way, musicians will be paid the following fees in addition to their wages. This distance is to be calculated one-way from the musician's residence to the performance venue.

Mileage: \$0.565 (five-and-sixty-five-hundredths cents)/ mile round trip

Per Diem: will be paid according to the current General Services Administration (GSA) rate or the following table whichever amount is higher:

- Breakfast \$9.00
- Lunch \$13.50
- Dinner \$18.00
- Incidentals \$8.00

If an overnight stay is required, the current GSA hotel/motel rates will be paid.

For GSA information call (210) 472-6040

GENERAL WORKING CONDITIONS

REST BREAKS: (Applies to all categories except SHOW, CLASSICAL, & CHAMBER) 5 minutes per ½ hour of engagement (i.e. a 4 hour engagement requires 40 minutes of rest break time.) No break shall be for less than 10 minutes. No rehearsal shall end with a break without the approval of a majority of the performing musicians. No rehearsal shall begin with a break. Musicians shall not be required to play for more than 75 minutes without a break.

SOUND CHECK: A one-hour sound check, to be paid at the rate of \$61.80/hr, (including a 10-minute break) is permitted, to commence no more than 90 minutes prior to the performance.

SPECIAL DRESS: Musicians will not be required to purchase uniforms, costumes, or other special dress requirements (except for standard concert attire) for the minimum fees contained herein.

MUSIC PREPARATION

A) Nashville Numbering Charts: \$25.00 per chart.

B) Notation (i.e., Finale) Charts: \$49.50 per page, last page can be calculated as a half page.

ELECTRONIC MEDIA

LOCAL LIMITED PRESSING:

Per the AFM Minimums.

LOCAL RADIO BROADCAST:

Scale plus \$30.90 per hour. 1-hour minimum

LOCAL TV BROADCAST:

Scale plus \$51.50 per hour, 1-hour minimum

SHOWS

PENSION CONTRIBUTIONS

All performance wages specified in this document require a 5.45% pension contribution. Rates include the 9% rate increase mandated by the AFM-EPF rehabilitation plan. (ie. 5% becomes 5.45)

SHOWS

The wage scale for shows applies to but is not limited to the following types of engagements performed at the Majestic Theater, Lila Cockrell Theater, SBC Center, Sunken Garden Theater, The Tobin Center For The Performing Arts, The Freeman Coliseum and all other theaters, auditoriums, clubs, stadiums and arenas within the jurisdiction of Local 23. Pageants, Trade Shows, Industrial Shows, Rodeos, Style Shows, Ice Shows, Fairs, Athletic Events, Traveling Road Shows, Expositions, Promotional Events, and Circuses (except AFM negotiated contracts)

PERFORMANCE

- 3 hours or less: \$160.68
- Overtime: \$20.60 per increment of 15 minute segments or less
- Performances beginning at midnight or later: 150% of scale for entire performance.
- REST BREAK - Shall be 20 minutes minimum for a 3-hour show

REHEARSAL

- Minimum call of 2½ hours
- (Maximum call of 4 hours) ending no later than 7 p.m.
- Day rehearsal: \$43.26/hr
- Day rehearsal Overtime: \$17.51 per increment of 15 minute segments or less
- Night rehearsal (ending after 7:00 p.m.): Same scale, including overtime, as performance scale

REST BREAK: Five (5) minutes per 1/2 hour of engagement (i.e. a 2½ hr. rehearsal requires a 25 minute break). No break shall be for less than 10 minutes. No rehearsal shall end with a break without the approval of a majority of the performing musicians. No rehearsal shall begin with a break. Musicians shall not be required to play for more than 75 minutes without a break. The only exception to this rule is that the musicians may be required to play for up to 90 minutes without a break if the performance time of a particular movement exceeds 75 minutes. This must be voted on and approved by the musicians. There will be a minimum of one (1) hour between services.

SINGLE ENGAGEMENT CLASSICAL & CHAMBER ENSEMBLE SCALE

PENSION CONTRIBUTIONS

All performance wages specified in this document require a 5.45% pension contribution. Rates include the 9% rate increase mandated by the AFM-EPF rehabilitation plan. (ie. 5% becomes 5.45)

SINGLE ENGAGEMENT CLASSICAL CONCERT

The single engagement classical wage scale applies to but is not limited to symphony orchestras, ballet orchestras, opera orchestras, Chamber orchestras, Chamber ensembles, religious services, choral performances (i.e. cantatas, oratorios, masses, requiems) etc.

PERFORMANCE

- 2 1/2 hours or less: \$130.81
- Overtime: \$20.60 per increment of 15 minute segments or less
- Performances beginning at midnight or later: 150% of scale for entire performance
- REST BREAK - Shall be a minimum of 15 minutes

REHEARSAL

- Minimum call of 2½ hours
- (Maximum call of 4 hours) ending no later than 7 p.m.
- Day Rehearsal: \$43.26/hr
- Day Rehearsal Overtime: \$17.51 per increment of 15 minute segments or less
- Night Rehearsal (ending after 7:00 p.m.) Same scale, including overtime, as performance scale

REST BREAK: Shall be 15 minutes for a 2½ hour rehearsal, 20 minutes for a 3 hour rehearsal and 30 minutes for a 4 hour rehearsal. There will be a minimum of one (1) hour between services.

PRINCIPAL PLAYERS / PREMIUM PAY: Principal players shall receive a minimum of an additional 20.0% percentage of the total scale paid. These principal players include Concertmaster, Second Violin, Viola, Cello, Bass, Flute Oboe, Clarinet, Bassoon, French Horn, Trumpet, Trombone, Tuba, Timpani, Percussion, Harp, and Keyboard.

CHAMBER ENSEMBLE SCALE

A chamber ensemble is defined as an ensemble of 18 musicians or less. There is no premium pay for principal players in a chamber ensemble. The Chamber Ensemble scale (applied to all musicians) is 110% of the Single Engagement Classical Concert scale for rehearsals and performances. The contractor shall receive 100% of the musician's wage or 200% if contracting and performing. All other terms and conditions of the Single Engagement Classical Concert wage scale apply.

REST BREAKS: No break shall be for less than 15 minutes away from the stand. No rehearsal shall end with a break without the approval of the majority of the musicians. No rehearsal shall begin with a break. Musicians shall not be required to play for more than 75 minutes without a break. The only exception to this rule is that the musicians may be required to play for up to 90 minutes without a break if the performance time of a particular movement exceeds 75 minutes. This must be voted on and approved by the musicians. There will be a minimum of one (1) hour between services.

**GENERAL ENGAGEMENTS, FREE PUBLIC CONCERTS
and MPF, & CLUBS**

PENSION CONTRIBUTIONS

All performance wages specified in this document require a 5.45% pension contribution. Rates include the 9% rate increase mandated by the AFM-EPF rehabilitation plan. (ie. 5% becomes 5.45)

GENERAL ENGAGEMENTS

The General Engagement wage scale applies to, but is not limited to, the following types of engagements and/or venues: Dances, demonstrations, dinner dances, dinner theaters, festivals in public parks, fraternity and sorority parties, funeral and memorial services, lectures, local musical comedies and productions, meetings, parades, picnics, political meetings and rallies, private and company parties, wedding ceremonies, receptions, roller and ice skating rinks, school commencements, sporting events, street carnivals, and accompanied engagements at small theaters.

- Minimum fee per engagement
- 2 hour: \$97.85
- 3 hour: \$123.0
- 4 hour: \$146.26
- Overtime: \$18.54 per increment of 15 minute segments or less

FREE PUBLIC CONCERTS and MPF

- Engagement not to exceed 2 hours
- Minimum fee per engagement: \$87.55 per side musician
- Leader to receive 150% of wage scale

For MPF information call (210) 227-3582

CLUBS

The club wage scale applies to, but is not limited to, the following types of engagements and/or venues: ballrooms, cafes, cafeterias, cocktail lounges, conference and meeting rooms, country clubs, lounges, nightclubs, restaurants and sport clubs.

WEEKENDS (Fri, Sat, Sun)

- 4 hour engagement: \$92.70
- Less than 4 hours: \$25.00/hr
- Overtime: \$8.24 per increment of 15 or fewer minutes

WEEKDAYS (Mon. thru Thurs.)

- 4 hr engagement: \$72.10
- Less than 4 hrs: \$20.60/hr. overtime: \$8.24 per increment of 15 minutes or less

CARTAGE

A cartage fee of \$25.00 based on round-trip for each rehearsal, performance, or session, applies to each of the following instruments or pieces of equipment:

Baritone Saxophone
Bass Saxophone
Bass Clarinet
Cello
Contrabassoon
Double Bass
Drum Set
Electric Piano
Instrument amplifier
Keyboards of at least 44 keys
Small Mallet Instruments
Miscellaneous Percussion
P .A./Speaker Systems of 8 or fewer channels
Tuba

A cartage fee of \$50.00, based on round-trip for each rehearsal, performance, or session, applies to each of the following instruments or pieces of equipment:

B3, C3, or M3 organ
P .A./Speaker systems in excess of 8 channels
Bass Drum
Celeste
Chimes
Harp
Harpsichord
Marimba
Full Size Keyboard
Timpani: pair of drums: \$60. Each additional drum \$20.
Vibraphone
Xylophone
Other Large Instruments

If required to be professionally moved, the actual cost of cartage will be paid.

For some instruments not owned by a player, applicable rental charges may apply. Player and contractor agree that cartage/rental fees will be agreed upon at the time of hiring. The player agrees to provide the contractor with rental receipts in a prompt manner and under no circumstances shall a player be denied employment or given preferential treatment over cartage issues.

Where there is more than one service in a day and where there is a secure place for instruments, only one round trip will be paid for, except where the time between services exceeds 5 hours and where the musician needs to actually transport the involved instrument(s) between services