

# Musicians Society of San Antonio Minimum Wage Scale (revised Oct. 2018)

## 1. GENERAL INFORMATION

All scales are MINIMUMS. Members are encouraged to quote any price above minimum that may be commensurate with the ability of the member and/or market value of the musical services provided. Minimum scales include all applicable travel allowances, cartage fees, doubling fees, and leader's and contractor's fees as well as the basic pay scales.

Any price scale not provided for may be determined by the Local 23 Executive Board or by the President. Scales so determined may remain in effect until revisions are made by the Board, the President, or the membership.

A. WORK DUES: From AFM Local 23 Bylaws Article VI. 8

All members are required to pay dues based on minimum scale earnings for:

- Traveling in the amount of three percent (3%) of the applicable scale
- Electronic media at four and one-half percent (4½%) of the applicable scale
- Symphonic at two and fifty-five hundredths percent (2.55%) of the applicable scale
- Referrals at ten percent (10%) of the applicable scale
- MPTF at two and one-half percent (2½%) of the applicable scale
- Local Classical at two and one-half percent (2½%) of the applicable scale
- Casual for all other musical services performed in the amount of three percent (3%) of the applicable Local scale

## B. CONTRACTOR MINIMUM FEE

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

## C. DOUBLING

First doubled instrument -20%, Second doubled instrument -15%, 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.)

## D. 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.

## E. 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

## F. 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.

## G. 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: \$0.54 (fifty four cents/ mile round trip) or the current IRS rate, whichever is greater.

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

•Breakfast	\$11.00
•Lunch	\$13.50
•Dinner	\$23.00
•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

## H. 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.

## I. SOUND CHECK

A one-hour sound check, to be paid at the rate of \$72.00/hr, (including a 10-minute break) is permitted,

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to commence no more than 90 minutes prior to the performance.

### J. 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.

### K. MUSIC PREPARATION

Nashville Numbering Charts: \$28.50 per chart.  
Notation (i.e., Finale) Charts: \$56.00 per page, last page can be calculated as a half page.

### L. ELECTRONIC MEDIA

LOCAL LIMITED PRESSING: Per the AFM Minimums.

LOCAL RADIO BROADCAST: Scale plus \$35.4 per hour, 1-hour minimum

LOCAL TV BROADCAST: Scale plus \$59.00 per hour, 1-hour minimum

### M. LOCAL 23 GEOGRAPHICAL JURISDICTION:

AFM Local 23 Bylaws Article I Section 3

The territorial jurisdiction of this Local shall be the following counties located in the State of Texas:

Terrell, Val Verde, Edwards, Kinney, Maverick, Zavala, Uvalde, Real, Bandera, Kerr, Gillespie, Kendall, Medina, Frio, Atascosa, Bexar, Comal, Guadalupe, Wilson, Karnes, DeWitt, Gonzales, Lavaca, Dimmit, LaSalle, McMullen, Live Oak, Webb, Duval, Jim Wells, Zapata, Jim Hogg, Brooks, Starr, Hidalgo, Bee, Goliad, Victoria, Jackson, Calhoun, Refugia, Aransas, San Patricio, Nueces, Kleberg, Kenedy, Willacy and Cameron, and additions, deletions or changes that may be hereafter mandated by the American Federation of Musicians ("Federation" or "AFM").

## 2. SHOWS- LARGE VENUES

The wage scale for shows applies to but is not limited to the following types of engagements performed in venues containing more than 500 seats. These include the Majestic Theater, Lila Cockrell Theater, AT&T Center, Sunken Garden Theater, The Tobin Center For The Performing Arts, HEB Performance Hall, the Carlos Alvarez Studio Theater, The Freeman Coliseum and all other theaters, auditoriums, clubs, stadiums and arenas with more than 500 seats 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)

### A. PENSION CONTRIBUTIONS

All performance wages specified in this document require a 6% pension contribution. Rates include rate increases mandated by the AFM-EPF rehabilitation plan.

### B. PERFORMANCE

- 3 hours or less: \$184
- Overtime: \$23.60 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

### C .REHEARSAL

- Minimum call of 2½ hours
- (Maximum call of 4 hours) ending no later than 7 p.m.
- Day rehearsal: \$50/hr

- Day rehearsal Overtime: \$20.06 per increment of 15 minute segments or less
- Night rehearsal (ending after 7:00 p.m.): Same scale, including overtime, as performance scale

### D. REST BREAKS:

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.

## 3. SHOWS-SMALL VENUES

The wage scale for shows applies to but is not limited to the following types of engagements performed in venues containing 500 seats or fewer. These include shows in the Josephine Theater, The Public Theater of San Antonio, The Woodlawn Theater, and all other theaters, auditoriums, clubs, stadiums and arenas with 500 or fewer seats within the jurisdiction of Local 23.

### A. PENSION CONTRIBUTIONS

All performance wages specified in this document require a 6% pension contribution. Rates include rate increases mandated by the AFM-EPF rehabilitation plan.

### B. PERFORMANCE

- 3 hours or less: \$100

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- Overtime: \$23.60 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
- DOUBLES 10% per instrument. This rate ONLY applies to small venue shows.

### C. REHEARSAL

- Minimum call of 2½ hours
- (Maximum call of 4 hours) ending no later than 7 p.m.
- Day rehearsal: \$50/hr
- Day rehearsal Overtime: \$20.06 per increment of 15 minute segments or less
- Night rehearsal (ending after 7:00 p.m.): Same scale, including overtime, as performance scale

### D.REST BREAKS:

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.

## 4. SINGLE ENGAGEMENT CLASSICAL & CHAMBER ENSEMBLE SCALE

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.

### A. PENSION CONTRIBUTIONS

All performance wages specified in this document require a 6% pension contribution. Rates include rate increases mandated by the AFM-EPF rehabilitation plan.

### B. PERFORMANCE

- 2 1/2 hours or less: \$152.87
- Overtime: \$23.60 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

### C.REHEARSAL

- Minimum call of 2½ hours
- Maximum call of 4 hours ending no later than 7 p.m.
- Day Rehearsal: \$50/hr
- Day Rehearsal Overtime: \$20.06 per increment of 15 minute segments or less
- Night Rehearsal (ending after 7:00 p.m.) Same scale, including overtime, as performance scale

### D. 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

### E. 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.

### F. 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

### G. 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.

## 5. GENERAL ENGAGEMENTS, FREE PUBLIC CONCERTS and MPF, & CLUBS

### A. 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

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skating rinks, school commencements, sporting events, street carnivals, and accompanied engagements at small theaters.

Minimum fee per engagement

- 2 hour: \$112.11
- 3 hour: \$140.92
- 4 hour: \$167.57
- Overtime: \$21.24 per increment of 15-minute segments or less

### B. FREE PUBLIC CONCERTS and MPF

- Engagement not to exceed 2 hours
  - Minimum fee per engagement: \$100.30 per side musician
  - Leader to receive 200% of wage scale
- For MPF information call (210) 227-3582

### C.PENSION CONTRIBUTIONS

All performance wages specified in this document require a 6% pension contribution. Rates include rate increases mandated by the AFM-EPF rehabilitation plan.

### D.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. The club wage scale is excluded from paying the 5.45% pension contribution.

### WEEKENDS (Fri, Sat, Sun)

- 4-hour engagement: \$112.00
- Less than 4 hours: \$29.50 hr
- Overtime: \$9.95 per increment of 15 minutes or less.

### WEEKDAYS (Mon. thru Thurs.)

- 4 hr engagement: \$87.10

- Less than 4 hrs: \$24.90/hr.
- Overtime: \$9.95 per increment of 15 minutes or less

### 6. RELIGIOUS/ WORSHIP SERVICES

(ANY PERFORMANCE THAT OCCURS WITHIN A WORSHIP SERVICE). A worship service shall be defined as any service within a regular religious calendar of a church that takes place during a customary church event Sunday morning or evening, Wednesday evening, church holiday, Mass or similar) that is less than one hour and 15 minutes in length, and during which there are prayers, offerings or sermons where music and /or theatre do not comprise a majority of the content of the service.)

#### A. PENSION CONTRIBUTIONS

All performance wages specified in this document require a 6% pension contribution. Rates include rate increases mandated by the AFM-EPF rehabilitation plan.

#### B. PERFORMANCE

- 1 ¼ hours or less: \$130.
- Overtime: \$23.60 per increment of 15 minutes or less
- Additional Services within the same 4-hour period: \$75.00
- Performances beginning at midnight or later: 150% of scale for entire performance.

#### C. REHEARSAL

- Rehearsal: \$50/hr
- Rehearsal Overtime: \$20.06 per increment of 15-minute segments or less

### 7. CARTAGE

A cartage fee of **\$28.00** 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, and Tuba.

A cartage fee of **\$56.00**, 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: \$70. 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