

# AMERICAN FEDERATION OF MUSICIANS, LOCAL 21

## **MINIMUM WAGE SCALE**

*effective 1/1/2024*

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***RULES GOVERNING EMPLOYMENT OF MEMBERS OF  
AMERICAN FEDERATION OF MUSICIANS LOCAL 21***

- A. Services of any type are NOT to 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 between a Purchaser and the Local relating to and permitting such recording, reproduction or transmission. However, this restriction shall not apply when such recording, reproduction or transmission is made in the course of bona fide news coverage and no compensation is accorded directly to the Purchaser for such recording, reproduction or transmission. All recording is done under separate contract obtainable from the union.
- B. The wage scales, hours, working conditions, etc. stated herein shall apply to all services not performed under a collective Bargaining Agreement between a Purchaser and Local 21 or the AFM.
- C. The prices stated herein are the minimum prices for all services.
- D. The hours stated herein are the maximum (exclusive of overtime) and if less hours are consumed, no reduction in price shall be made.
- E. Commencement of all services shall be no more than 15 minutes after musicians are instructed to report. Members must report 10 minutes before the start of engagement. Failure to comply will result in charges against the offender by leader and/or contractor.
- F. Application must be made to the Local for the rate for any type of service not stipulated in this Price List.
- G. All services should be performed under AFM approved contracts, which are available from the office, or under contract forms which include all of the language of the AFM contracts.
- H. The stipulated number of musicians on all services performed under approved contracts must be adhered to.
- I. Every Contractor must pay the musicians employed, the amount(s) specified by this Price List or such greater amount(s) as may be agreed upon, within 8 days after date of service(s) or receipt of payment (except in the case of MPTF).
- J. No cancellation or postponement of any service(s) may be accepted by any contractor, unless acceptable to all musicians engaged or so specified in the contract.
- K. Every member of this Local contracting any type of service shall, as far in advance of the date of service as possible, file written notice with the Local furnishing the following information:
  - 1. Name and address of contractor or of individual performing.
  - 2. Date, Place, Hours and Type of service(s)
  - 3. Number of musicians engaged and their names and social security number.
  - 4. Inform of archival recording.
- L. A copy of the executed contract should be filed before the engagement if possible or, following AFM bylaws Article 13 Section 32, within 5 days after the engagement.
- M. All contract information shall be considered confidential and this office shall not divulge any part of it except when offered as evidence before the Board of Directors or in court.

- N. When engaging musicians, the contractor must give the following information:
  1. Date, Place, Hours and Type of service(s).
  2. Wages for the service(s).
  3. Inform of possibility of archival recording.
- O. The Contractor shall assume the responsibility of seeing to it that reasonable working conditions are afforded the musicians engaged for any and all services, i.e. ample room and lighting, reasonable temperature, safe storage for cases, coats, etc. and any other conditions necessary to exact a maximum performance quality. Musicians will not be required to perform without adequate protection from the elements including direct sunlight, gusting or heavy winds, any form of precipitation, or when conditions might damage instruments or be dangerous or unhealthy to the players, or where temperatures fall below sixty-two degrees F, or exceed ninety degrees F. To the extent applicable, these conditions apply to outdoor and indoor concerts except that indoor temperatures are not to exceed eighty-five degrees F. Musicians shall report perceived violations to the contractor immediately. Failure on the part of the contractor to act upon behalf of the musicians shall subject the contractor to charges. Continuous violations may result in revocation of contracting privileges.
- P. In accordance with Article 13, Section 5 of the AFM bylaws, members engaged by a contractor will be held individually accountable for performing with any non-member musicians also engaged by the Contractor.
- Q. Failure of a Contractor to advise and/or exact cooperation of a Purchaser with respect to any of the foregoing rules relative to recording, payment, postponements and cancellations shall make the Contractor responsible for payment to all musicians engaged for a service or services.
- R. Every Local and Federation member performing engagements of any kind whatsoever in the jurisdiction of Local 21 shall pay to this Local, via the Contractor or Leader, Work dues in the amount of 4% of scale set for said engagements.
- S. Every cooperative group, band or orchestra shall designate one member of the group who is a member of the Federation, to act as leader for the purpose of complying with Local and Federation regulations governing bands and orchestras.
- T. Member-leaders/contractors shall remit the total work dues deducted plus their own work dues to the Secretary-Treasurer no later than the fifteenth day of the month following the month during which the services were performed. Any member is subject to charges and appropriate disciplinary action for failure to comply with this bylaw.

**FEES REQUIRED IN ADDITION TO SCALE**

**Be sure to factor these fees into your budget in addition to the scale wages in Sections 1-7 below.**

**LEADER FEE:** Double Scale. There shall be no leader fee if there is a contractor and a conductor hired for the service(s).

**SINGLE PERFORMER FEE:** Double Scale

**CONDUCTOR FEE:** Double Scale

**CONTRACTOR FEE:** The following schedule of Contractor Fees shall apply to all services of any type with the exception of recording (not archival). This fee is in addition to wages paid the contractor for performing as a member of the orchestra or ensemble. For 8 or more musicians, a contractor must be used unless the leader is acting as his/her own contractor.

For 8-20 musicians	Base scale
For 21-35 musicians	Base scale + 50%
For 36 or more musicians	Base scale + 100%

**STROLLING:** Base scale + 30%

**NEW YEAR'S EVE:** Double Scale

**ARCHIVAL VIDEO/AUDIO TAPING:** Across the board surcharge of \$15.00 per musician is to be paid for any archival recording - one tape only, no broadcast. The purchaser must sign the appropriate Letter of Adherence thus obtaining permission from the local. Two weeks notice prior to the first performance must be given. A penalty in the amount of 20% of total archival fees will be levied for late notice. This late fee will be paid to the contractor.

**LOCAL ACCESS TV (including Local PBS station):** \$30.00 surcharge per musician. One time broadcast on Local Access TV or per Master Agreement.

**LOCAL RADIO (including Local NPR station):** \$15.00 surcharge per musician. One time broadcast on Local Radio or per Master Agreement.

**TALK OVER and/or SOUND CHECK BEFORE PERFORMANCE:** \$15.00 surcharge per musician. Musicians are not to be called earlier than 30 minutes before the performance. Sound Check/Talk Over not to exceed 20 minutes. More than 30 minutes before the performance or longer than 20 minutes, the applicable rehearsal scale shall apply.

**WARM-UP REHEARSAL:** Musicians called for a warm-up rehearsal prior to a performance shall be paid the following:

- Half-Hour Warm-up: \$20.00
- Each Additional Half-Hour: \$10.00 (not to exceed 1 1/2 hours total rehearsal time)
- Over 1 1/2 Hours: Applicable rehearsal scale

**RAIN DATES:** A concert and a rain date shall be considered as one service and the musicians shall be compensated at 150% of the applicable service rate. A rain date must be scheduled to be performed within 15 days of the canceled service.

**SIDE BY SIDE:** In certain charitable or educational settings, side by side non-AFM musicians may participate in the ensembles described below, not to exceed 20% of the overall count of musicians. These musicians will preferably be unpaid, or paid a sum not to exceed the net pay of AFM musicians, accounting for any deductions such as work dues. In each case, this request must be pre-approved by the Local 21 Executive Board.

**DOUBLING:** Members doubling on another instrument in concert orchestra, opera, ballet, musical show and legitimate theater shall receive 30% in addition to their regular wages for the first double, 20% for the second and 15% for each double thereafter.

The following instruments are not construed as doubles: B-flat and A Clarinet; Piano and Celeste; Organ and Celeste, when Celeste is furnished; Drummer's regulation outfit consisting of Bass Drum, Snare Drum, High Hat, Suspended Cymbals, Gongs, Toms, Wood Blocks, and small Trap. Mallet Instruments, such as Xylophone, Vibraphone, Marimba, Chimes and Bells are not construed as doubles when played by one musician without any other double. Latin Percussion instruments such as Congas, Bongos, Cabasa, Shakers, etc. are considered doubles when played with any of the above.

Any other two instruments are considered a double other than those listed. Piccolo, Trumpets, Flugelhorn, G, F, E-flat, D, Alto, E-flat Alto and Bass Trumpets are considered doubles when required for performance.

**CARTAGE:** Contractors and/or employers must provide cartage fees for the following listed instruments and equipment. Cartage shall be paid once for each location, except as specified below. (4% Work Dues does not apply, this being other than wages)

Organ & Amp/Speaker	\$60.00
Marimba, Vibraphone or Xylophone	\$36.00
Cordovox & Amp/Speaker, Accordion	\$18.00
Hapsichord	\$84.00
Portable Keyboard over 40 lbs.	\$60.00
Amplifier/Speaker	\$12.00
Timpani, per pair	\$54.00
each additional	\$15.00
Harp	\$60.00
Glockenspiel	\$10.00
Double Bass	\$12.00
Contrabassoon	\$12.00
Baritone saxophone	\$12.00
Two or more saxophones (excluding soprano)	\$12.00
Saxophone (excl. soprano) plus bass clarinet	\$12.00
Saxophone (excl. soprano) plus bassoon	\$12.00
Bass clarinet plus bassoon	\$12.00
Tuba	\$12.00
Tuba & Double Bass (combined)	\$18.00
Tuba & Electric Bass (combined)	\$18.00
Double Bass & Electric Bass (combined)	\$18.00
Concert Bass Drum	\$12.00
PA System (minimum set-up: PA head, mixing board, 2 speaker cabinets)	\$36.00
Each additional speaker or monitor	\$12.00
Drum Set (4 pieces or larger)	\$42.00
Steel Drum (each)	\$12.00

**TRAVEL:** Shall apply to all categories. After the first 30 miles (one-way), Musician or Ensemble Base of Operation to town or city nearest the performance site.

Minimum payment per round trip (one-way mileages listed):

31-40 miles	\$12.00	101-110	\$52.00
41-50 miles	\$19.00	111-120	\$56.00
51-60 miles	\$28.00	121-130	\$61.00
61-70 miles	\$32.00	131-140	\$66.00
71-80 miles	\$31.00	141-150	\$71.00
81-90 miles	\$37.00	151-160	\$76.00
91-100 miles	\$47.00		

161 miles and up: as negotiated with contractor

**SECTION 1**  
*ALL SINGLE ENGAGEMENTS (non-concert setting)*  
*Dance, Dinner Banquets, Receptions, Parties, etc.*

**(See rules & extra fees re: Leader, Single, Contractor, Taping/Recording, Doubling, Cartage, Travel)**

Two Hours or less per musician	\$126.00
Three Hours	\$151.00
Four Hours	\$176.00
Each additional hour or fraction thereof	\$46.00
Rehearsal, 2 hrs. maximum	\$80.00

CONTINUOUS PLAYING: more than 45 min. per hour, add 50%

MOVING OR RELOCATING TIME: Setting up from one location to another within the same engagement is not to be construed as any part of intermission time, but is part of the continuing playing time.

INTERMISSION: A minimum of 15 minutes (off the stand) during each hour must be given to all members playing single engagements. Otherwise, engagement shall be considered continuous.

STARTING AFTER MIDNIGHT: Any engagement starting 12:00 midnight or after shall be at the rate of +50%, minimum of three hours.

**SECTION 2**  
*CLUB DATES (Bar/Restaurant that operates under an established name)*

**(See rules & extra fees)**

CLASS A CLUB (contact office for list)	
Two hours or less per musician	\$101.00
Three hours	\$126.00
Four hours	\$151.00
CLASS B CLUB (contact office for list)	
Two hours or less per musician	\$63.00
Three hours	\$76.00
Four hours	\$95.00
CLASS C CLUB (contact office for list)	
Three hours or less per musician	\$38.00
Four hours	\$44.00

STEADY ENGAGEMENT: A minimum of 6 performances within a 6 week period

CLASS A CLUB	
Three hours	\$101.00
Four hours	\$126.00

CLASS B CLUB	
Three hours	\$63.00
Four hours	\$82.00
CLASS C CLUB (contact office for list)	
Three hours or less per musician	\$38.00
Four hours	\$44.00

<p><b>SECTION 3</b>  <b>CONCERTS, REVIEWS, SHOWS, THEATER MUSICALS (STAGED OR NON-STAGED)</b>  <i>(non master agreement, within the same week)</i>  <i>(Classical/Symphonic, Concert Band Concerts – see Sections 4 and 5)</i></p>
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(See rules & extra fees)

TICKET PRICES \$10.00 or higher

CONCERTS, REVIEWS, SHOWS, NON-STAGED THEATER MUSICALS:

Single Performance (2 ½ hrs.)	\$160.00
Rehearsal: Two Hours	\$70.00
Three Hours	\$98.00
Four hours	\$125.00
Overtime, per 1/4 hour	\$18.00

THEATER MUSICALS (NON-MASTER AGREEMENT):

Single Performance	\$160.00
Rehearsal, minimum call 4 hours	\$125.00
Overtime, per 1/4 hour	\$18.00

TICKET PRICES UNDER \$10.00

CONCERTS

Performance, Two hours or less per musician	\$113.00
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<p><b>SECTION 4</b>  <b>CONCERT/SYMPHONIC ORCHESTRAS &amp; SMALL ENSEMBLES</b></p>
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(See rules & extra fees re: Conductor, Contractor, Taping/Recording, Doubling, Cartage, Travel)

INTERMISSION: For a 2 1/2 hour rehearsal, 15 minutes shall be given. No more than 1 1/2 hours shall elapse before the rest period takes place. For 3 hour rehearsal, one 20 minute break shall be given or two 10 minute breaks. No more than 1 1/2 hours shall elapse before the rest period takes place.

CONCERTMASTER: 8-14 players – add 20%  
15 or more players - add 30%

FIRST CHAIR PLAYERS: 8 or more players - add 10%  
(includes first chair players within a section or a musician who is the only individual playing that instrument)

NON-UNION MUSICIANS: maximum 25% of any union ensemble may be comprised of non-union members, conditional on prior approval from Local 21.

Class A: Symphony Orchestra performing under a permanent, recognized name, and/or using nine or more services per season.

Rehearsal (2 1/2 hrs.)	\$120.00
Rehearsal (3 hrs.)	\$139.00
Performance (2 1/2 hrs.)	\$151.00
Overtime, per 1/4 hour	\$19.00

Class B: Pick-up orchestra or small ensemble to be used for a single program, not to exceed eight services. All performances including Church, School, and Choral Society.

Rehearsal (2 1/2 hrs.)	\$107.00
Rehearsal (3 hrs.)	\$126.00
Performance (2 1/2 hrs.)	\$139.00
Overtime, per 1/4 hour	\$19.00
Two religious services within 3 1/2 hour period	\$227.00

Class C: Amateur orchestra and bands augmented by not more than 25% professionals.

Rehearsal (2 1/2 hrs.)	\$101.00
Performance (2 1/2 hrs.)	\$120.00
Overtime, per 1/4 hour	\$19.00

**OPERA ORCHESTRA:**

Rehearsal (3 hrs.)	\$132.00
Performance (up to 3 1/2 hrs.)	\$164.00
Overtime, per 1/4 hour	\$19.00
Dress rehearsal paid as performance	

**BALLET:**

Rehearsal (2 1/2 hrs.)	\$101.00
Rehearsal (3 hrs.)	\$120.00
Performance (2 hrs.)	\$120.00
Overtime, per 1/4 hour	\$19.00

<p><b>SECTION 5</b> <b>CONCERT BAND</b></p>
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**(See rules & extra fees)**

INTERMISSION: For a 2 1/2 hour rehearsal, 15 minutes shall be given. No more than 1 1/2 hours shall elapse before the rest period takes place. For 3 hour rehearsal, one 20 minute break shall be given or two 10 minute breaks. No more than 1 1/2 hours shall elapse before the rest period takes place.

**CONCERT BAND:**

Rehearsal (2 1/2 hrs.)	\$63.00
Performance (2 1/2 hrs.)	\$76.00
Overtime per 1/4 hour	\$16.00
Librarian	\$25.00

PARADES: \$38.00

<p><b>SECTION 6</b> <b>SCHOOL CONCERTS</b> <i>(excluding post secondary institutions)</i></p>
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Two hours or less, single venue \$113.00

<p><b>SECTION 7</b> <b>SENIOR CENTERS, NURSING/REHAB CENTERS, &amp; HOSPITALS</b></p>
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Two hours or less, per musician \$113.00



# CONTRACT

(Form L-2)  
FOR LOCAL ENGAGEMENTS ONLY  
(NOT FOR USE IN CANADA)

Whenever the term "The Local Union" is used in this contract, it shall mean Local Union No. 21 of the Federation.  
THIS CONTRACT for the personal services of musicians on the engagement described below is made this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_, between the undersigned purchaser of music (herein called "Purchaser") and the undersigned musician or musicians.

1. Name and Address of Place of Engagement:

\_\_\_\_\_

Name of Band or Group: \_\_\_\_\_

Number of Musicians: \_\_\_\_\_ Number of Vocalists: \_\_\_\_\_

2. Date(s) of Engagement; daily or weekly schedule and daily clock hours:

\_\_\_\_\_

3. Type of Engagement (specify whether dance, stage show, banquet, etc.): \_\_\_\_\_

4. Compensation Agreed Upon (amount and terms):

\$ \_\_\_\_\_

5. Purchaser Will Make Payments As Follows (specify when payments are to be made): \_\_\_\_\_

\_\_\_\_\_

-----*(Continued on reverse side)*-----

IN WITNESS WHEREOF, the parties hereto have hereunto set their names and seals on the day and year first above written.

\_\_\_\_\_  
Print Purchaser's Full and Correct Name  
(If Purchaser is Corporation, Full and Correct Corporate Name)

\_\_\_\_\_  
Print Name of Signatory Musician Home Local Union No.

**X**  
\_\_\_\_\_  
Signature of Purchaser (or Agent thereof)

**X**  
\_\_\_\_\_  
Signature of Signatory Musician

\_\_\_\_\_  
Street Address

\_\_\_\_\_  
Musician's Home Address

\_\_\_\_\_  
City State Zip Code

\_\_\_\_\_  
City State Zip Code

\_\_\_\_\_  
Telephone

\_\_\_\_\_  
Telephone

\_\_\_\_\_  
Booking Agent

\_\_\_\_\_  
Agreement No.

\_\_\_\_\_  
Address

6. 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 ("Federation") relating to and permitting such recording, reproduction or transmission. This prohibition shall not be subject to any procedure of arbitration and the American Federation of Musicians ("Federation") may enforce this prohibition in any court of competent jurisdiction.

