



PROFESSIONAL MUSICIANS' ASSOCIATION/AFM Local #500  
P.O. Box 1549  
Raleigh, NC 27602

## MINIMUM WAGE SCALE

Effective 1/1/2019 – 6/30/2020 (Approved January 2019)

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**RULES GOVERNING EMPLOYMENT OF MEMBERS OF AMERICAN FEDERATION OF MUSICIANS LOCAL 500**

- A. 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 500 or the AFM.
- B. The prices stated herein are the minimum prices for all services.
- C. The hours stated herein are the maximum (exclusive of overtime) and if less hours are utilized, no reduction in price shall be made.
- D. Intermissions to be scheduled by the Leader/Contractor with the Purchaser and shall be no less than 15 minutes per 2.5 hour service, 20 minutes per 3 hour service, and 10 minutes per hour for services 4 hours and longer. The break will occur no later than 90 minutes from the start of service.
- E. 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). Expected total should show per service rate plus any applicable added fees or premiums (doubling, sound check, etc.)
  - 3. Inform of possibility of archival recording preferably at the time of hiring, but no later than 7 days prior to the first rehearsal.

- F. Changes to service times and locations must be announced to all the contracted players no less than 30 days in advance of the service or first service in a set of services. Any service that ends after the scheduled end time shall pay the unscheduled time according to the overtime scale as defined on the wage chart.
- G. 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. If services are added following the initially contracted services, musicians may not be dropped from the initial services due to conflicts with the additional performances. In this case the contractor may find a substitute for the service in question or where bringing in a musician for one service is not feasible, hire another player for all the services and pay the original player 50% of their original fee.
- H. 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.

An exception is for Archival recordings. Archival recordings may be made with no musician fee required for work sample and archival purposes only. Work sample use of any material featuring a soloist or small ensemble requires permission from the musicians. Complimentary Archival recordings will be made available to any participating musician upon request.

- I. All services should be performed under AFM approved contracts (L-1, L-2), which are available on our website [www.afm500.org](http://www.afm500.org) or fillable contract forms which include all of the language of the AFM contracts at <http://www.afm.org/member/library/> click on single engagement contracts. NOTE: you must be a member of the AFM to access these forms.
- J. Every Contractor or Purchaser 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).
- 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 or email 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. Status of AFM membership
- L. A copy of the executed contract should be filed before 30 days before the engagement if possible or, following AFM bylaws Article 13 Section 32, at least 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. 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 62 F, or exceed 85 degrees F [indoor] and 92 degrees F [outdoors]. Musicians shall report perceived violations to the contractor immediately.)
- O. Members performing engagements in the jurisdiction of Local 500 shall pay to this Local, work dues in the amount of 1.2 % of scale set for said engagements. This includes all musical services under Federation-negotiated electronic media agreements, Federation touring agreements, collective bargaining agreements with any symphonic orchestra, and MPTF-funded employment. Further details are shown in the AFM Local Officers Resource Guide.
- P. Every cooperative group, band or orchestra shall either have the contractor or group leader, who is a member of the Federation, on hand for each service to ensure compliance of local and federation regulations governing bands and orchestras. In situations where a contractor or leader is not able to be in attendance, he/she must designate one member of the groups, who is a member of the federation, to serve as steward in their stead. Stewards should be identified to the players in advance. It is suggested that a steward receive \$30 in compensation per service.

## AFM 500 2018 WAGE SCALES

### 1. ORCHESTRA, ORATORIO, OPERA, BALLET, CONCERT BAND

2.5 hours or fraction – Performance or Rehearsal	\$120.00
2 Educational Concerts in 2.5 hour period (no paid admission)	\$125.00
3 hour scheduled Performance or Rehearsal *	\$151.00

*Overtime is \$21.00 in 15-minute increments.*

\*services scheduled for 2.5 hours that go into overtime are paid at the overtime rate.

### 2. CHURCH SERVICES

2.5 hours or fraction – single church service or rehearsal	\$120.00
Church service and .5 hour rehearsal within 2.5 hour period	\$151.00
2 Church services within 3.5 hour period	\$204.00
Additional consecutive 15-minute increments	\$21.00

### 3. RESTAURANTS AND CLUBS

#### ENSEMBLES

4 hours or fraction	\$131.00
Standing engagements	\$120.00

#### SOLOIST

4 hours or fraction	\$157.00
Standing engagements	\$146.00

### 4. SMALL ENSEMBLES FOR OTHER MISCELLANEOUS ENGAGEMENTS (UP TO 8 MUSICIANS)

Wedding Ceremony up to one hour *	\$146.00
Receptions and parties, 3 hours *	\$178.00

#### SOLOIST FOR OTHER MISCELLANEOUS ENGAGEMENTS

2 hours or fraction	\$178.00
Rehearsal	\$105.00

\*services that go beyond scheduled timeframe are paid at the overtime rate.

*Overtime is \$21.00 in 15-minute increments.*

### 5. BROADWAY SHOWS, OTHER TOURING NATIONAL SHOWS

3 hours or fraction – Performance/rehearsal	\$155.00
4 hours or fraction – Performance/rehearsal	\$207.00
Sound check – first hour	\$55.00

*Overtime is \$21.00 in 15-minute increments. Sound check after one hour is paid as overtime.*

#### LOCALLY PRODUCED SHOWS

3 hours or fraction – Performance	\$125.00
3 hours or fraction – Rehearsal	\$115.00
Sound check – first hour	\$50.00

*Overtime is \$21.00 in 15-minute increments. Sound check after one hour is paid as overtime.*

**6. LARGE VENUES: STADIUMS, ARENAS, AMPHITHEATERS, COLISEUMS**

3 hours or fraction – Performance	\$167.00
3 hours or fraction – Rehearsal	\$167.00
Sound check – first hour	\$55.00

*Overtime is \$21.00 in 15-minute increments. Sound check after one hour is paid as overtime.*

**EXTRA FEES**

**\*GROUP LEADER FEE:** Double Scale. There shall be no group leader fee if there is a contractor on site 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 recordings requiring fees. 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 15% -20% of Gross

**STROLLING:** Base scale + \$320

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

**COSTUME FEE:** \$12 per musician, per service, who is required to wear a costume instead of or in addition to the standard dress black. Fittings for costumes outside of scheduled rehearsal times will be paid as overtime scale, or \$20 per each 15 minutes.

**MEMORIZATION:** If music is required to be performed by memory, each musician shall receive an additional \$25 per 15 minutes or fraction of music, per service.

**ARCHIVAL VIDEO/AUDIO TAPING:** Archival recordings may be made with no musician fee required for work sample and archival purposes only. Work sample use of any material featuring a soloist or small ensemble requires permission from the musicians. Complimentary Archival recordings will be made available to any participating musician upon request.

**ONLINE AUDIO STREAMING** a live audio stream from a website of any concert performance is \$52.50/musician and for a live stream with six (6) months of continuous streaming (non-downloadable) is \$105/person. The purchaser must notify the musicians seven (7) days in advance of the concert that it will be streamed live.

**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.

**DOUBLING:** Members doubling on another instrument in concert orchestra, opera, ballet, musical show and legitimate theater shall receive 25% in addition to their regular wages for the first double, 20% for the second and 10% any additional 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. Doublings should be confirmed with musician and contractor in advance of the service or the first service in a series of services.

**MILEAGE:** No mileage is required within the Triangle or if distance is less than 35 miles, one-way. For services more than 35 miles each way, the overage is to be assessed at the current IRS standard mileage rate. (53.5 cents per mile as of 1/1/2018)

**PREMIUMS:** Electronic keyboard premium - 25% over scale. In large ensembles concertmaster receives 50% over scale; Principal strings, winds, brass, percussion, harp, keyboard receive 20% over scale.

**CARTAGE:** Cartage is defined as the service of a musician transporting large and/or multiple instruments to the venue to perform. Contractors and/or employers shall provide cartage fees for the following listed instruments and equipment. The amounts below should be charged **each** time these instruments have to be transported, set-up and removed. With multiple service gigs in the same venue, the purchaser shall make all attempts at providing safe and secure storage of these instruments. (Work Dues does not apply)

Harp	\$50
Electronic Piano	\$50
Timpani	\$50 per drum
Drum Set	\$60
Concert Bass Drum (32" or larger)	\$50
Small Bass Drum (less than 32")	\$40
Tam-Tam	\$35
Glockenspiel	\$35
Crash Cymbals	\$15 per pair
Suspended Cymbals	\$10 per cymbal
Snare Drum / Field Drum	\$20
Tom-Toms / Timbales	\$15 for one \$10 for each additional
Concert Xylophone/Vibraphone	\$60
Pit Xylophone/Vibraphone	\$45
Marimba (up to 4 $\frac{1}{3}$ octaves needed)	\$60
Marimba (4 $\frac{1}{2}$ octaves needed)	\$80
Marimba (more than 4 $\frac{1}{2}$ octaves needed)	\$115
Chimes	\$75 (full set) \$10 per chime - if mounted individually or on a rack
Crotales	\$25 per octave
Congas	\$15 for one \$10 for each additional
Bongos	\$20 for set of two
Djembe (or similar African drum)	\$20
Steel Drums	\$25 per pan
Accessories/Toys	\$20 for each armload*

\*The term armload is of course subjective, but in respect to cartage assumes a reasonable effort will be made by the percussionist to carry as much as possible without risk of damage to self or instruments. [Recommended quantity: 4-6 accessory instruments]

\*Please note that the above prices include all necessary hardware.

\*Cartage for more obscure instruments, accessories, or sound effects not listed above should be negotiated on a case-by-case basis, especially if they are difficult to track down or need to be borrowed/rented.

\*Moves within the same venue or complex are paid at .5 of the initial cartage rates. (e.g. In Progress Energy: From Kennedy Theater to Meymandi; Carolina Room to Memorial Auditorium, etc.)