

AFM Local 72-147

Wage Scales

(Revised: January, 2018)

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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 in this booklet may be determined by the Local 72-147 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. REQUIREMENTS FOR NOTIFICATION

A LEADER OR CONTRACTOR, AS THE CASE MAY BE, IN EVERY INSTANCE BEFORE AN ENGAGEMENT IS PLAYED IN THE JURISDICTION OF LOCAL 72-147, IS REQUIRED TO SUBMIT A CONTRACT FOR SAME WITH THE LOCAL, OR IN THE ABSENCE OF A WRITTEN CONTRACT FILE A WRITTEN STATEMENT WITH THE LOCAL FULLY EXPLAINING THEREIN THE CONDITIONS UNDER WHICH THE ENGAGEMENT IS TO BE PLAYED LISTING THE NAME AND ADDRESS OF THE PLACE OF ENGAGEMENT, DATE, HOURS, NAME AND LOCAL NUMBER OF THE MEMBERS WHO ARE TO PLAY THE ENGAGEMENTS, AND THE CONTRACT PRICE. IN EMERGENCIES, THE NECESSARY INFORMATION CONCERNING ENGAGEMENTS MAY BE GIVEN BY PHONE PRIOR TO THE ENGAGEMENT. PLEASE REFER TO THE RECORDING SECTION OF THIS BOOKLET FOR RULES CONCERNING NOTIFICATION AND THE FILING OF CONTRACTS ON RECORDING ENGAGEMENTS. LEADERS OR CONTRACTORS WHO FAIL TO COMPLY WITH THESE RULES ARE SUBJECT TO A FINE OF NOT LESS THAN \$5.00 NOR MORE THAN \$50.00 FOR EACH OFFENSE.

B. WORK DUES - 2% or 4% Local 72-147 Work Dues

All Local 72-147 members, as a condition of membership, are required to pay dues based on earnings (Work dues) for all musical services performed, at the rate of 2% of scale wages earned for work done under a local collective agreement and 4% of wage scales for all other work. Work dues are due and payable no later than the 15th day of the month following the month in which services were performed. MEMBERS FAILING TO DO SO SUBJECT THEMSELVES TO A FINE OF NOT LESS THAN \$10.00 NOR MORE THAN \$450.00 AND/OR EXPULSION FROM THE AFM. Work contracted for, not performed but paid, IS subject to work dues.

C. COLLECTIVE BARGAINING AGREEMENTS

Wage Scales and working conditions for all engagements performed in connection with those listed below are subject to separate, negotiated agreements between the respective employer and Local 72-147. Electronic Media Services, which include Recording, Radio-TV Film, and Road Show Agreements, are negotiated by the AFM. Members engaged under these agreements may obtain wage scale information with respect to such engagements through the Local 72-147 office.

- 1) Casa Manana
- 2) Dallas Chamber Orchestra
- 3) Dallas Jazz Orchestra
- 4) Dallas Summer Musicals
- 5) Dallas Symphony Orchestra
- 6) Dallas Theater Center
- 7) East Texas Symphony Orchestra
- 8) Electronic Media Services: Audio and/or Visual, Television or Radio Broadcasts, Webcasts, Limited Pressings, etc. (4% work dues)

- 9) Fort Worth Symphony Orchestra
- 10) Garland-Las Colinas-Arlington Symphony Orchestra
- 11) Lawton Philharmonic Orchestra
- 12) Lewisville Lake Symphony Orchestra
- 13) Sammons Jazz Concerts Series
- 14) The Dallas Opera
- 15) Waco Symphony Orchestra
- 16) Wichita Falls Symphony

D. NO COLLECTIVE BARGAINING AGREEMENTS

- 1) Abilene Philharmonic
- 2) Allen Philharmonic
- 3) Amarillo Symphony
- 4) Dallas Bach Society
- 5) Dallas Wind Symphony
- 6) Irving Symphony
- 7) Lubbock Symphony
- 8) Plano Symphony
- 9) Richardson Symphony Orchestra
- 10) San Angelo Symphony
- 11) Texas Wind Symphony

E. RECORDINGS - (All forms of recorded music, audio, and/or visual)

1. No AFM member shall take engagements or employment or become engaged or employed in the making of sound tracks for any type of recorded product (audio and/or visual) unless the person, firm, or corporation providing such engagements or employment shall have previously entered into a written agreement with the AFM relating thereto.
2. Any member violating this section shall be subject to a fine not exceeding \$50,000.00 and/or expulsion.
3. Recording Session contracts are to be filed with Local 72-147 within 72 hours of each recording session. Payment on all sessions must be made through the Local 72-147 office.
4. Wage Scales and working conditions relating to all forms of recordings may be obtained through the Local 72-147 office.

F. LOCAL 72-147 GEOGRAPHICAL JURISDICTION

The territorial jurisdiction of Local 72-147 extends into all of the following Texas counties: Anderson, Andrews, Archer, Baylor, Bell, Borden, Bosque, Brown, Callahan, Clay, Coke, Coleman, Collin, Comanche, Concho, Cook, Coryell, Crocket, Dallas, Dawson, Delta, Denton, Eastland, Ector, Ellis, Erath, Fannin, Fisher, Ford, Freestone, Gaines, Glasscock, Grayson, Hamilton, Hardeman, Haskell, Henderson, Hill, Hood, Hopkins, Houston, Howard, Hunt, Irion, Jack, Johnson, Jones, Kaufman, Kimble, Knox, Lamar, Lampasas, Leon, Limestone, Madison, Martin, Mason, McCulloch, McLennan, Menard, Midland, Milam, Mills, Mitchell, Montague, Navarro, Nolan, Palo Pinto, Parker, Rains, Reagan, Robertson, Rockwall, Runnels, San Saba, Schleicher, Scurry, Shackelford, Smith, Somerville, Stephens, Sterling, Sutton, Tarrant, Taylor, Throckmorton, Tom Green, Upton, Van Zandt, Wichita, Wilbarger, Wise, Wood, Young.

In Oklahoma, all of the following counties: Carter, Comanche, Cotton, Jackson, Jefferson, Love, Stephens, and Tillman.

2. MISCELLANEOUS PROVISIONS

The following provisions shall apply to all work unless otherwise stated.

A. REHEARSALS

A two-hour rehearsal minimum shall apply except when the rehearsal occurs immediately prior to the performance, in which case a one-hour minimum shall apply. When a rehearsal is held immediately prior to performance, the elapsed time between the end of rehearsal and the beginning of performance cannot be more than one hour or less than fifteen minutes. Rehearsal Intermission - Intermissions are to be scheduled at rehearsals in the aggregate amount of TEN (10) MINUTES each hour. Preferably, intermissions are to be scheduled at the end of each hour. If problems of production interfere with the scheduling of intermissions, then the contractor or leader should ensure that the proper amount of intermission is granted during the rehearsal service.

B. OVERTIME

When a call is made for overtime, a Sideperson is required to perform one hour beyond time originally contracted at the overtime rate. If a call is made to play beyond the one-hour overtime, the Sideperson has the option of accepting or rejecting the call.

C. DOUBLING

Fees are applicable for rehearsals and performances on each instrument beyond the principal instrument for which a member has been engaged. The playing of additional mallet or keyboards instruments such as timpani, orchestra bells, vibes, chimes, etc. IS considered doubling.

D. PREMIUM PAY

Scale plus 50% is to be paid for the following holidays: Labor Day, Thanksgiving, Christmas Eve and Christmas.

NEW YEAR'S EVE – Double the applicable scale for Sideperson and leader. When New Year's Eve falls on Sunday, double scale shall apply on Saturday, December 30, and Sunday, December 31 on Single Engagements.

E. GENERAL RULES FOR ALL TRAVELING ENGAGEMENTS

Traveling engagements are defined as those engagements performed outside Dallas, Denton, Johnson, Hood, Parker, Tarrant, and Wise counties. The minimum payment for all traveling engagements shall be at least the applicable, four-hour wage scale of either Local 72-147 or the Local in whose jurisdiction the engagement is being played, whichever is greater. TRANSPORTATION CHARGES, TRAVEL-TIME, SALARY, PER DIEM, AND LODGING shall be included whenever applicable.

1) TRANSPORTATION CHARGES

The leader of a traveling orchestra shall be required to furnish roundtrip transportation for the members of the orchestra. If any member of the orchestra, at the leader's request, is required to drive his/her vehicle, then he/she shall be compensated at the rate of 6 cents (\$.06) per mile per member transported, with a minimum payment of 45 cents (\$.45) per mile, or the current IRS rate, whichever is greater.

2) TRAVEL TIME SALARY

Fifteen cents (\$.15) per mile computed each way is to be paid each musician including the leader for engagements performed outside Dallas, Denton, Hood, Johnson, Parker, Tarrant and Wise counties. The mileage chart shown elsewhere in this Section is the basis for Travel Time Salary compensation. AAA city-to-city mileage should be used for determining Travel Time Salary for engagements performed in other locations. When computing mileage, Arlington, Texas is to be the point of origin.

3) MILEAGE (ONE WAY) FROM DALLAS-FORT WORTH TO:

Abilene	167	Lubbock/Reese AFB	305
Amarillo	364	Midland	313
Austin	189	Odessa	330
Big Spring	274	Oklahoma City, OK	222
Breckenridge	97	San Angelo	235
Bridgeport	74	San Antonio	282
Brownwood	142	Shreveport, LA	237
Corpus Christi	375	Stephenville	85
El Paso	600	Tyler	117
Houston	255	Waco	101
Killeen/Fort Hood	156	Wichita Falls	124
Lawton, OK/Fort Sill	187		

4) PER DIEM AND LODGING (effective September 1, 2008)

The following per diem shall be paid to each musician for each traveling engagement, as applicable:

Breakfast	\$12.00
Lunch	\$15.00
Dinner	\$20.00
Lodging	GSA Rate*

*Call the Local 72-147 office for government standard reimbursement rate for lodging for each city.

BREAKFAST ALLOWANCE shall be paid when the scheduled departure time from the point of origin is before 9:00 AM, or when the scheduled return to the point of origin is after 9:00 AM.

LUNCH ALLOWANCE shall be paid when the scheduled departure time from the point of origin is before 12:30 PM, or when the scheduled return to the point of origin is after 12:30 PM.

DINNER ALLOWANCE shall be paid when the scheduled departure time from the point of origin is before 5:00 PM, or when the scheduled return to the point of origin is after 5:00 PM.

LODGING ALLOWANCE shall be paid each musician for any overnight stay, except when first class lodging is furnished. A separate bed shall be provided for each musician.

F. WAGE SCALE MINIMUMS FOR LEADER - Shows, Single Engagements and Public Ballroom

Leader - Sideperson scale plus 100%

Sub-leader - Sideperson scale plus 100%

When two or more musicians are engaged, one shall be designated as leader and receive leader's fee. This practice shall apply to all engagement categories unless specifically stated otherwise. Leaders are to pay Sidepersons upon completion of the engagement. If a leader has received payment for an engagement and does not pay the Sidepersons within seven (7) days of the engagement, the leader shall then pay an automatic tardy fee of \$5.00 to each Sideperson.

When paying members for services rendered, leader/contractors are required to furnish the member with a statement indicating the date of each engagement, the gross amount earned, and the purpose and amounts of each deduction.

Sub-leaders are not required to furnish the library and stands, nor to assume bookkeeping and payroll responsibilities.

G. SINGLE ENGAGEMENT SUBS

Leaders and Sidepersons engaged as substitutes to perform any portion of a single engagement shall receive at least the applicable wage scale minimum for such engagement.

A Sideperson cannot send a sub for all or any part of a performance for which s/he has been engaged without the permission of the leader. When permission is given by the leader, the sub must be acceptable to the leader.

H. ENGAGEMENT CANCELLATION

A Sideperson engaged to perform a single engagement cannot be disengaged, nor can a Sideperson cancel an engagement for the purpose of taking another engagement; however, engagement may be canceled by mutual agreement between the leader and the Sideperson.

For all steady engagements, agreements between leaders and Sidepersons may be canceled by either party by giving two (2) weeks written notice.

I. VOCALISTS

For every engagement, a charge equal to that of a Sideperson must be included in the purchaser's contract price and paid to each vocalist. Contracts or engagement reports submitted to Local 72-147 must include the name of each vocalist performing the engagement.

J. BOOKING AGENTS

Without becoming party to the AFM's Booking Agent Agreement, AFM members may act as booking agents (A) for engagements to be performed within the jurisdiction of the local in which they hold membership and reside and (B) if such activity is incidental and not a continuing practice, for engagements to be performed outside the jurisdiction of such local.

1) RATES OF COMMISSION

SINGLE ENGAGEMENTS (one-nighters, different purchasers, different locations) a maximum of 20% of the gross contract price.

STEADY ENGAGEMENTS (two or more consecutive days per week) a maximum of 15% of the gross contract price.

PERSONAL MANAGEMENT AGREEMENTS negotiated between signatory booking agents and AFM members allow for an **ADDITIONAL** commission payment of 5% of the gross contract price.

IN NO EVENT, HOWEVER, shall the payment of any such commission for any engagement result in the AFM member retaining less than the applicable minimum scale of the local having jurisdiction over the engagement.

3. WAGE SCALES

A. CLUB DATE ENGAGEMENTS (NIGHTCLUBS, EXCLUDING STAR POLICY ENGAGEMENTS)

	<i>up to 3 hours</i>	<i>over 3 hours</i>
Weeknights	\$100.00	\$40.00/hr
Weekends	\$125.00	\$40.00/hr

B. SINGLE ENGAGEMENTS (NON-CULTURAL, NON-CONTINUOUS, PRIVATE PARTIES/FUNCTIONS OR CORPORATE EVENTS)

For all engagements performed within the jurisdiction of Local 72-147, member Leader/Contractors are required to engage only Local 72-147 members unless permission is granted by the Local. Permission will not normally be granted if Local 72-147 members are available. It is the Leader/Contractor's responsibility to verify proper membership status.

Rehearsal, per hour (2 hour minimum)	\$50.00
3 Hour performance (minimum pay)	\$180.00
4 Hour performance (4 hour minimum on Friday and Saturday nights.)	\$230.00
Doubling per additional instrument	10%
Sideperson scale per half-hour for any work beyond four hours shall be 150% of the pro rata regular half-hour rate.	\$45.00
Rehearsal overtime, per ½ hour, after 4 hours	\$37.50
Cartage	See Section N of this document

C. PUBLIC BALLROOM ENGAGEMENTS

Sideperson Minimum Wage

3 Hours	\$100.00
3 ½ Hours	\$112.50
Doubling, per additional instrument	10%

D. SENIOR CITIZENS ENGAGEMENTS

Performed in rest homes, retirement centers and/or institutions for sick and disabled persons.

Sidepersons - 2 hour minimum	\$80.00
Sidepersons - 3 hour minimum	\$100.00
Leader	+100%

E. SHOWS (Including Star Policy and Industrial Shows)

2 Hour Performances (venues of 1800 seats or less)	\$200.00
3 Hour Performances (min. pay for venues seating 1801 or more)*	\$225.00
Arena performances (min. pay for venues seating 4000 or more)	\$250.00
Overtime, ½ Hour, after 3 hours	\$50.00
Rehearsal, per hour (2 hour minimum for full rehearsal, 1 hour minimum for sound check/run-through)	\$50.00
Doubling	20%
Pension Contribution, % of scale on all wages	12%
Cartage	See Section N of this document

*3-Hour minimum applicable for venues of 1,800 seats or more. Those venues include, but are not limited to: Meyerson Symphony Center, AT&T Performing Arts Center, American Airlines Center, The Majestic, Bass Hall, Nokia, Fort Worth Convention Center, Dallas Convention Center, Will Rogers Auditorium and Coliseum, Ed Landreth Auditorium, Waco Hall, Cowen Center (Tyler), Billy Bob’s Texas, Gilley’s.

F. CONTINUOUS ENGAGEMENTS

Continuous engagements are defined as any engagement, including rehearsals, during which a musician is required to perform in excess of 90 minutes without a rest period away from the bandstand; or, any engagement or rehearsal performed without an intermission. Wage scale for continuous single or casual engagements - double the applicable single engagement scale. Continuous show engagements or show rehearsals - a 25% premium of the minimum applicable non-continuous rate for the engagement shall be paid for each hour of continuous performance, after the first hour. Each musician must be advised prior to an engagement that the engagement involves continuous music.

REST PERIODS FOR CONTINUOUS ENGAGEMENTS

There will be a mandatory rest period of 10 minutes away from the bandstand in each hour for each musician.

G. EDUCATIONAL PROGRAMS AND SCHOOL CONCERTS

2 hours (maximum)	\$105.00 (2018), \$110.00 (2019), \$115.00 (2020)
Overtime per half-hour	\$25.00
Leader	+100%

H. STEADY ENGAGEMENTS

With respect to all steady engagements, a work week shall consist of not less than three (3) days of not less than 12 hours per week. Single engagement scale shall apply to all engagements of less than three (3) days and/or less than 12 hours per week. The minimum call for each workday shall be 4 hours.

Leader	\$50.00 per hour
Sideperson	\$40.00 per hour
Doubling	10%
Cartage	See Section N of this document if applicable

☐ *STEADY ENGAGEMENT SUBS* - Leaders and Sidepersons engaged as substitutes to perform any portion of a steady engagement shall receive at least the applicable wage scale minimum for such engagement.

☐ *ENGAGEMENT CANCELLATION* - For all steady engagements, agreements between leaders and Sidepersons may be canceled by either party by giving two weeks written notice to the other.

I. PUBLIC SERVICE ENGAGEMENTS (Trust Fund, Etc.)

(Not applicable in San Angelo)

Sidepersons (3 hour minimum)	\$100.00
Sidepersons (4 hours)	\$125.00
Rehearsal, per hour (2 hour minimum)	\$35.00
Leader	+100%
Pension Contribution, Percent of Scale	5%
Doubling	10%
Cartage	as shown in the chart at the back of the Local 72-147 Wage Scales – Section N, Page 14

J. CULTURAL ENGAGEMENTS

Cultural engagements are defined as non-theatrical engagements that are orchestral or symphonic in nature and are performed in concert halls, churches, auditoriums, and similar venues. Except for Music Performance Trust Fund engagements, members performing services at religious institutions must be paid in full upon conclusion of the engagement.

	Principal	Section
2 hrs	\$150.00 (2018), \$155.00 (2019), \$160.00 (2020)	\$140.00 (2018), \$145.00 (2019), \$150.00 (2020)
3 hrs	\$180.00 (2018), \$185.00 (2019), \$190.00 (2020)	\$165.00 (2018), \$170.00 (2019), \$175.00 (2020)
Rehearsal, per hour	\$55.00	\$50.00
Overtime, per ¼ hr	\$45.00	\$40.00
Pension Contribution (% of scale)	5%	5%
Doubling – 10% per double		
Cartage – See Section N of this document		

COMPOSITION OF THE ORCHESTRA

1. In ensembles of ten (10) players or less, each player shall be considered a principal and receive principal pay.
2. In ensembles of eleven (11) players or more, the first musician in a section shall be considered a principal and receive principal pay. The remaining musicians shall be considered non-principals and receive non-principal pay.
3. The following sections shall require a principal: first violin, second violin, viola, cello, double bass, flute, oboe, clarinet, bassoon, French horn, trumpet, trombone, tuba, timpani, percussion, keyboard and harp.
4. When only one (1) musician is required in any of the sections listed above, that musician shall be considered a principal.
5. The above guidelines shall not apply for Church Worship Service scale.

MINIMUM WAGES FOR CONTRACTORS

1. With respect to cultural engagements, the fee for contractor shall be that of a principal.

2. Playing contractors shall receive, in addition to the contractor’s fee, the minimum wages applicable to the position in the orchestra for which they are engaged.

K. CHURCH 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.)

1¼ hrs service	\$135.00 (2018), \$140.00 (2019), \$145.00 (2020)
Overtime, per ¼ hr	\$40.00
Rehearsal, per hour*	\$55.00
Local Radio, one play	\$50.00
Local TV, one play	\$50.00
Additional services within same 4 hour period	\$75.00
Pension Contribution (payable on all wage items)	5%
Doubling – 10% per double.	
Cartage	See Section N of this document

☐ A 2-hour minimum applies to rehearsals unless it occurs just prior to the worship service in which case a 1-hour minimum applies.

L. WEDDING CEREMONIES (Private party rates apply to wedding receptions)

1 hour	\$130.00 (2018), \$135.00 (2019), \$140.00 (2020)
Each additional half hour (up to 2 hours)	\$25.00
Overtime, per half-hour	\$37.50
Pension contribution	5%
Cartage	See Section N of this document

M. MUSICAL THEATER

Includes Broadway touring productions, locally produced musicals, and musicals produced by educational institutions (e.g. universities, public and private secondary schools)

	National Tours (those not covered by a CBA)	Local Productions	Educational Productions
Rehearsal, per hour (two hour minimum, including sound check)	\$50	\$50	\$40
Performance (up to 3 hours)	\$225	\$175	\$125
Overtime (per ½ hour)	\$40	\$40	\$30
Pension Contribution	12%	10%	5%
Doubling	20% - first double 15% - second double 10% - each subsequent double	20% - first double 15% - second double 10% - each subsequent double	20% - first double 15% - second double 10% - each subsequent double
Cartage	See Section N of this document		

N. CARTAGE

Fees are also applicable to rehearsals when rehearsals are held at a location different from that of the performance or if the rehearsal is held on a different day. Cartage fees are not applicable for both rehearsal and performance if services are in the same location and instruments remain in place between services.

Non-Percussion Cartage Table

Acoustic Bass	\$25.00
Baritone Saxophone	\$15.00
Bass Saxophone	\$20.00
Cello	\$15.00
Cimbasso	\$20.00
Contrabassoon	\$20.00
Contra Clarinets	\$20.00
External Amplifier	\$20.00 (2018), \$25.00 (2019)
Harp	\$50.00
HARP TUNING FEE (per service)	\$5.00
Keyboards/Synthesizer	\$25.00
Large/Hammond Organ	\$75.00
Leader	\$20.00
Tuba	\$20.00

Percussion Cartage Table

Bass drum	\$30.00
Bells (glockenspiel, xylophone)	\$30.00
Chimes	\$75.00
Crotales (per octave)	\$30.00
Drum set	\$40.00
Field drum or extra tom, conga, etc.	\$15.00
Group of 6 toys	\$30.00
Marimba (4.5 to 5 octave)	\$100.00
Marimba (4 to 4.3 octave)	\$75.00
Marimba (under 4 octave)	\$35.00
Tam-Tam	\$30.00
Timpani (per bowl)	\$30.00
Toms, congas, timbales, bongos (per pair)	\$30.00
Vibes	\$40.00