



RECORDING MUSICIANS WAGE SCALES

FOR INDEPENDENT THEATRICAL MOTION PICTURES AND TELEVISION FILMS

August 14, 2005 - February 25, 2009

THE PROPER CURRENT AFM AGREEMENT MUST BE SIGNED BY THE RESPONSIBLE EMPLOYER/PRODUCER BEFORE ANY SERVICES CAN BE PERFORMED/RENDERED BY MEMBERS OF THE FEDERATION. THIS IS ONLY A GENERAL SUMMARY OF THE SCALES AND CONDITIONS OF EMPLOYMENT.

ALL ENGAGEMENTS MUST BE REPORTED TO THE LOCAL IN WHOSE JURISDICTION THE WORK WILL BE PERFORMED BEFORE CALLING MUSICIANS FOR A SESSION.

Please Contact The Federation for Low Budget Scales and Conditions

ALL TELEVISION FILMS: Single Session - 3 hours or less (includes 4% vacation)

	Jul. 17, 2005 Feb. 18, 2006		Feb. 19, 2006 Feb. 16, 2008		Feb. 17, 2008 Feb. 25, 2009	
	Scale	Overtime per 15 minutes	Scale	Overtime per 15 minutes	Scale	Overtime per 15 minutes
Schedule A: 5 or more musicians (Including playing leader or contractor)	\$ 208.00	\$ 17.33	\$ 215.28	\$ 17.94	\$ 222.82	\$ 18.57
Schedule B: 4 or fewer musicians (Including playing leader or contractor)	\$ 261.93	\$ 21.83	\$ 271.11	\$ 22.59	\$ 280.59	\$ 23.38
Schedule C: 5 or more musicians, See * below	\$ 261.93	\$ 21.83	\$ 261.93	\$ 21.83	\$ 261.93	\$ 21.83

* Schedule C applies to programs otherwise covered by Schedule A for which more than one episode (including pilots) aired **prior** to July 17, 2005.

THEATRICAL MOTION PICTURES: Single Session - 3 hours or less (includes 4% vacation)

	Aug. 14, 2005 Feb. 18, 2006		Feb. 19, 2006 Feb. 17, 2007		Feb. 18, 2007 Feb. 16, 2008		Feb. 17, 2008 Feb. 25, 2009	
	Scale	Overtime Per 15 minutes	Scale	Overtime Per 15 minutes	Scale	Overtime Per 15 minutes	Scale	Overtime Per 15 minutes
Schedule A: 35 or more musicians	\$ 261.93	\$ 21.83	\$ 261.93	\$ 21.83	\$ 261.93	\$ 21.83	\$ 261.93	\$ 21.83
Schedule B: 30 to 34 musicians	\$ 275.02	\$ 22.92	\$ 275.02	\$ 22.92	\$ 275.02	\$ 22.92	\$ 275.02	\$ 22.92
Schedule C: 24 to 29 musicians	\$ 288.11	\$ 24.01	\$ 288.11	\$ 24.01	\$ 288.11	\$ 24.01	\$ 288.11	\$ 24.01
Schedule D: 23 musicians or less	\$ 301.26	\$ 25.11	\$ 301.26	\$ 25.11	\$ 301.26	\$ 25.11	\$ 301.26	\$ 25.11

PENSION FUND: **10%** (Ten Percent)

HEALTH & WELFARE FUND: Effective August 3, 2003, the contribution is \$1.495 per hour, based on 12-hour minimum for all employees (except those whose work is on a "Page Rate" basis) - per musician total is **\$17.94** per day.

Effective July 30, 2006, the contribution is \$1.695 per hour, based on 12-hour minimum for all employees (except those whose work is on a "Page Rate" basis) - per musician total is **\$20.34** per day.

Please Note: When two (2) separate calls occur on the same day for two different productions, there will be two (2) 12-hour payments.

This is tied to the IATSE Contract. Current figures should be verified with the Musicians Local Office.

Television Film	Feb. 15, 2004 Jul. 16, 2005	Jul. 17, 2005 Feb. 18, 2006	Feb. 19, 2006 Feb. 16, 2008	Feb. 17, 2008 Feb. 25, 2009
COPYIST: 1.5 hours credit for each	\$19.68 earned	\$19.68 earned	\$20.37 earned	\$21.08 earned
ARR/ORCH: 1.5 hours credit for each	\$31.46 earned	\$31.46 earned	\$32.56 earned	\$33.70 earned

Theatrical Motion Pictures	Feb. 15, 2004 Feb. 18, 2006	Feb. 19, 2006 Feb. 17, 2007	Feb. 18, 2007 Feb. 16, 2008	Feb. 17, 2008 Feb. 25, 2009
COPYIST: 1.5 hours credit for each	\$19.68 earned	\$19.68 earned	\$19.68 earned	\$19.68 earned
ARR/ORCH: 1.5 hours credit for each	\$31.46 earned	\$31.46 earned	\$31.46 earned	\$31.46 earned

ELECTRONIC MUSICAL DEVICES

PRODUCER'S ELECTION: At Producer's election, a musician employed to play an electronic device(s) shall be paid at existing rates ("real time rates") or the following rates ("multi-tracking rates"). **Producer must elect rate at the time of the call and must specify guaranteed length of call.**

MULTI-TRACKING RATE: (Includes 4% vacation pay)

Television	Jul. 17, 2005	Feb. 19, 2006	Feb. 17, 2008
	Feb. 18, 2006	Feb. 16, 2008	Feb. 25, 2009
1 musician per hour	\$314.58	\$325.59	\$336.99
2 or more musicians per hour	\$275.29	\$284.92	\$294.89

Theatrical	Aug. 14, 2005	Feb. 19, 2006	Feb. 18, 2007	Feb. 17, 2008
	Feb. 18, 2006	Feb. 17, 2007	Feb. 16, 2008	Feb. 25, 2009
1 musician per hour	\$314.58	\$314.58	\$314.58	\$314.58
2 or more musicians per hour	\$275.29	\$275.29	\$275.29	\$275.29

3-hour minimum

The above rates include all electronics and acoustical doubles and all over-dubs

GUARANTEED CALL: Guaranteed call of up to 10 hours paid at straight time rates per hour. If engaged for a 10-hour call, musician must be paid for the entire 10 hours, whether worked or not, unless he/she leaves earlier for personal reasons, in which case payment shall be only for hours worked.

MEALS: 1 hour meal period shall be called not later than 6 hours after reporting for work.

HOLD HOUR/PREMIUM PAY: Hold hour shall be paid at straight time rates.
 Beyond hold hour shall be paid at 50% additional.

Work in excess of 10 hours, excluding meal periods, shall be paid at 50% additional, prorated in 15 minute increments.

Work between midnight and 8:00 A.M. (at the request of Producer) - 50% additional of applicable hourly rate.

MULTI-TRACKING PHONOGRAPH-RECORD NEW-USE: Phonograph records produced from music recorded under the multi-tracking rates shall be paid as follows:
 1 musician alone = basic sound recording session fee for each minute of music dubbed.

2 or more musicians = basic sound recording session fee for each 2 minutes of music dubbed.

DOUBLING RATE:

1st Double - 50% of basic rate extra.
 2nd Double - 20% of basic rate extra for second and subsequent double.

The following instruments are not construed as doubles:

1. Piano and Celeste
2. Drummer's standard outfit
3. Tympani
4. Mallet Instruments: Xylophone, Bells, Marimbas
5. Latin Rhythm Instruments (see agreement)

The use of electronic devices such as multiplex, maestro, octave dividers, etc. will be treated as a double if used to simulate other sounds in addition to the normal sounds of the instrument to which the device is attached.

ANY COMBINATION OF INSTRUMENTS NOT LISTED ABOVE IS TO BE CONSTRUED AS DOUBLING.

**DOUBLING -
 Electronic Musical
 Devices:**

Use of multiple electronic musical devices, as in conjunction with any electronic musical instrument such as synthesizers, EVI, or EWI, shall count in the aggregate as three (3) doubles.

DOUBLE SCALE:

New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. The above holidays are observed on the same dates as the U.S. Federal Legislation for public holidays.

**SINGLE RECORDING
 MUSICIAN:**

Payment will be DOUBLE (200%) whether a leader is present or not.

MUSIC SOUND CONSULTANT:

Theatrical	Aug. 14, 2005 Feb. 18, 2006	Feb. 19, 2006 Feb. 17, 2007	Feb. 18, 2007 Feb. 16, 2008	Feb. 17, 2008 Feb. 25, 2009
	1 musician per hour	\$61.30	\$61.30	\$61.30
Television	Jul. 17, 2005 Feb. 18, 2006	Feb. 19, 2006 Feb. 16, 2008	Feb. 17, 2008 Feb. 25, 2009	
	1 musician per hour	\$61.30	\$63.44	\$65.67

(Includes 4% vacation pay) for services in the booth, assisting and advising the producer or sound technician.

ORCHESTRA MANAGER:

When ten (10) or more musicians (including leader) are employed for any session, an orchestra manager is required. Minimum pay for playing or non-playing orchestra manager is double sidemusician scale. An Orchestra manager must be physically present at all recording sessions during the entire engagement.

- HOLDS:** If a musician notifies the contractor at beginning of a session that he or she cannot stay beyond the one-hour hold period, it will not be the musician's responsibility to secure the services of a replacement.
- PREMIUM PAY:** 50% Premium after Midnight (until 8:00 A.M.)
- Work hours beyond the hold hour performed between 8:00 P.M. and Midnight pays 150% of scale.
- Work hours beyond an 8-hour span performed between Midnight and 8:00 A.M. pays 200% of scale.
- Work hours beyond the hold hour performed between Midnight and 8:00 A.M. pays 165% of scale.
- Seventh (7th) hour of recording within the 8-hour span (before Midnight) pays 120% of scale.
- GUARANTEED CALLS:** A musician may be held for one hour beyond a single session (or guaranteed longer call), and paid at straight time rate in units of 15 minutes for such hold hour. If musician is required to remain beyond the hold hour, he/she shall be paid for such time at 150% of straight time rate in 15 minute units. The guaranteed call and hold period combined shall not exceed six (6) hours.
- A double session shall be completed within 8-hours. Work beyond 6 hours within an 8-hour period will be paid at 120% of straight time rate in 15-minute units. If required to remain after 8 elapsed hours (whether worked or not) musician will be paid at 150% of straight time rate in 15 minute units.
- There is no compounding in computing the above, and payment is made on the highest appropriate rate.
- DOUBLE SESSIONS:** Engagement of two sessions (completed within 8 hours of time called) may be divided into two periods at convenience of studio, with not less than one hour between sessions.
- When more than a double session of recording is continuous without a break of at least one hour, a penalty of one hour at minimum rates shall be paid each musician.
- BOREN RULING:** Two single sessions shall not be called in the same day in lieu of a double session in order to circumvent the time spread penalty when both of such single sessions are for the same motion picture (or the same television episode), utilizing the same conductor, and both utilize all of the same individual musicians.

MINIMUM CONDITIONS:
(Theatrical Motion Pictures Only) On days when two or more recording sessions take place, the rate for all sessions on that day will be based on the session in which the highest number of recording musicians were employed. No longer will this determination be spread over several days of sessions.

GENERAL CONDITIONS
(Saturdays and Sundays) Saturdays and Sundays as such, shall be treated as regular work days, not premium days unless they are the employee's sixth or seventh consecutive days of work for the Producer. The employee shall receive time and one-half (1½) for such sixth day and seventh day worked and double time for holidays worked.

MEAL PENALTIES: When more than six (6) hours of recording occur without a break of at least one (1) hour, a penalty of one hour at the minimum scale shall be paid each musician.

INTERMISSION: Ten minutes per hour away from the stand is required on all calls. At no time can a musician be required to perform for more than ninety (90) consecutive minutes on the stand.

PAY-OFF REQUIREMENTS: The 15-working day "grace period" starts at the end of each session.

CANCELLATION OF CALLS: Underscoring - may be canceled upon 96 hours notice.
Pre-recording - may be canceled upon 48 hours notice.

CARTAGE: Producer shall specify method of transportation, either by public or private transportation. If public transportation is the only practical manner of transportation, Producer has the option of designating the qualified public carrier and shall pay the cartage bill of the designated public carrier. If the musician uses a carrier other than the one designated, the Producer shall not be liable for a cartage bill greater than the rate charged by the designated carrier.

\$30.00	Harp
\$12.00	String Bass, Tuba, Cello, Drums, all heavy or bulky amplifiers, Baritone Sax, Bass Sax, Contra- bass Clarinet, Contra Bassoon, Accordion, Baritone Horn, Contra Bass Trombone.

LATE PENALTIES:
(Written notice required) Payment is due within 15 working days from date of session. The following schedule of penalties shall apply if payment is made more than:

15 but less than 31 business days - 6%
30 but less than 61 business days - 10%
60 but less than 91 business days - 50%

Additional 10% late payment charges shall accrue for each additional 30-day period in which payment is not made after written notice is given to the producer.

MINIMUM SCORING HOURS: For Non-Dramatic Pictures:
 (TVF Only) 13 ½-hour films - 12 scoring hours
 13 1-hour films - 36 scoring hours
 Scoring hour requirements for fewer than 13 films to be pro-rated on basis of this schedule. 13 1½-hour films - 54 scoring hours

For Dramatic Pictures:
 13 ½-hour films - 15 scoring hours
 13 1-hour films - 39 scoring hours
 13 1½-hour films - 59 scoring hours
 13 2-hour films - 78 scoring hours

MINUTES OF MUSIC: (TV Only - Dramatic) When more than the authorized amount of finished music (15 minutes per 3-hour session) is recording during a session, payment for the excess will be based on one-half (½) hours pay for each two and one-half (2½) minutes of music.

FORMAT MUSIC: Format Music defined as - Standard openings and closings, bumpers, billboards, lead-in and lead-outs. Once recorded live for a series may be re-utilized in subsequent broadcast seasons upon payment to musicians an amount equal to minimum single session fee. (Includes all applicable doubles and over-dubs.)

PRODUCTION MUSICIANS:
 (Rehearsal Musicians)

		Aug. 14, 2005 Feb. 18, 2006		Feb. 19, 2006 Feb. 17, 2007		Feb. 18, 2007 Feb. 16, 2008		Feb. 17, 2008 Feb. 25, 2009	
		Scale	Over -time	Scale	Over -time	Scale	Over -time	Scale	Over -time
Single Session (3 hours or less) Two Sessions (6 hours) completed within 10 hrs. ending	Single Session	\$158.90	\$13.24	\$158.90	\$13.24	\$158.90	\$13.24	\$158.90	\$13.24
	Two Sessions	\$286.07	\$13.24	\$286.07	\$13.24	\$286.07	\$13.24	\$286.07	\$13.24

		Jul. 17, 2005 Feb. 18, 2006		Feb. 19, 2006 Feb. 16, 2008		Feb. 17, 2008 Feb. 25, 2009	
		Scale	Over -time	Scale	Over -time	Scale	Over -time
Single Session (3 hours or less) Two Sessions (6 hours) completed within 10 hrs. ending	Single Session	\$158.79	\$13.24	\$164.47	\$13.71	\$170.22	\$14.19
	Two Sessions	\$286.07	\$13.24	\$296.09	\$13.71	\$306.45	\$14.19

(Includes 4% vacation pay) Overtime per 15 minutes
 Overtime must immediately follow a regular session. All hours not continuous will be charged as additional sessions.

		Aug. 14, 2005 Feb. 18, 2006		Feb. 19, 2006 Feb. 17, 2007		Feb. 18, 2007 Feb. 16, 2008		Feb. 17, 2008 Feb. 25, 2009	
		Scale	Over -time	Scale	Over -time	Scale	Over -time	Scale	Over -time
30 hours per week (not more than 6 hrs. per day) Overtime per 15 minutes or fraction	30 hours	\$1,271.29	\$10.60	\$1,271.29	\$10.60	\$1,271.29	\$10.60	\$1,271.29	\$10.60
	40 hours	\$1,525.53	\$9.54	\$1,525.53	\$9.54	\$1,525.53	\$9.54	\$1,525.53	\$9.54

		Jul. 17, 2005 Feb. 18, 2006		Feb. 19, 2006 Feb. 16, 2008		Feb. 17, 2008 Feb. 25, 2009	
		Scale	Over -time	Scale	Over -time	Scale	Over -time
30 hours per week (not more than 6 hrs. per day) Overtime per 15 minutes or fraction	30 hours	\$1,271.29	\$10.60	\$1,315.78	\$10.96	\$1,361.83	\$11.35
	40 hours	\$1,523.53	\$9.54	\$1,578.93	\$9.87	\$1,634.19	\$10.21

NIGHT PREMIUM:

After Midnight - 50%

Schedule under which a single musician is engaged must be designated at beginning of each week. All hours over schedule shall be paid as overtime.

SIDELINE MUSICIANS: (Includes 4% vacation pay)

		Aug. 14, 2005 Feb. 18, 2006		Feb. 19, 2006 Feb. 17, 2007		Feb. 18, 2007 Feb. 16, 2008		Feb. 17, 2008 Feb. 25, 2009	
		Scale	Over -time	Scale	Over -time	Scale	Over -time	Scale	Over -time
Minimum pay for 8 hours:	Two or More	\$186.25	\$8.74	\$192.77	\$9.03	\$192.77	\$9.03	\$199.52	\$9.34
Overtime: per 15 minutes	One Person Alone	\$219.88	\$10.72	\$227.17	\$11.08	\$227.17	\$11.08	\$235.12	\$11.47

		Jul. 17, 2005 Feb. 18, 2006		Feb. 19, 2006 Feb. 16, 2008		Feb. 17, 2008 Feb. 25, 2009	
		Scale	Over -time	Scale	Over -time	Scale	Over -time
Minimum pay for 8 hours:	Two or More	\$186.25	\$8.74	\$192.77	\$9.03	\$199.52	\$9.34
Overtime: per 15 minutes	One Person Alone	\$219.88	\$10.72	\$227.17	\$11.08	\$235.12	\$11.47

NIGHT PREMIUM: For hours between 12:00 midnight and 1:00 A.M. - 10% additional per hour
For hours between 1:00 A.M. and 6:00 A.M. - 20% additional per hour

WARDROBE ALLOWANCE: **\$30.00** allowance for tuxedo or white tie and tails.

WARDROBE CHANGE: **\$10.00** for first change and **\$15.00** for two or more changes.

WARDROBE REMOVAL: Whenever a sideline musician turns in wardrobe or property on time which he/she is not otherwise compensated, he/she shall be paid a wardrobe allowance of thirty minutes at the regular hourly rate for that day. If more than one-half hour is required, he/she shall be paid for such excess time in units of 15 minutes.

CANCELLATION OF CALLS: Calls may be canceled for any of the following reasons only:
1. Illness in principal cast
2. Fire, flood or other similar catastrophe
3. Governmental regulations or other issues due to a national emergency.

In the event of a cancellation, the musician so canceled shall be entitled to a one-half check, **EXCEPT** if the musician is notified of the cancellation before 6:00 P.M. of the day previous to the work date by the same or any other producer, HE/SHE SHALL NOT BE ENTITLED TO SUCH ONE-HALF CHECK.

ORCHESTRA MANAGER: If ten (10) or more sideline musicians (including leader) are employed, an orchestra manager is required for such call. He/she may be one of the sideline musicians and in that event he/she shall receive double scale.

It shall be the duty of the orchestra manager to see that all musical activities conform to Federation rules and regulations which do not contravene any valid law. The orchestra manager shall be physically present at all times that the sideline musicians engaged by him/her are working during the entire engagement.

DOUBLING: 25% for the first double, 10% for each additional double.

TRAVEL TIME:
(between 6:00 A.M. and 6:00 P.M.)

Theatrical	Aug. 14, 2005 Feb. 18, 2006	Feb. 19, 2006 Feb. 17, 2007	Feb. 18, 2007 Feb. 16, 2008	Feb. 17, 2008 Feb. 25, 2009
Per Hour	\$22.26	\$23.04	\$23.04	\$23.85
Television	Jul. 17, 2005 Feb. 18, 2006	Feb. 19, 2006 Feb. 16, 2008	Feb. 17, 2008 Feb. 25, 2009	
Per Hour	\$22.26	\$23.04	\$23.85	

MEALS: Meal periods shall not be less than one-half hour nor more than one hour. Not more than one meal period shall be deducted from work time of call, and subsequent meal period not later than six (6) hours after termination of preceding meal period.

SILENT BIT: When directed to do special business (portrayal of an essential story point in pantomime, in a 4-shot or less), or a pantomime special business with actors to convey an essential story point in a close shot, such performance shall constitute a silent bit.

Compensation for the day shall not be less than the prevailing rate in Los Angeles for such work, whichever is greater.

Theatrical	Aug. 14, 2005	Feb. 19, 2006	Feb. 18, 2007	Feb. 17, 2008
	Feb. 18, 2006	Feb. 17, 2007	Feb. 16, 2008	Feb. 25, 2009
Prevailing Rate	\$298.79	\$309.25	\$309.25	\$320.08

Television	Jul. 17, 2005	Feb. 19, 2006	Feb. 17, 2008
	Feb. 18, 2006	Feb. 16, 2008	Feb. 25, 2009
Prevailing Rate	\$298.79	\$309.25	\$320.08

RECORDING BY SIDELINE MUSICIANS: Except for "leak through", if a sideline musician records he/she shall be paid for a minimum of one recording session in addition to 100% of the sideline scale.

SIDELINE & RECORDING WITHIN 3-HOUR PERIOD: A musician who performs live recording on camera within a three-hour session will be paid the recording scale for a minimum 3-hour session in addition to any other payments he/she would be entitled.