

PHILADELPHIA MUSICIANS' UNION

LOCAL 77, A.F.M.

WAGE SCALE

SEPTEMBER 1, 2013 TO AUGUST 31, 2014

OFFICERS

President.....Joseph N. Parente
Vice-President.....Richard Genovese
Secretary/Treasurer.....Louis Parente

EXECUTIVE BOARD

Ralph Buck Madeline Cabano
Edward Schultz

RULES AND REGULATIONS

1. The Executive Board adopted the following rules and regulations.
 - (a) The Wage Scale and rules and regulations covering same, as adopted by the Executive Board from time to time, under Article 7, Section 1, shall be part and parcel of these by-laws.
 - (b) Said Wage List shall go into effect as the Executive Board prescribes from time to time.
2. The jurisdiction of Local 77 comprises: All of Philadelphia County; The following in Montgomery County: Cheltenham, Rockledge, Abington, Jenkintown, Bryn Athyn, Upper and Lower Moreland, Hatboro, Horsham; The following in Bucks County: Bensalem, Hulmeville, Upper and Lower Southampton, Northampton, Ivyland, Warminster, Warrington, New Britain, Warwick; That portion of Delaware County to the jurisdictional line between Local 77 and Local 21, excepting the townships of Newton, Radnor and Haverford, which are in the jurisdiction of Local 341; In New Jersey, Camden County, except that portion belonging to Local 595, Vineland, N.J.; That portion of Burlington County that does not belong to Local 336, Burlington, N.J. or Local 62, Trenton, N.J.
3. The Executive Board shall have power to fix and declare the price of any musical services for which provision has not been made in the Scale of Prices, and the members shall be governed by such declared price until the Executive Board orders otherwise.
4. When a price is created for an engagement not provided for in Wage List, all members engaged therefore must be acquainted with same by the contractor.
 - a. Rain date: On all outdoor engagements there shall be a rain-out privilege for a one-time postponement. Musicians shall be advised of the allowable postponement conditions, at the time they are engaged. For the above privilege all members of said group must be paid 50 percent above basic scale (but not on rehearsals).
5. Doubling: Members doubling on another instrument in symphony orchestras, grand operas, ballets, legitimate theatres and concerts, which have no trade agreement, shall receive 50% in addition to their regular wages.
 - (a) When a Baroque Trumpet is played in conjunction with another instrument, it shall be considered a Double.
 - (b) Doubling legitimate theatres as per agreement. Doubling rate to apply on all rehearsals.

Instruments within the following respective groups are not construed as doubling:

- (c) Piano and Celeste (when furnished).
- (d) Organ and Celeste (when furnished).
- (e) Drummer's outfit consisting of Bass Drum, Snare Drum, Cymbals, Gongs, Wood Block, Temple Blocks, Small Traps, Tom Toms when used as part of a standard outfit.
- (f) Tympani

- (g) Mallet instruments, including but not limited to Xylophone, Vibraharp, Marimba, Chimes, Bells, Glockenspiel.
 - (h) Latin instruments including, but not limited to, Timbales, Conga Drums, Bongos, Claves, Maracas, Guiro.
6. Any leader or contractor taking a band or orchestra out of town, must arrange to leave at the last possible moment going and at earliest possible moment returning; otherwise pay for overtime is to be added.
- (a) Members on all miscellaneous and steady engagements must report at least ten minutes before start of engagement. Failure to comply will result in charges against the offender, by leader and/or contractor.
 - (b) Professional Conduct: Members are required to conduct themselves in a professional manner during the course of the engagement as regard to behavior and dress.
7. Members contracting single engagement shall make distribution of all monies due to performing members for services within sixteen (16) days from the date of engagement on engagements of less than one week. Any member collecting money from a contractor that is due members shall pay same to such members within 48 hours. On engagements of more than one week, all money shall be paid at the end of each week. Municipal and Park concerts, etc., may be paid in accordance with city regulations.
- a. For promotion and/or star attraction engagements: All monies in cash or certified check must be deposited in Local one week before engagement, accompanied by signed contract. Failure to comply with this order makes the Leader and/or Contractor fully responsible for all monies unless otherwise provided for.
8. Contractor's scale of 100% additional to apply to all engagements unless otherwise provided for.
9. Members playing alone shall receive 50% additional unless otherwise provided for. (A leader shall be in evidence on all engagements or two or more members.)
10. Price for leaders on permanent engagements: Leaders who take charge of a permanent engagement (or any part thereof) for a contractor who is present on the engagement, shall receive 25% above price list. (Leading a show shall be considered a part of the engagement). In other words, the 50% extra that a contractor receives shall be divided 25% to the Contractor, and 25% to the Leader.
11. Price for leaders on engagements that are not of a permanent character: The leader who takes charge of an engagement for a contractor shall receive 50% above the Wage Scale. The leader who takes charge of a portion of an engagement shall receive 50% additional for each half hour or fraction thereof. The leader who takes charge of a portion of an engagement and does not complete the engagement must be paid the basic price of the engagement, plus 50%.
12. Contractors, leaders or their agents, when engaging members, must give full particulars of the engagement including date, address, hours, scale price, means of transportation as well as hour of departure and return.
- a. When requested to wear a white coat. Single engagements - \$7.50 extra. Steady engagements - \$10.00 weekly.
13. No free rehearsal permitted on any engagements unless otherwise provided for.
14. Steady engagements shall consist of:
- (a) Engagements of five or more days for one employer for a period of one week or more.
 - (b) An engagement of three or four days per week for one employer for two or more consecutive weeks.
15. Suitable and appropriate transportation to and from all engagements outside the jurisdiction of Local 77 must be paid for or furnished by the contractor. A member asked to use his car for this purpose shall be reimbursed by the contractor at the then current IRS mileage rate per mile both ways (currently \$ 0.55½ per mile).
- (a) Any engagement in our jurisdiction over 15 miles from City Hall; each member shall receive \$5.00 additional.
16. Per Diem: If compelled to travel out of Local 77 jurisdiction, allowance for meals and lodging to be made as follows, unless otherwise provided for.

Breakfast	\$10.00
Lunch	\$15.00
Dinner	\$25.00
Room (no more than one member per room)	\$75.00

continued

Overnight Travel

If the call time for leaving Philadelphia for an overnight engagement is before 7:00 am, breakfast must be provided.

If the call time for leaving Philadelphia for an overnight engagement is before 1:00 pm, lunch and dinner (hot meal) must be provided.

If the call time for leaving Philadelphia for an overnight engagement is before 5:00 pm, dinner (hot meal) must be provided.

When returning to Philadelphia from an overnight engagement, breakfast must be provided.

If arrival in Philadelphia from an overnight engagement is 1:00 pm or later, lunch must also be provided.

If arrival in Philadelphia from an overnight engagement is 7:00 pm or later, dinner (hot meal) must also be provided.

One-Day Run-Outs

If the call time for leaving Philadelphia for an out-of-town engagement is before 7:00 am, breakfast must be provided.

If the call time for leaving Philadelphia for an out-of-town engagement is before 1:00 pm, lunch must be provided.

If the call time for leaving Philadelphia for an out-of-town engagement is before 5:00 pm, dinner (hot meal) must be provided.

If arrival in Philadelphia from an out-of-town engagement is 1:00 pm or later, lunch must be provided.

If arrival in Philadelphia from an out-of-town engagement is 7:00 pm or later, dinner (hot meal) must be provided.

- 17. Substitutes must be paid the regular book price of the engagement (in cases where substitute price is not provided for) except when substituting for a member who is absent on account of sickness of himself or immediate family, court service, vacation, services for Local 77, or death in the immediate family, when pro rata must be accepted; “provided substitute has been apprised of these conditions in advance of accepting or playing the engagement.”
 - a. Substitute Price for Leaders on Permanent Engagements: Leader who takes charge of a permanent engagement for a contractor, on account of the contractor’s sickness, or illness, or death in his immediate family, or contractor’s court service, vacation, or services for Local 77, shall be paid Wage Scale pro rata of the contractor’s scale; provided, however, that the substitute leader has been apprised by the contractor of these conditions in advance of taking charge of the engagement.
- 18. Auditions: No audition is permitted without first obtaining permission of the Executive Board.
- 19. Temperature Restrictions: At no time shall musicians be required to perform if the temperature—on stage with full lighting—15 minutes before the scheduled concert time, is 95 degrees or higher, or 65 degrees or lower. If the temperature cannot be corrected within 45 minutes of the scheduled concert time, musicians must be paid in full for the service.
- 20. Contracts: No claims for engagements will be honored unless evidenced by a written AFM contract.

Mileage
(See List of Towns on last page)

Mileage is paid on miscellaneous engagements only, and does not apply on steady engagements.

Outside of our jurisdiction, unless otherwise provided for, the following mileage prices must be paid.

Where a leader sends musicians out of town on a mileage engagement for two nights in succession or more, the following rules shall apply if the members are required to remain out of town:

- (1) If the engagements are for the same purchaser of music, the mileage charges need only be paid once.
- (2) If the engagements are for different purchasers of music, the mileage from Philadelphia must be paid for each engagement.
- (3) In either event board and lodging must be paid.

Up to 15 miles from City Hall, no additional charge.

Ground Mileage
(For Out of Town Miscellaneous Engagements)

From 15 miles and within 25 miles from City Hall, additional	\$ 5.00
From 15 miles and within 50 miles from City Hall, additional	\$ 10.00
From 15 miles and within 75 miles from City Hall, additional	\$ 15.00
From 15 miles and within 100 miles from City Hall, additional	\$ 20.00
For each additional 25 miles or fraction thereof	\$ 5.00

Flying Mileage

Scheduled flying time (to be applied round-trip) at rate of \$10.00 per one-half (½) hour or fraction thereof, plus \$30.00 for to and from airports (including leader and/or contractor).

(Example: Scheduled flying time to destination 1½ hours, member to receive \$60.00 and \$30.00 to and from airports - total mileage pay \$90.00.)

In the event that a return by air from a previous night engagement is held up by weather or other adverse conditions resulting in return to Philadelphia after 6 PM of the following day, side musician is to be paid for a 3-hour engagement at prevailing scale for said evening.

The same formula will apply if the musician is obliged to leave for an out-of-town engagement by air on the day prior to the engagement. He will be reimbursed for a three-hour engagement at prevailing scale for this evening.

If compelled to remain out of town, all expenses for meals and lodging must be paid, as provided for in Wage Scale.

Leaders and/or contractors are not required to receive more than the side musician for mileage, transportation or out-of-town expenses.

WAGE SCALE LIST AND RULES

Pension: Pension on all engagements, unless otherwise provided for, is 10% of scale wages. Pension is part of scale and must be paid.

For Outside/Miscellaneous Engagements

Following rules to apply to all sections unless otherwise provided for:

RULE 1

Contractor's Wage Scale: Unless otherwise provided, the contractor's price on all engagements is 100% additional.

Surcharge: In addition to the minimum price, the contractor of every engagement not covered by a CBA must add a surcharge of 12% of the total scale. This provision is made to enable contractors to take care of their employer taxes and must be charged, except where the purchaser of music accepts responsibility as the employer and can show proof of exemption from Federal Old Age Benefits (FOAB) and State

Unemployment taxes unless otherwise provided for.

- (a) All contractors must make sure that all proper tax payments, such as Social Security, Unemployment Compensation, City Wage Tax, Workmen’s Compensation, Mercantile Tax, etc., (as required by the Federal, State and City Governments) are paid and complied with.
- (b) All deductions of any nature from a member’s salary must be recorded and itemized on the pay envelope or a separate slip of paper, properly dated and showing the name of the employer paying social security and other taxes.

RULE 2

- (a) Wage scale for leaders on engagements that are not of a permanent character. The leader who takes charge of an engagement for a contractor shall receive 50% above the Wage Scale. The leader who takes charge of a portion of an engagement shall receive 50% additional for each half hour or fraction thereof. The leader, who takes charge of a portion of an engagement and does not complete the engagement, must be paid the basic wage of the engagement, plus 50%.
- (b) Contractors are cautioned that in accepting contracts from booking agents, they must receive the full 100% contractor’s wage (plus the 12% as provided in the wage scale for single engagements.) This applies even though the booking agent is a member of our Local.

RULE 3

Playing alone: On miscellaneous engagements, a member who plays alone shall receive 50% additional, unless otherwise provided. The 12% surcharge also applies under this rule.

RULE 3(A)

New Year’s Eve: Unless otherwise provided for, New Year’s Eve engagements, terminating after 7:00 pm, double applicable scale.

The following Wages Scales are minimum scale.

**RULE 4
(Single Engagement)**

- (a) All functions, unless otherwise provided for, three hours or less, terminating not later than midnight, per musician, not less than:

Monday thru Sunday \$175.00

- (b) Engagements contracted to begin at 12 midnight, or later:

2 hours or less, Monday thru Sunday \$180.00

Overtime: Rule 5 to apply.

(c) Dancing school recitals not exceeding 3 hours, terminating not later than midnight \$175.00

Rehearsal pianist for dancing schools, per hour \$95.00

(d) Where wedding ceremonies and wedding breakfasts, receptions, religious services, etc., are held in different places and the same members are used for both; the time of the engagement is to be computed continuously and covering the period of transfer.

(e) Strolling: Strolling consists of playing at tables or walking around among the guests while playing. Each member who strolls during an engagement shall receive \$50.00 for the first three hours or less and \$25.00 for each subsequent hour additional over and above the price of the engagement whether continuous or not.

(f) Holidays:

New Year's Eve: Engagements 3 hours or less terminating after 7 pm 100% extra per musician including contractor and/or leader.

- New Year's Day \$300.00
- Memorial Day \$300.00
- July 4th \$300.00
- Labor Day \$300.00
- Thanksgiving Day \$300.00
- Christmas Day \$300.00

Overtime on performance, per 15 minutes.....\$25.00

Rehearsals, 2 ½ hours or less.....\$175.00

Overtime on rehearsals, per 15 minutes.....\$20.00

(g) **Intermissions:** Twenty minutes intermission during each hour (OFF THE STAND) must be given to all members playing single engagements. IN NO EVENT MAY MEMBERS BE REQUIRED TO PLAY MORE THAN 40 CONSECUTIVE MINUTES. Musicians must be given 20 minutes intermission between the termination of a rehearsal and the start of a show. At the conclusion of the show which runs more than forty (40) minutes, musicians may play one dance set, limited to 10 minutes, after which musicians must be given their full intermission due them to that point.

h. Contracts: No claims for engagements will be honored unless evidenced by a written contract.

continued

(i) Unless otherwise provided for by the Executive Board in advance of the date of the engagement, if an engagement does not take place because of weather conditions, the musicians must be paid.

(j) Where an instrumentalist performs alone as an act in a show, he/she shall be paid \$200.00 per show; where an instrumental group plays in a show, as an act, they shall be paid \$175.00 per musician. Leader, 50% extra. Rule 10 does not apply to this section.

k. A CONTRACTOR, TO TAKE ADVANTAGE OF THE LOWER PRICES PROVIDED FOR IN RULE 11, SECTION L AND PRIVATE CLUBS, MUST INFORM THE SIDE MUSICIAN OF THE FACT THE ENGAGEMENT IS GOVERNED BY A SPECIAL PRICE AT THE TIME OF HIRING, OTHERWISE HE WILL BE BOUND TO PAY THE SIDE MUSICIAN IN ACCORDANCE WITH RULE 4(A).

l. Weekly meeting for Lions, Rotary, Optimists and Kiwanis Clubs — not more

than one hour, terminating not later than 8 PM.

Instrumentalists alone\$140.00

(m) **Pension: 10% of scale wages**

RULE 5
(Overtime)

Monday thru Sunday:

Overtime until 12 midnight, for each half hour
or fraction thereof \$45.00

After 12 midnight any half hour segment \$50.00

RULE 6
(Continuous Playing)

Twenty minutes intermission during each hour (off the stand) must be given to all members playing dance engagements, otherwise engagement shall be considered continuous. THE FIRST INTERMISSION CANNOT APPLY UNTIL AFTER THE FIRST 40 MINUTES OF PLAYING HAVE BEEN CONSUMED. In no event may members be required to play more than 40 consecutive minutes, otherwise engagement shall be considered continuous. There must be a mandatory five-minute rest period in each hour, off the band stand, on a continuous engagement individually or collectively. Also to apply to lull orchestras, trios and quartets, etc., who are featured on single engagements.

First 3 hours or less of continuous playing,
per musician additional \$65.00

Each additional half hour or fraction thereof \$32.50

When show is played during a continuous engagement, show scale must be paid in addition.

RULE 7
(Cartage)

Contractors must provide cartage for the following:

Console Organ/Celeste	\$50.00
Harpsichord	\$50.00
Harp	\$50.00
Tympani (2)	\$50.00
(\$15.00 to be paid for each additional Tympani)	
Cordovox	\$20.00
Accordion (with or without Amplifier)	\$20.00
Concert Marimba, Vibraphone, Xylophone	\$20.00
Electric Piano and/or Portable Organ w/Amplifier, Synthesizer	\$25.00
Additional Synthesizer or any number of modules	\$10.00
Small Marimba, Vibraphone, Xylophone	\$15.00
Chimes	\$15.00
Concert Bass Drum	\$15.00
Orchestra Bells	\$10.00
Tam-Tam	\$10.00
Drum Set	\$20.00
Misc. Percussion	\$10.00
Congas (2)	\$10.00
String Bass (SIC)	\$10.00
Electric Bass (Amp. Included)	\$10.00
Cello	\$10.00
Baritone Saxophone	\$10.00
Tuba	\$10.00
Sousaphone	\$10.00
Amplifier	\$10.00

Cartage must be paid each time an instrument is transported to the venue.

RULE 7(A)
(PA Systems)

Leaders or members of orchestra furnishing P.A. Systems for single engagements must charge no less than \$50.00 for same.

RULE 8

Shows, Dance (or Banquet): Musicians who play a show (limited to 1½ hours) in conjunction with a dance and/or banquet shall be paid \$80.00 additional over and above the regular scale. If the show exceeds 1½ hours in duration, the musicians shall be paid an additional \$20.00 per ½ hour.

At the conclusion of a show, musicians may play one dance set, limited to 10 minutes, after which musicians must be given their full intermission due them to that point.

Note: A show is defined as consisting of one or more performers who require the orchestra or any part thereof.
TALK OVER REHEARSAL IS CONSIDERED THE SAME AS PLAYING AND MUST BE PAID FOR. TALK OVER REHEARSAL IS NOT PERMITTED DURING INTERMISSION PERIOD.

Pension: 10% of scale wages.

RULE 9

Shows: (Other than star attraction):

2 hours or less, per musician, terminating not later than midnight \$165.00

Doubling for Shows, per instrument (includes Rehearsal and Overtime): 10% additional

Overtime: Rule 5 to apply

Rehearsal: Rule 10 to apply

Pension: 10% of scale wages.

RULE 10
(Rehearsals)

Rehearsals taking place before function begins, per half hour \$50.00
Rehearsals terminating not later than 6 PM, 2 hours or less \$100.00
Rehearsals terminating after 6 PM, must be paid for at the same rate as performance.
For each additional half hour or fraction thereof. \$40.00

Rehearsals beginning 6:00 PM or later, not preceding a performance, must be paid for at the same rate as performance.

Overtime: Rule 5 to apply

Dress rehearsals: same price as performance

An average of 10 minutes intermission per hour off the stand must be given to the musicians unless otherwise provided for.

This rule applies to all sections unless otherwise provided for.

RULE 11

SECTION 1

COLLEGE FRATERNITIES-SORORITIES

(The prices apply only when no admission fee is charged)

A contractor to take advantage of the prices provided for in this section, must inform the side musician of the fact that the engagement is governed by this special price at the time of hiring; otherwise he will be bound to pay the side musician in accordance with Rule 4(a).

1. Book prices to prevail for all functions run directly by colleges, schools, etc.
2. All fraternity, sorority, and Nurses' Homes affairs run in their own houses, or RENT FREE college halls.

Three hours or less, terminating not later than 1 AM \$140.00
Overtime: For each half hour or fraction thereof \$35.00

Leader and/or contractor: 50% additional on above

Pension: 10% of scale wages.

SECTION 2
BRASS BANDS

(Mileage does not apply under this section)

Parades, Funerals, Etc.

Parades in conveyances, funerals, escorts, and fiestas, any time of the day, not over 3 hours, from the time of reporting	\$125.00
Parades, at any time of day, not over 3 hours, from the time of reporting	\$150.00
Concert Bands.....	Class 3 Concert price to prevail
National Conventions.....	To BE NEGOTIATED
New Year's Day parades, 3 hours	\$300.00
Overtime	\$30.00 per hour or fraction
Memorial services, given by fraternal and other organizations in churches, halls or theatres, not to exceed 2 hours, each performance	\$120.00

Leader and/or contractor to receive double on all above engagements.

Instrumentalists alone: 50% extra.

Pension: 10% of scale wages.

continued

Ethnic Feasts

4 hours of playing within a stretch of 5 hours, beginning not later than 4 PM	\$200.00
One day, 3 sessions or less, not more than 7½ hours of playing time	\$350.00

Leader and/or contractor to receive double on all above engagements.

Overtime: Rule 5 to apply

Pension: 10% of scale wages.

Professional Sports

SUPER BOWL AND WORLD SERIES GAMES TO BE NEGOTIATED

3½ hours or less	\$250.00
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Overtime: Rule 5 to apply

**SECTION 2(A)
RINGLING BROS. & BARNUM AND BAILEY CIRCUS**

**SECTION 2(B)
CIRCUSES - RODEOS**

Each performance 3 hours or less; limited to 2 performances the same day \$200.00
For 3rd performance same day per musician \$225.00

First Trumpet under this section to receive \$50.00 additional per performance.

Overtime: Rule 5 to apply

Cartage: Rule 7 to apply

Midnight show on New Year’s Eve: Musicians must be paid \$150.00 in addition to regular scale

Rehearsal: Rule 10 to apply

Doubling: Musicians doubling on another instrument shall receive in addition to their regular wages 25% for first Double per performance and 15% for each Double thereafter per performance. Doubling also applies to rehearsals.

Leader and/or Contractor: 100% additional on all above.

Pension: 10% of scale wages.

**SECTION 3
COMMENCEMENTS, ETC., BACCALAUREATES, CLASS-DAY EXERCISES, ALUMNI, LECTURERS, DEDICATIONS
AND UNVEILINGS OF TABLETS, STATUES, ETC.**

Rule 4 to apply

**SECTION 4
CONVENTIONS, EXHIBITS, AUTOMOBILE AND INDUSTRIAL SHOWS**

Monday to Friday, 2 hours or less \$240.00
Saturdays, 2 hours or less \$240.00
Sundays, 2 hours or less \$240.00

Overtime: Half-hour or less \$65.00

An intermission of 10 minutes per hour must be provided for.

Doubling: 25% for 1st Double; 15% for each Double thereafter

Pension: 10% of scale wages.

**SECTION 5
WATER AND ICE SHOWS**

AS PER NATIONAL AGREEMENT

**SECTION 6
BALLROOMS**

TO BE NEGOTIATED

**SECTION 7
HOTELS, MOTELS, CAFES, RESTAURANTS, PRIVATE CLUBS, ETC.**

Engagements where contractor performs but does not lead, the contractor's 50% shall be divided between the leader and contractor into equal parts of 25%.

Intermission (off the stand) of twenty (20) minutes each hour must be given to the orchestra on all engagements under this section. However, intermission cannot be credited to the orchestra at the start of the engagement.

No splitting of sessions is permitted on engagements.

Members of an orchestra performing in any establishment must not augment, sit in, or in any way combine or exchange places with the members of another orchestra performing at the same establishment, whether in the same room or a different room, either individually or collectively.

All contracts for permanent engagements must be filed with the Secretary before the engagement starts or within one week after the signing thereof, whichever is sooner, and no contract is binding upon parties thereto, or the Local, until accepted and approved by the Executive Board.

continued

Surcharge: In addition to the following scales, the contractor or leader of engagements under this section, must add a surcharge of 12% of the total scale where the establishment does not assume the responsibility as employer for the purposes of taxes.

Substitutes: Substitutes on all engagements under this section must be paid not less than the outside scale, plus additional compensation for playing in a show, in accordance with Rule 8.

Engagements:

Per musician not less than

Hours	Terminating not later than	Weekly Salary (5 days)	Weekly Salary (6 days)
2	8:30 PM	\$425.00	\$450.00
3	8:30 PM	\$450.00	\$510.00
4	8:30 PM	\$490.00	\$550.00

Engagements terminating after 8:30 PM:

2	\$450.00	\$520.00
3	\$510.00	\$550.00
4	\$550.00	\$620.00
5	\$620.00	\$690.00

Overtime, per musician per half hour or fraction thereof	\$25.00
Rehearsals, 2 hours or less	\$110.00
Overtime on rehearsal, per musician per half hour.	\$25.00

ENGAGEMENTS:

One night per week	\$225.00
Two nights per week.	\$360.00
Three nights per week.	\$450.00
Four nights per week	\$550.00

(Not more than five hours per night.)

An average intermission (off the stand) of not less than ten (10) minutes each half hour must be given to each musician.

Leader: 50% additional

New Year's Eve: In addition to their regular salaries, the musicians must be paid \$200.00 including leader.

Instrumentalist playing alone: 25% extra

Strolling: \$50.00 per night extra

Pension: 10% of scale wages.

**SECTION 8
FASHION OR MODEL SHOWS**

1 session, not more than 2 hours	\$150.00
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Regular overtime to apply.

Contractor: 100% extra

Instrumentalist alone: 50% extra

Pension: 10% of scale wages.

SECTION 9

RELIGIOUS SERVICES, ETC.

(Music as part of a traditional religious service)
(Also includes funeral services)

Morning or afternoon service, not more than 2 hours, and terminating not later than 6 PM	\$160.00
Evening service (6 PM to 12 midnight), not more than 2 hours	\$185.00
Midnight service (12 midnight to 8 AM), not more than 2 hours	\$225.00
Wedding ceremonies only, not more than 2 hours, and terminating not later than 8 PM	\$185.00

Rehearsals: RULE 10 to apply

(For Wedding Ceremonies Only)

Instrumentalist alone: 50% extra.

Leader: 50% extra

Pension: 10% of scale wages.

Note: Cantatas, Oratorios and Religious Services of a commercial nature are not included in this section. See Rule 11, Section 14.

SECTION 10

MISCELLANEOUS FUNCTIONS

Boat Excursions, Picnics, Etc. (Orchestra or Band)

BY NEGOTIATIONS

SECTION 11

RADIO AND TELEVISION

TELETHONS TO BE NEGOTIATED

Note: Wherever the word “broadcast” is used, same is meant to apply also to word “telecast.”

These prices apply to ALL radio and television stations regardless of classification.

Local Engagements

½ hour broadcast or less (with or without ½ hour rehearsal immediately preceding broadcast)	\$150.00
1 hour broadcast, with no rehearsal	\$160.00
Overtime on broadcast for each 15 minutes or fraction thereof	\$50.00
Overtime for rehearsal, immediately preceding the broadcast, per half hour or less	\$52.50

Morning or Afternoon Rehearsals

Rehearsal, ending by 6 PM other than immediately preceding broadcast, 1 st hour or less	\$125.00
Overtime thereafter, per half hour or fraction thereof	\$50.00

Evening Rehearsals

Same night as broadcast, starting at 6 PM or later, but not immediately preceding the broadcast, “Morning or Afternoon Rehearsal” prices apply.

Evening rehearsal starting at 6 PM or later, OTHER than same night of broadcast, 2 hours or less	\$170.00
Overtime on this rehearsal, per half hour or fraction thereof	\$50.00

MUSICIANS, called in for costuming or make-up, which requires preparation, either for television broadcasting or rehearsal therefore, will be paid \$40.00 for each such costuming or makeup. In no event shall musicians be called in for such purpose more than one hour prior to such rehearsal or live television broadcast, so that the makeup and/or costuming done shall immediately precede such rehearsal or television broadcast. Musicians may be required to wear tuxedos or business suits without additional fee.

For show immediately following, or before a visual broadcast, \$55.00 per musician per half hour or part thereof.

Price for simultaneous broadcast and telecast (simulcast) is double the single rate; rehearsal price shall apply only once.

- Contractor: Double Scale
- Leader: Double Scale
- Instrumentalist alone: Double Scale

Doubling: Playing more than one instrument; for each instrument

Per performance per musician, additional	\$45.00
Per rehearsal per musician, additional	\$30.00

Pension: 10% of scale wages.

**SECTION 12
STAR ATTRACTIONS, EXTRAVAGANZAS, ETC.**

Performances, 2 hours or less; limited to 2 shows same day per musician per show.	\$200.00
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For 3 rd show, same day.....	\$250.00
Overtime: Performance, per 15 min.....	\$30.00
Rehearsal: 2 hours	\$140.00
Overtime for rehearsals	\$30.00 per half hour
Sound Check: A 1 hour sound check is permitted and must commence no more than 90 minutes prior to the performance (No New Material is permitted to be rehearsed)	\$80.00

Doubling: 25% for 1st Double; 15% for each Double thereafter. Also applies to rehearsals/sound check.

Contractor: Double Scale

Leader: Double Scale

Concertmaster: 50% above scale

Principal Players: 15% above scale; Principal Trumpet to receive \$30.00 additional, per performance

Pension: 10% of scale wages.

Cartage: Rule 7 to apply

New Year's Eve: Musicians must be paid 100% above scale

Holidays:

Performances, 2 hours or less; limited to 2 shows same day, per musician per show.....	\$250.00
For 3 rd show, same day.....	\$300.00
Overtime: Performance, per 15 minutes.....	\$40.00
Rehearsal, 2 hours.....	\$180.00
Overtime for rehearsals.....	\$35.00 per half hour
Sound Check: A 1 hour sound check is permitted and must commence no more than 90 minutes prior to the performance (No New Material is permitted to be rehearsed).....	\$85.00

All Rehearsals, ending after 7 PM: same price as performance.

Intermission of 10 minutes per hour or equivalent thereof (off the stand) on rehearsals must be given to all musicians.

At no time will musicians be required to rehearse for more than ninety (90) minutes without a break.

There must be at least a 1-hour break between all services (rehearsals and/or performances; excludes sound check).

SECTION 13
OPERA AND BALLET

CLASS A: Where top price of admission exceeds \$10.50

CLASS B: Where top price of admission does not exceed \$10.50

(The above is exclusive of box seats and taxes)

Opera - Single Performance

Class A	\$270.00
Class B	\$220.00

Overtime: \$15.00 per musician per 15 minutes or fraction

Performances limited to 3½ hours. Terminating not later than midnight.

All Dress Rehearsals limited to 3½ hours, same as performance.

All Rehearsals ending after 7 PM, same price as performance.

Pension: 10% of scale wages.

Ballet - Single Performance

Class A	\$270.00
Class B	\$220.00

Overtime: \$15.00 per musician, per 15 minutes or fraction

Performance limited to 3 hours. Terminating not later than midnight.

All Dress Rehearsals limited to 3 hours, same as performance.

All Rehearsals ending after 7 PM, same price as performance.

Pension: 10% of scale wages.

Opera & Ballet Rehearsals

Class	3 hours or less, terminating not later than 6 PM	Overtime to 6 PM per 15 min.
A	\$190.00	\$30.00
B	\$175.00	\$27.50

Intermission of 10 minutes per hour or equivalent thereof (off the stand) on rehearsals must be given to the musicians.

At no time will musicians be required to rehearse for more than ninety (90) minutes without a break.

There must be at least a 1-hour break between all services (rehearsals and/or performances).

Weekly Ballet Scale to be negotiated.

Contractor: double price on all the above (whether contractor is playing member or not)

Conductor: on all opera and ballets, 100% additional

Concertmaster: 50%

Principal players: 15%

Pension: 10% of scale wages.

OPERA DRESS REHEARSAL DEFINITION

A Dress Rehearsal shall be deemed to take place when the curtain is raised for more than one half (1/2) hour after the commencement of the rehearsal and there is a call for the stage crew, and there are singers on stage.

A Dress Rehearsal, however, shall not be deemed to take place if the curtain is raised for more than one half (1/2) hour where the singers are on the apron of the stage, and the stage crew is performing work unrelated to the musical rehearsal.

If during the course of a regular 3 1/2 hour Dress Rehearsal, services are required for fifteen (15) minutes or more preceding or following the actual Dress Rehearsal, a fifteen (15) minute intermission shall be given in each instance.

NOTE: All contractors must inform members of the Orchestra if a Dress Rehearsal is to take place, and also notify the Local.

BALLET DRESS REHEARSAL DEFINITION

A Dress Rehearsal is a company rehearsal of the performance, under the direction of the Ballet’s Artistic Director or his designee, during which the dancers perform with the orchestra.

**Stage Musicians, Opera or Ballet
Single Show Per Musician**

With or without one hour rehearsal prior to the performance - not earlier than 7 PM

Class A	\$270.00
Class B	\$220.00

Stage musicians are not permitted to play in the orchestra pit, or vice versa.

Pension: 10% of scale wages.

SECTION 14

**SYMPHONY CONCERTS, CONCERTS, SINFONIETTA, CANTATAS AND ORATORIOS,
AND RELIGIOUS SERVICES OF A COMMERCIAL NATURE, ETC.**

On out of town engagements: mileage applies. Transportation and meals must also be provided.

Philadelphia Orchestra: provided for in Trade Agreement

Doubling on all Rule 11, Section 14: 50% additional

Contractor: Double Scale

Leader: 100% above scale

Concertmaster: 50% above scale

Principal Players: 15% above scale

Pension: 10% of scale wages.

All concerts under this section, unless otherwise provided for, limited to 2 1/2 hours.

Intermission of 15 minutes off the stage must be given to the musicians during a concert.

All dress rehearsals limited to 2 1/2 hours - same price as performance.

All rehearsals ending after 7:00 PM, same price as performance.

Intermission of 10 minutes per hour or equivalent thereof (off the stand) on rehearsals must be given to all musicians.

At no time will musicians be required to rehearse for more than ninety (90) minutes without a break.

There must be at least 1 hour break between all services (rehearsals and/or performances).

Holiday Rates: Rule 4(f) scales to apply

Sound Check: A 1 hour sound check is permitted and must commence no more than 90 minutes prior to the performance (**No New Material is permitted to be rehearsed**) 15 minutes or fraction thereof..... \$30.00

Per musician
not less than

Class 1) - Where price of admission exceeds \$10.00 (exclusive of tax and Box Seats)

Concert \$180.00
Rehearsal 2½ hours. \$125.00
Overtime on concert, each 15 minutes or fraction thereof \$25.00
Overtime on rehearsal, each 15 minutes or fraction thereof \$25.00

(Class 2) - Admission not to exceed \$10.00 (exclusive of taxes and Box Seats)

Concert \$155.00
Rehearsal 2½ hours. \$120.00
Overtime on concert, each 15 minutes or fraction thereof \$23.00
Overtime on rehearsal, each 15 minutes or fraction thereof \$23.00

(Class 3) - Admission not to exceed \$5.00 (exclusive of taxes and Box Seats)

Concert \$130.00
Rehearsal 2½ hours \$90.00
Overtime on concert, each 15 minutes or fraction thereof \$18.00
Overtime on rehearsal, each 15 minutes or fraction thereof \$17.00

(Class 4) - Admission not to exceed \$4.00; Concerts given by churches and synagogues

Concert 2½ hours \$125.00
Rehearsals, 2½ hours or less \$85.00
Overtime on concert, each 15 minutes or fraction thereof \$18.00
Overtime on rehearsal, each 15 minutes or fraction thereof \$17.00

SECTION 14(A)

Playing Librarian: 50% extra

Non-Playing Librarian: Regular Scale

Pension: 10% of scale wages.

Note: Oratorios and Cantatas, which are split into one concert of two sessions with one admission price for two-part

concert, price shall be computed from the beginning of first part to the conclusion of 2nd part as one continuous engagement (price is based on Rule 11, Section 14). After 2½ hours, any additional time shall be considered overtime at \$50.00 per hour or fraction thereof.

**SECTION 15
PUBLIC SERVICE SCALE***

Performance, per musician, 2½ hours or less	\$110.00
Approved rehearsal, per musician, 2½ hours or less	\$75.00
Leader	100% additional
Conductor and/or Contractor	100% additional
Musicians Playing Alone	50% additional
Approved Doubling	50% additional

Cartage: Rule 7 to apply

All performances and rehearsals limited to 2½ hours.

All performances must be free and open to the public. There may be no admission charge, ticket sales or donations of any kind.

This scale applies to morning, afternoon or evening performances any day of the week.

Pension: 10% of scale wages.

***Employer must obtain prior approval from Local 77 to use this provision.**

**SECTION 16
MUSICOPIA, ETC.**

TO BE NEGOTIATED

**SECTION 17
AUDIO ARCHIVAL/GRANT TAPING**

For all services that are taped for Archival/Grant Taping, which are not covered by a current Collective Bargaining Agreement – \$15.00 per musician and/or leader/contractor per taping.

Tapes used for any purpose other than Archival must be paid (wages and benefits) at the full applicable Federation and/or Local Rate.

**SECTION 18
MUSICAL/THEATER SHOWS**

The following scales shall cover venues where there is no collective bargaining agreement.

All scales shall be for eight (8) performances per week. A week shall consist of six (6) days with one (1) day off. All performances shall be three (3) hours or less. Six (6) or more performances constitute a week. Less than six (6)

performances a week shall be pro-rata of the weekly scales.

Contractor: Double Scale

Archival Taping: Rule 11, Section 17 to apply

Intermissions of 10 minutes per hour or equivalent thereof (off the stand) on rehearsals must be given to all musicians.

Musicians who are required to attend a rehearsal or performance because they are subbing on a show shall be paid rehearsal scale.

Any condition(s) of employment not covered below must be negotiated between the Employer and Local 77, AFM.

continued

For shows in venues with a seating capacity of:

A) Venues up to 600 seats:

PERFORMANCES:

Weekly Scale	\$900.00
Additional Performances (beyond 8 per week)	\$169.00
Overtime on Performances (per ½ hour)	\$18.50

REHEARSALS:

Three (3) hours or less, terminating before 6:00 PM	\$96.00
Three (3) hours or less, terminating after 6:00 PM and Dress Rehearsals.	\$112.00
Overtime on Rehearsals before 6:00 PM	Pro-rated in ½ hr increments
Overtime on Rehearsals after 6:00 PM.	Pro-rated in ½ hr increments
Short Rehearsals immediately before a performance must terminate 45 minutes before the Performance and shall be paid in increments of ½ hour or less . . .	\$18.50

DOUBLING (Paid on Weekly Scale, Rehearsals and Overtime):

1 st Double	20%
Each additional instrument	15%
Synthesizers and keyboards	25% regardless of the number of instruments or modules

PLAYING ON STAGE:

Weekly, per musician (up to 8 shows per week)	
Wearing Tuxedo or Pit Black	\$51.25
In Costume	\$61.50
Performing minor choreography or speaking lines	\$77.00

PRINCIPAL PLAYERS:

Weekly, per musician (up to 8 shows per week)	
1 st Trumpet (regardless of number of trumpet players or highest brass instrument)	20%
1 st Violin (regardless of number of violinists or highest string instrument).	20%

CARTAGE:

A one-time payment of **\$50.00** per run of each show shall be paid each musician if applicable, provided that a secure, locked storage area is available for instruments and the employer assumes all liability for any theft or damage to instruments left in the theater. Otherwise, Cartage, Rule 7 to apply.

PENSION AND WORK DUES:

- 1. **The Employer shall pay 11% of scale wages to the American Federation of Musicians' EP-Fund and submit payment to Local 77, A.F. of M., together with a signed Participation Agreement.**
- 2. The Employer will deduct and remit to Local 77, A.F. of M. work dues at the rate of **3.5%** of scale wages for all A.F. of M. members.

B) Venues between 601 and 1500 seats:

PERFORMANCES:

Weekly Scale	\$1190.00
Additional Performances (beyond 8 per week)	\$223.50
Overtime on Performances (per 1/2 hour)	\$24.50

continued

REHEARSALS:

Three (3) hours or less, terminating before 6:00 PM	\$110.00
Three (3) hours or less, terminating after 6:00 PM and Dress Rehearsals.....	\$152.00
Overtime on Rehearsals before 6:00 PM	Pro-rated in 1/2 hr increments
Overtime on Rehearsals after 6:00 PM	Pro-rated in 1/2 hr increments
Short Rehearsals immediately before a performance must terminate 45 minutes before the Performance and shall be paid in increments of 1/2 hour or less ..	\$22.50

DOUBLING (Paid on Weekly Scale, Rehearsals and Overtime):

1 st Double	20%
Each additional instrument	15%
Synthesizers and keyboards	25% regardless of the number of instruments or modules

PLAYING ON STAGE:

Weekly, per musician (up to 8 shows per week)	
Wearing Tuxedo or Pit Black	\$82.00
In Costume	\$102.50
Performing minor choreography or speaking lines	\$128.00

PRINCIPAL PLAYERS:

Weekly, per musician (up to 8 shows per week)	
1 st Trumpet (regardless of number of trumpet players or highest brass instrument)	20%
1 st Violin (regardless of number of violinists or highest string instrument)	20%

CARTAGE:

Cartage, Rule 7 to apply.

PENSION AND WORK DUES:

- 1. **The Employer shall pay 11% of scale wages to the American Federation of Musicians' EP-Fund and submit payment to Local 77, A.F. of M., together with a signed Participation Agreement.**
- 2. The Employer will deduct and remit to Local 77, A.F. of M. work dues at the rate of **3.5%** of scale wages for all A.F. of M. members.

C) Venues between 1501 and 2400 seats:

PERFORMANCES:

Weekly Scale	\$1,390.00
Additional Performances (beyond 8 per week)	\$260.00
Overtime on Performances (per ½ hour)	\$29.00

REHEARSALS:

Three (3) hours or less, terminating before 6:00 PM	\$125.00
Three (3) hours or less, terminating after 6:00 PM and Dress Rehearsals	\$172.00
Overtime on Rehearsals before 6:00 PM.	Pro-rated in ½ hr increments
Overtime on Rehearsals after 6:00 PM	Pro-rated in ½ hr increments
Short Rehearsals immediately before a performance must terminate	
45 minutes before the Performance and shall be paid in increments of ½ hour or less . . .	\$25.50

DOUBLING (Paid on Weekly Scale, Rehearsals and Overtime):

1 st Double	25%
Each additional instrument	15%
Synthesizers and keyboards	25% regardless of the number of instruments or modules

continued

PLAYING ON STAGE:

Weekly, per musician (up to 8 shows per week)	
Wearing Tuxedo or Pit Black	\$102.50
In Costume	\$128.00
Performing minor choreography or speaking lines	\$154.00

PRINCIPAL PLAYERS:

Weekly, per musician (up to 8 shows per week)	
1 st Trumpet (regardless of number of trumpet players or highest brass instrument).	25%
1 st Violin (regardless of number of violinists or highest string instrument).	25%

CARTAGE:

Cartage, Rule 7 to apply.

PENSION AND WORK DUES:

- The Employer shall pay 11% of scale wages to the American Federation of Musicians' EP-Fund and submit payment to Local 77, A.F. of M., together with a signed Participation Agreement.**
- The Employer will deduct and remit to Local 77, A.F. of M. work dues at the rate of **3.5%** of scale wages for all A.F. of M. members.

D) Venues over 2400 seats:

PERFORMANCES:

Weekly Scale	\$1,620.00
Additional Performances (beyond 8 per week)	\$303.00
Overtime on Performances (per ½ hour)	\$34.00

REHEARSALS:

Three (3) hours or less, terminating before 6:00 PM	\$153.00
Three (3) hours or less, terminating after 6:00 PM and Dress Rehearsals.	\$199.00
Overtime on Rehearsals before 6:00 PM	Pro-rated in ½ hr increments
Overtime on Rehearsals after 6:00 PM	Pro-rated in ½ hr increments
Short Rehearsals immediately before a performance must terminate	

45 minutes before the Performance and shall be paid in increments of ½ hour or less . . \$34.00

DOUBLING (Paid on Weekly Scale, Rehearsals and Overtime):

1 st Double	25%
Each additional instrument	15%
Synthesizers and keyboards	25% regardless of the number of instruments or modules

PLAYING ON STAGE:

Weekly, per musician (up to 8 shows per week)	
Wearing Tuxedo or Pit Black	\$123.00
In Costume	\$149.00
Performing minor choreography or speaking lines	\$169.00

PRINCIPAL PLAYERS:

Weekly, per musician (up to 8 shows per week)	
1 st Trumpet (regardless of number of trumpet players or highest brass instrument).	25%
1 st Violin (regardless of number of violinists or highest string instrument)	25%

CARTAGE:

Cartage, Rule 7 to apply.

continued

PENSION AND WORK DUES:

- 1. The Employer shall pay 11% of scale wages to the American Federation of Musicians' EP-Fund and submit payment to Local 77, A.F. of M., together with a signed Participation Agreement.**
2. The Employer will deduct and remit to Local 77, A.F. of M. work dues at the rate of **3.5%** of scale wages for all A.F. of M. members.

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Mileage as Computed from City Hall, Philadelphia by AAA

	Miles
Marcus Hook, PA	1
	8
Millville, NJ	4
	3
Mount Holly, NJ	2
	3
New Hope, PA	3
	4
New York, NY	9
	4
Newark, NJ	8
	4
Newtown, PA	2
	6
Norristown, PA	1
	7
North Wales, PA	2
	2
Paoli, PA	1
	9
Paulsboro, NJ	1
	7
Pennsgrove, PA	2
	7
Phoenixville (Valley Forge), PA	2
	8
Pitman, NJ	1
	9
Pottstown, PA	3
	8
Pottsville, PA	9
	0

Princeton, NJ	4
	3
Quakertown, PA	3
	9
Reading, PA	5
	4
Salem, NJ	4
	0
Seaside Park, NJ	6
	4
Spring Lake, NJ	7
	1
Swedesboro, NJ	2
	3
Trenton, NJ	3
	3
West Chester, PA	2
	7
Westtown, PA	2
	3
Whitmarsh, PA	1
	7
Wildwood, NJ	9
	0
Williamsport, PA	1
	9
	0
Williamstown, NJ	2
	3
Wilmington, DE	2
	7

Miles

Allentown, PA.....	5
	7
Ambler, PA	1
	7
Asbury Park, NJ	7
	1
Atlantic City, NJ	6
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Baltimore, MD	9
	8
Beach Haven, NJ	6
	8
Berwyn, PA	1
	7
Bethlehem, PA	5
	6

Bridgeport, PA	1
	7
Bridgeton, NJ	4
	0
Bristol, PA.....	2
	2
Brown’s Mills, NJ.....	3
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Burlington, NJ.....	2
	1
Cape May, NJ.....	9
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Chester, PA	1
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Coatesville, PA	3
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Collegeville, PA.....	2
	5
Devon, PA.....	1
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Downingtown, PA.....	3
	1
Doylestown, PA	2
	6
Eddington, PA.....	1
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Egg Harbor, NJ	4
	3
Fort Washington, PA	1
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Glassboro, NJ.....	2
	1
Hammonton, NJ	3
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Harrisburg, PA	1
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Kennett Square, PA.....	3
	2
Lancaster, PA.....	6
	5
Langhorne, PA	2
	2
Lansdale, PA	2
	7
Long Branch, NJ	7
	8

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