

AREA-WIDE CASUAL WAGE SCALE - MUSICIANS UNION LOCAL 6

MAY 1, 2015 THROUGH APRIL 30, 2016

This wage scale is a part of the Bylaws of Local 6, AFM.
Any violation of same shall be considered a breach of Good Faith and Fair Dealing.

1. CASUAL ENGAGEMENT CONTRACT AND REPORT PROCEDURES

- A. Prior reports for all casual engagements contracted in this jurisdiction must be made as follows:
1. By sending properly executed casual contract to Local 6, or
 2. By writing or telephoning a report to Local 6 with the following information: name of Leader-Contractor; date of engagement; place of engagement; hours of engagement; number of musicians employed; type of engagement.
- B. Properly executed contracts for casual engagements must be submitted to Local 6 not later than five (5) days after the engagement has been performed.
- C. Contracts submitted by members or Booking Agents must be for AFM musical services only.

2. BOOKING AGENTS AND MANAGERS

- A. Booking agents shall be held responsible for payment to musicians should any of their clients default in payment.
- B. Members are prohibited from signing exclusive management contracts without prior approval of the AFM.

3. LOCAL 6 JURISDICTION

The jurisdiction of this Union shall embrace all the of the following counties: San Francisco, Marin, Alameda, San Mateo, Santa Clara, Santa Cruz, San Benito, Monterey, Del Norte, Humboldt, Lake, Mendocino, Solano, Sonoma, plus all of Trinity County (except those locations specified as within the jurisdiction of Local 12, Sacramento).

4. OUT OF JURISDICTION ENGAGEMENTS

The following conditions apply to all out-of-jurisdiction engagements:

- A. They shall not be taken for less than Local 6 wage scales.
- B. Except as provided in the table in Section 5, automobile transportation shall be paid as follows: a charge of not less than the prevailing IRS rate per mile each way per musician.
- C. If transportation is provided: see Board of Directors prior to the engagement.
- D. More than fifty miles from San Francisco: musicians may be required to report 1/2 hour prior to playing time without extra charges.
- E. Over 75 miles from San Francisco extending past 12:00 midnight, or over 150 miles from San Francisco extending past 10:00 p.m.: members shall be provided with 1) **suitable hotel accommodations (AAA 2 star rating or better)** or, if hotel is not provided, paid an amount to be determined by the Board of Directors prior to the engagement, and 2) breakfast or paid **\$15.00**.
- F. When necessary to leave jurisdiction before 5:30 p.m.: members shall be provided with dinner or paid **\$30.00**. When necessary to leave before 12:00 p.m.: members shall be provided with lunch or paid **\$20.00**.
- G. Engagements of more than one day: a meal per diem of **\$65.00** shall be paid and rooms provided as in Section 4.E.1.
- H. All engagements: **three hours minimum**. (Exception: engagements in Sonoma, Napa, Solano and Contra Costa Counties: **two hours minimum**).
- I. Rehearsal, on other than day of engagement: **performance rate**.
- J. Contract must be sent to proper local in advance of engagement listing leader, side musicians and amount of scale for all personnel. Consult secretary of that local for proper work dues.

5. TRAVEL WITHIN LOCAL 6 JURISDICTION AND TO SELECTED ADJACENT COUNTIES

- A. Each musician shall receive flat-fee travel compensation roundtrip according to the following table:

County of Engagement Venue

Musician Residence	San Francisco	Alameda	Marin	San Mateo	Santa Clara	Santa Cruz	San Benito	Monterey	Contra Costa	Solano	Sonoma	Napa
	San Francisco	\$0	\$0	\$0	\$25	\$50	\$50	\$60	\$0	\$25	\$40	\$40
	Alameda	\$0	\$0	\$0	\$25	\$50	\$40	\$60	\$0	\$0	\$25	\$25
	Marin	\$0	\$0	\$0	\$25	\$40	\$60	\$50	\$60	\$0	\$0	\$25
	San Mateo	\$0	\$0	\$25	\$0	\$40	\$40	\$50	\$25	\$25	\$40	\$50
	Santa Clara	\$25	\$0	\$40	\$0	\$40	\$25	\$50	\$25	\$40	\$40	\$60
	Santa Cruz	\$50	\$40	\$60	\$40	\$40	\$0	\$25	\$50	\$70	\$70	\$70
	San Benito	\$50	\$40	\$50	\$40	\$40	\$0	\$0	\$40	\$50	\$60	\$60
	Monterey	\$60	\$60	\$70	\$50	\$50	\$0	\$0	\$60	\$80	\$80	\$80
	Contra Costa	\$0	\$0	\$0	\$25	\$25	\$50	\$40	\$60	\$0	\$25	\$25
	Solano	\$25	\$0	\$0	\$25	\$40	\$70	\$50	\$80	\$0	\$25	\$0
	Sonoma	\$40	\$25	\$0	\$40	\$40	\$70	\$60	\$80	\$25	\$25	\$0
	Napa	\$40	\$25	\$25	\$50	\$60	\$70	\$60	\$80	\$25	\$0	\$0

- B. For travel to or from counties within Local 6 jurisdiction, but not included in the chart above, travel compensation shall be figured at the prevailing IRS mileage rate.

6. CASUAL CONTRACTORS AND LEADERS

The following conditions apply to all casual contractor/leaders:

- A. They must register their name and Social Security or Federal Tax ID number with the union. If they do not handle their own payrolls, they must provide said information for the person or firm who acts as employer on their behalf.
- B. On all engagements, unless otherwise provided, they must receive, in addition to the regular wage scale, **15% of total minimum scale allocated as leader fee, 22% of total payroll allocated as contractor fee to cover employer payroll and workers compensation insurance costs on behalf of side-musicians (hereinafter called payroll responsibility), and 10.9% of total minimum scale allocated for pension contributions, effective 4/1/11.**

- C. They must make employer contributions in accordance with federal and state law, make required deductions from employees' salary and provide worker's compensation insurance.
- D. They shall be responsible for collection and timely submission of work dues, even if they are not the employer of record.
- E. They shall be responsible for submission of proper pension contributions to Local 6 payable to the AFM-EPF.
- G. They shall be held responsible for the payment of all sums due members for services rendered.
- H. They shall, in the event they have hired members for an engagement in the absence of a signed contract or agreement and engagement is cancelled, be responsible for payment to all members hired.
- I. They shall, when hiring members, specify the type of engagement, starting time, location, and exact number of hours for which the engagement has been contracted.
- J. They shall not disengage a member, once engaged.
- K. They shall pay members hired for single casual engagements within 15 days of end of engagement, 30 days when working through a booking agent.
- L. If payroll responsibility obligations are not met as in Section 6.C., the **22%** allocated as contractor fee must be paid to side musicians as wages.

7. GENERAL CONDITIONS

- A. No discrimination of any kind shall be allowed by this Union or by any member of this Union against any member in regards to musical employment on account of gender, race, color, creed, sexual preference or national origin, except as provided by law.
- B. Any engagement not provided for in the Wage Scale must be brought before the Board of Directors who shall negotiate a wage scale.
- C. Members may assume a business risk engagement with the permission of the Board of Directors.
- D. Members must fulfill engagements accepted.
- E. Members must be paid for the time for which they are engaged, whether or not engagement continues until the hour specified.
- F. Members engaged for a fractional part of any engagement must be paid the full wage scale of the engagement.
- G. Members must be paid from the contracted starting time. They may be required to report 15 minutes prior to starting time of engagements, but no service of any kind may be rendered during this time. This includes talk-over or playing rehearsals.
- H. On engagements where one or more musicians are called ahead or remain and play overtime, the remainder of the orchestra being dismissed, they shall be paid at the regular overtime rate.
- I. With the exception of strolling groups, when members are required to move between locations in the same establishment or area, an additional payment shall apply (see Section 9.L).
- J. Auditions must be paid at regular wage scales unless authorized by the Board of Directors.
- K. Minimum scale shall consist of all wages, overtime, rehearsal pay, principal and doubling fees, and other additional payments included in Section 8 with the exception of cartage and parking.
- L. Musicians hired to play shows backing major artists, acts, or events when performing in major local venues shall be paid according to the highest prevailing Area-Wide Casual Wage Scale casual show rate in the Northern California Region for all performances and their related rehearsals.
 - 1. Northern California Region includes the following Locals: 6, 12, 189, 292, and 424.
 - 2. Major artists, acts, or events include well-known, high-profile performers, groups of performers, and other for-profit presentations.
 - 3. Major venues include those with over 3000 in seating capacity and any distinguished venues with a lesser seating capacity. Each Local is responsible for identifying applicable venues within its jurisdiction.
 - 4. Any exception to this policy must be acted upon by the Board of Directors of the Local in which the event is to take place.
- M. There shall be shade cover and level performing areas for all daytime outdoor events.
- N. Adequate lighting shall be provided for all rehearsals and performances.

8. UNIFORMS

- A. Members shall be dressed as required by leader/contractor.
- B. The following may be worn without charge: regulation uniforms, tuxedos, full dress and afternoon dress (symphony and opera orchestras), other dignified uniform provided by management.
- C. Costumes: **\$10.00** extra; makeup: **\$10.00** extra.

9. ADDITIONAL PAYMENTS

- A. OVERTIME:
 - 1. Scales for engagements of two or more hours: **\$38.50** per 1/2 hour after contracted hours or 1:00 a.m.
 - 2. One-hour scales: applicable scale prorated in 1/4 hour increments, but not to exceed the rates for casual dances.
- B. **CARTAGE:**
 - 1. Musicians required to provide any of the following instruments must be paid cartage at prevailing transport company rates with a minimum charge of **\$50.00**: electric organ, electric keyboard and amplifier with a combined weight of more than seventy-five pounds, celeste, novacord, harp, marimba, large xylophone, tympani, chimes, vibraphone, and harpsichord. Multiples of these instruments are each to be charged an additional **\$10.00**.
 - 2. Musicians required to provide a drum set, contrabassoon, bass saxophone, amplifier, or an acoustic bass with or without amplifier must be paid cartage of **\$20.00**.
 - 3. Musicians required to provide a sound system/PA must be paid cartage of **\$75.00**.
- C. NEW YEAR'S EVE: **Double** the casual wage scale.
- D. LEADER FEE: Leader fee must be paid to the musician actually in charge or directing engagement.
- E. MUSICIAN PLAYING ALONE: **\$26.00** extra.
- F. CONTINUOUS PLAYING: For continuous playing without proper intermissions (unless two separate bands are employed): **100%** extra.
- G. LATE HOUR ENGAGEMENTS: Engagements beginning between 12:00 midnight and 8:00 a.m.: **25%** extra, minimum call 3 hours.
- H. SOLOIST FEE: A musician playing a prepared instrumental solo as a featured number on a concert or theatrical performance: **\$20.00** extra.
- I. CONDUCTORS: Conductor, other than the contractor, of a musical show, light opera, etc: **100%** extra.
- J. PARKING: On all engagements where free parking is not readily available, musicians shall receive a fee of **\$30.00 or the actual cost of parking** to a maximum of **\$30.00**.
- K. SETUP: Musicians required to report more than 1/2 hour in advance of the starting time of an engagement for the purpose of setting up equipment shall be paid the rehearsal rate from the time called to said starting time or shall be paid as if the time called was the starting time, whichever is less.
- L. MULTIPLE LOCATIONS: Musicians required to move between locations in the same establishment or area during the course of a single engagement shall be paid an additional **\$25.00**. In addition, the appropriate cartage fee will apply for each qualifying instrument when multiple setups are requested by the client. Time required to move between locations shall be included in the total time of the engagement and shall not infringe upon intermissions as defined in Section 11.D.2.

10. REHEARSALS

The following conditions apply to all rehearsals:

- A. **Minimum call two hours: \$100.00 per musician, additional time \$25.00 per musician per one half hour or fraction thereof.**
- B. On other than day of engagement, excluding rehearsal pianists: minimum call of three (3) hours.
- C. Ending after 7:30 p.m.: **performance rate** for the minimum hours of the engagement involved; additional hours of rehearsal: daytime rehearsal rate.
- D. Daytime, when regular intermission periods are not observed: **performance wage scale.**
- E. Nighttime, at conclusion of a performance: **performance rate** prorated in one-half hour segments.
- F. A wage scale which includes or allows a rehearsal shall be paid whether or not the rehearsal takes place.
- G. During a two hour rehearsal, a 15 minute intermission must be taken at the conclusion of the first hour. Additional rehearsal time must begin with a 10 minute intermission for each hour, or a five minute intermission for each half hour.
- H. Doubling fees and principal fees shall apply.
- I. Rehearsal pianists to be paid additional fee for musician playing alone for each rehearsal.

11. CASUAL DANCES

A. Wage:	2 Hours	\$170.00
	3 Hours	\$200.00
	4 Hours	\$225.00

B. 2 hour engagements must conclude by 8:00 p.m.

C. Engagements starting at 7:00 p.m. or later: 3 hour minimum.

D. Intermissions shall be taken as follows:

1. Four minutes between each dance group, no group to last more than twenty minutes.
2. Ten minutes off the stand within each hour from the beginning of the engagement.
3. For each intermission not properly taken, a penalty of 1/2 hour of overtime shall be added to the wage scale of the engagement.

12. CASUAL SHOWS (with or without dancing)

Any engagement where an orchestra is required to perform specific music in a timely sequence with a program, such as playing speakers on and off a podium, **coordinating with a video**, or functioning as a specific part of a program in any manner:

A. Wage:	3 Hours	\$265.00
	3 Hours + 2 hr. rehearsal	\$365.00

B. Rehearsals:

1. A show with less than 20 minutes of music:
 - a. a non-playing rehearsal of not more than one hour is allowed without extra charge, providing it takes place within the hours of the engagement.
 - b. if rehearsal begins no more than 2 hours prior to start of engagement: a one hour rehearsal at regular rehearsal rate is permitted.
2. A show with more than 20 minutes of music: a minimum rehearsal of two hours is required.

C. Doubling:

1. **First double: 25% extra, each successive double: 10% extra.**
2. Transposition in lieu of a double: same as double.
3. Doubling must be paid when a member is required to play more than one instrument of any description, including keyboard instruments, with the following exceptions:
 - a. Drummer's outfit consisting of bass drum, snare drum, pedal cymbals, gongs, cowbells, sleigh bells, wood blocks, and other small traps;
 - b. The playing of various Latin and small, hand-held percussion instruments.

D. **Principal Pay: 25% extra** for the following principal instruments: trumpet, drums, piano, synthesizer/electronic keyboard, concertmaster, harp.

E. Intermissions: 15 minutes must be taken:

1. Before a show, if service is rendered prior to the show.
2. Within or immediately after 90 minutes of show service.

F. If a chorus line performs: two separate appearances of chorus line may be considered as one act. Each additional appearance will be considered as an additional act.

G. When members of a band accompanying a show perform on stage as part of a show, and/or act: **25%.**

12. CASUAL SYMPHONY, BALLET & OPERA PERFORMANCES

Performances of major ballet companies and major symphony and opera performances: rates shall be established and approved by the Local 6 Board of Directors on a case-by-case basis. Consult the Local 6 office for information.

13. CHAMBER ORCHESTRA

A. 2 1/2 hours or less: **3 hour casual dance scale.**

B. Doubling: first double, **25% extra**; each additional, **10% extra.**

C. Principal pay: **15% extra** for the following principal instruments: 2nd violin, viola, cello, string bass, flute, oboe, clarinet, bassoon, horn, trumpet, trombone, tuba, percussion, harp, piano, synthesizer/electronic keyboard.

D. Concertmaster: **25% extra.**

E. Orchestra to be composed of not more than fifty musicians performing music suitable to its size.

F. Intermissions: at least 15 minutes during each performance.

14. CHAMBER MUSIC / SMALL GROUP CONCERT

A. 1 hour of service: **2 hour dance scale.**

B. 2 hours of service: **3 hour dance scale.**

C. 3 hours of service: **4 hour dance scale.**

D. Intermissions:

Concerts: not less than 15 minutes

Other: 10 minutes during each hour.

15. CONCERTS WHERE NO ADMISSION FEE IS CHARGED

A. Two hours or less, day or night: **2 hour public service scale.**

B. Principal pay: **10%** extra for the following principal instruments:

CONCERT BANDS: flute, oboe, Eb clarinet, clarinet, bassoon, alto saxophone, cornet, horn, trombone, baritone, tuba, string bass, percussion and harp.

ORCHESTRAS: 1st violin, 2nd violin, viola, cello, bass, flute, oboe, clarinet, bassoon, horn, trumpet, trombone, tuba, percussion, harp and piano.

C. Intermission: not less than 15 minutes.

16. IN SCHOOL CONCERTS

A. Two performances, not more than 50 minutes each, within a 2 1/2 hour period, ending before 6:00 p.m.: **2 hour public service scale.**

B. Three performances, not more than 50 minutes each, within a 4 hour period, ending before 6:00 p.m.: **3 hour public service scale.**

17. FUNERALS

A. For members, one hour or less: **\$75.00.**

B. Other funerals: **2 hour dance scale.**

18. FUNERAL PARADES

A. One hour or less of consecutive playing within a two hour time span: **\$75.00** per musician.

B. Minimum number of musicians: 12

19. PARADES

A. Two hours or less duration; no more than two miles: **\$85.00.**

B. Over two miles: **\$12.00** per quarter mile or fraction thereof.

C. Additional duties: Drum Major, Announcer, etc.: **\$24.00** extra.

20. POLITICAL MEETINGS

A. **Use casual dance scales.**

B. Payment for all political engagements must be collected in advance.

C. Bands may play in proximity of meeting place to advertise meeting.

21. PUBLIC SERVICE

For events sponsored by public service organizations where no admission is charged, no donations are solicited and nothing is sold.

A. Two hours or less: **\$110.00.**

B. Three hours or less: **\$143.00.**

C. One musician playing alone: **\$15.00** extra.

D. Rehearsal per hour, 2 hour minimum: **\$30.00.**

E. Leader: 2-9 musicians: 10%; 10-24 musicians: double scale; 25 or more musicians: triple scale.

22. HOSPITALS, NURSING HOMES, MEDICAL FACILITIES

A. One and 1/4 hours or less of consecutive playing: **\$100.00.**

B. One 15-minute period of overtime prorated on the base scale. Overtime in excess of 15 minutes prorated at 150% of base scale.

C. No leader fee applies.

23. SERENADE

Solo musician: 30 minutes or less: **\$100.00.**

24. CEREMONIES

For ceremonies other than funerals or funeral parades (calculated at 75% of the 2 hr casual dance scale):

A. One hour or less: \$116.25.

B. Solo musician: \$135.75

25. BIG BAND CONCERTS

For events open to the public where no dancing takes place.

A. Minimum number of musicians: 15

B. Two hours or less: **\$50.00.**

26. CLUBS / LOUNGES

A. Neighborhood bar / lounge (no formal food service): **\$20.00** per hour.

B. Restaurant / lounge (venue with formal food service): **\$30.00** per hour.

C. Major hotel lounge / restaurant: **\$50.00** per hour.

D. Pension as per Section 6(b).

E. No parking, doubling, premiums, cartage, or leader fee apply.

27. SHOWCASE

For events open to the general public where no admission is charged:

A. One hour or less: **\$50.00** per musician.

28. ORCHESTRATORS & COPYISTS

Wage scale lists are available at Local 6 headquarters.

29. REGULATIONS FOR RECORDING OF LIVE SERVICES

No performance or rehearsal shall be recorded, reproduced or transmitted from the place of performance, in any manner or by any means, whatsoever, in the absence of a specific written agreement with or approved in writing by the American Federation of Musicians (AFM) relating to and permitting such recording, reproduction or transmission. Should any unauthorized recording be created, the Employer of record for that engagement shall be responsible and fulfill all conditions required by the appropriate agreement of the AFM, including, but not limited to, payment of prevailing wages and allied fringe benefits outlined therein.

OUT OF JURISDICTION MILEAGE CHART

Mileage figures listed below are **round trip** from San Francisco.

AFM LOCAL	CITY	MILEAGE
12	Bakersfield	584
12	Chico	340
6	Eureka	566
6	Fortuna	530
12	Fresno	368
12	Marysville	246
12	Merced	258
12	Modesto	184
12	Oroville	302
308	Paso Robles	420
12	Red Bluff	374
12	Redding	434
368	Reno	454
12	Sacramento	176
308	San Luis Obispo	480
189	Stockton	166
189	Tracy	126
12	Tulare	460
6	Ukiah	230
12	Woodland	168