Local 94, AFM, Wage Minimums

Effective 09/01/2026-09/05/2028

The wage scales and conditions set forth by the local, including all employer-paid fringe benefits not prohibited by law, are the minimum amounts for which members may render musical services. Nothing herein, however, shall be construed as prohibiting any member from obtaining higher wages or better conditions from an employer or contractor. Tips shall not be construed as constituting any portion of the wages due, and must be divided equally among all musicians on the engagement. The hours of the engagement, including any additional time, must be consecutive.

Holiday double scale shall apply to **Christmas Eve, Christmas Day, New Years Eve, and New Years Day. Scale is DOUBLE TIME** on all miscellaneous engagements. (Note: When Christmas Eve or New Years Eve fall on Sunday, the **Holiday double scale** shall apply on the preceding Saturday.)

Casual Dance Scale—includes but not limited to: Banquets, Receptions, Cocktail Parties, Trade Shows, Fashion Shows, Club Dates, etc.

Casual Dance	Minimum call	Leader	Single	Side musician		
	2	$188.00	$141.00	$88.00	Hourly rate:	$47.00
	3	$282.00	$211.50	$141.00	Hourly rate:	$47.00
	4	$376.00	$282.00	$188.00	Hourly rate:	$47.00
Overtime	Per ½ hour	$70.00	$53.00	$35.00		
Rehearsal	Per hour	$48.00	$36.00	$24.00		

Out of Town Casual	Minimum call	Leader	Single	Side musician		
	2	$240.00	$180.00	$120.00	Hourly rate:	$60.00
	3	$360.00	$270.00	$180.00	Hourly rate:	$60.00
	4	$480.00	$360.00	$240.00	Hourly rate:	$60.00
Overtime	Per ½ hour	$90.00	$68.00	$45.00		

Miscellaneous Symphonic Scale: Symphony Orchestra, Symphonic Band, Opera, Ballets, Chamber Orchestras, Concert Jazz Groups, Chamber Ensembles, Church Engagements, Wedding Ceremonies, Oratorios, Cantatas.

Performances not covered by a symphony orchestra collective bargaining agreement

Service-Rehearsal or Performance

A basic service shall be 2.5 hours in duration and shall be paid at the established rate.

Service time beyond 2.5 hours shall be considered overtime and shall be paid at 1.5 times the established rate accrued in 15-minute increments.

Breaks/Intermissions
For each 2.5-hour service, whether a rehearsal or performance, a break or intermission respectively, of at least 15 minutes shall be taken, commencing no earlier than 60 minutes but no later than 90 minutes from the scheduled start time of such service. Should break/intermission occur outside this time restriction, the entire service shall be paid at 1.5 times the established rate.

In any given day where there are multiple rehearsals, a rehearsal and a performance, or multiple performances, a minimum of 90 minutes break time shall occur between services. On days of multiple performance services, there shall be a minimum of 30 minutes between services.

Should the minimum 30 min between performance services not occur, all such services shall be paid at 1.5 times the established rate until such time as the minimum 30 minutes can be observed.

Miscellaneous Symphonic	Minimum call	Leader	Side musician
7 or more musicians	2.5	$228.00	$114.00
Overtime	Per ½ hour	$70.00	$35.00

Chamber Group	Minimum call	Leader	Single	Side musician
6 or less musicians	2.5	$258.00	$194.00	$129.00
Overtime	Per ½ hour	$78.00	$59.00	$39.00

Miscellaneous Symphonic Holiday Scale: For Miscellaneous Symphonic Engagements during the month of December and the week from Palm Sunday to Easter Sunday, both inclusive. Rehearsals for any holiday performances shall be paid at the holiday rate regardless of when those services take place.

Misc. Symphonic Holiday	Minimum call	Leader	Side musician
7 or more Holiday	2.5	$258.00	$129.00
Overtime	Per ½ hour	$78.00	$39.00

Chamber Grp Holiday	Minimum call	Leader	Single	Side Musician
6 musicians or less	2.5	$288.00	$216.00	$144.00
Overtime	Per ½ hour	$86.00	$65.00	$43.00

Locally Produced Shows—Including but not limited to musicals, theatrical productions, pageants, rodeos, ice show, etc., produced and performed within the geographical boundaries of Local 94.

Local Produced Shows	Minimum call	Leader	Single	Side musician
	3	$228.00	$171.00	$114.00
Overtime	Per ½ hour	$58.00	$44.00	$29.00

Touring Shows—including but not limited to National Touring Shows and Musicals, Touring Concert performances, Circuses, rodeos, ice shows, etc.

Touring Shows	Minimum call	Leader	Single	Side musician
	3	$354.00	$265.00	$177.00
Overtime	Per ½ hour	$90.00	$68.00	$45.00

Arena Scale—includes all venues within the jurisdiction of Local 94 with used seating of 7500 or greater.

Arena Scale	Minimum call	Leader	Single	Side musician
	3	$440.00	$330.00	$220.00
Overtime	Per ½ hour	$110.00	$83.00	$55.00

Local Radio

Live Radio	Minimum call	Leader	Side musician	Contractor
	1	$124.00	$62.00	$93.00
Pension		10.9%	10.9%	10.9%

Studio Radio	Minimum call	Leader	Side musician	Contractor
	1	$104.00	$52.00	$78.00
Overtime	Per ½ hour	$78.00	$39.00	$59.00
Pension		10.9%	10.9%	10.9%

Local Television

Live Television	Minimum call	Leader	Side musician	Contractor
	1	$188.00	$94.00	$141.00
Overtime	Per ½ hour	$140.00	$70.00	$105.00
Pension		10.9%	10.9%	10.9%

Studio Television	Minimum call	Leader	Side musician	Contractor
	1	$188.00	$94.00	$141.00
Overtime	Per ½ hour	$141.00	$70.00	$105.00
Pension		10.9%	10.9%	10.9%
2nd and Subs. Broadcast		$94.00	$47..00	$71.00
Pension		10.9%	10.9%	10.9%

Travel Minimums

Travel Minimum Scale applies when any musician performing for a group or ensemble performs or rehearses at a location that is more than 35 from the base of operation of the group or ensemble. For the purpose of this traveling minimum scale, "base of operations" shall be defined as the usual performing venue of the group, or in the case of a group without a consistent performing venue, where the group's principal administrative office is located. Mileage compensation shall be separate from wages paid under this section.

Miscellaneous Symphonic	Minimum call	Leader		Side musician
7 or more musicians	2.5	$318.00		$159.00
Overtime	Per ½ hour	$96.00		$48.00
Chamber Group	Minimum call	Leader	Single	Side musician
	2.5	$346.00	$260.00	$173.00
Overtime	Per ½ hour	$104.00	$78.00	$52.00
Local shows	Minimum call	Leader	Single	Side musician
	3	$276.00	$207.00	$138.00
Rehearsal to 3 hours	Per hour	$92.00	$69.00	$46.00
Overtime	Per ½ hour	$68.00	$53.00	$35.00
Touring Shows	Minimum call	Leader	Single	Side musician
	3	$408.00	$306.00	$204.00
Rehearsal to 3 hours	Per hour	$136.00	$102.00	$68.00
Overtime	Per ½ hour	$102.00	$77.00	$51.00
Holiday Misc. Symphonic	Minimum call	Leader		Side musician
7 or more musicians	2.5	$346.00		$173.00
Overtime	Per ½ hour	$104.00		$52.00
Chamber Grp Holiday	Minimum call	Leader	Single	Side musician
6 or less musicians	2.5	$374.00	$281.00	$187.00
Overtime	Per ½ hour	$112.00	$84.00	$56.00

Cartages

Harp	$39.00
P.A. System	$21.00
Amplifier	$13.00
Electric Piano	$21.00
Acoustic Keyboards	$39.00
Chimes	$39.00
Bass Drum	$29.00
Timbales	$13.00
Drum Set	$39.00
Vibes/Xylophone	$29.00
Marimba	$38.00
Cello	$10.00
Str. Bass	$16.00
Tuba	$15.00

Timpani: per drum	$21.00
Orch. Bells	$13.00
Gong, Tam-Tam, Steel Drum, Conga, Concert Toms, Chime rack, Crotales	$15.00
Hardware Case (trap case)	$11.00

Small instruments requiring a stand: 2 or more: $6 for each pair

(Instruments including but not limited to snare drum suspended cymbal, crash cymbals, temple blocks, mark tree, bell tree, single tom, or bongos)

Doubles

1st double—25% of applicable scale
2nd double—20% of applicable scale
3rd double—15% of applicable scale
4th and each additional double—10% of applicable scale

Percussion Doubling

Doubling for percussion to be used in five categories:

1. Percussion
2. Timpani
3. Drum set
4. Mallets
5. Latin/Afro/Exotic/Ethnic

News and Publicity

Local commercial and/or non-commercial radio and TV spots (limited to 10 minutes recording time and 3 minutes running time) for the express purpose of publicizing or marketing Local 94 performances shall be permitted with no additional compensation. Prior notice of news crews at services will be given when made known in advance to employers.

Bylaw Provisions Applying To Wage Scales

Article VI--Duties and Rights of Members

Section 10. [A] On all three hour casual engagement, the requirement will be one (1) intermission of not less than twenty (20) minutes. [B] On all four (4) hour casual engagements, the requirement will be one (1) intermission of not less than thirty (30) minutes or two (2) intermissions of not less than fifteen (15) minutes each [C] Members required to forego intermission on casual engagements of more than two (2) hours shall be paid 50% more than they would normally receive for the type of engagement being performed.

Section 14. A member chosen by the leader who agrees to provide automobile transportation, shall be paid for trips farther than 30 miles one way to or from the engagement at the current IRS rate for mileage, excluding the first 30 miles of each one way trip. For any engagement which requires a musician to remain at the site overnight, lodging will be furnished at no cost to the musicians.

Section 17. (E.) Notwithstanding other provisions of these bylaws, members may pay the amount of fifty dollars ($50) during the month of January in lieu of payment of work dues on casual engagements during the calendar year in which such payment is made. This provision shall not apply to steady engagements, engagements covered by a local or national collective bargaining agreement, or any engagements for which Federation work dues are applicable. For the purpose of this provision, a steady engagement is one in which a majority of the musicians are employed on a continuing basis and who have an expectation of future employment for an indefinite period of time.

Article VIII-Standing Resolutions

No. 21. No member of Local 94 may perform musical services for compensation at less than the price list, or without compensation. Any exception to this rule must have the approval of the Executive Board of Local 94. Request for said exception must be applied for in writing by the sponsor/employer of the event.

No. 22. A member/leader or contractor/leader shall include the following provision in the contract for an engagement where inclement weather would be a factor in the successful completion of the engagement: "The purchaser shall provide a tent or an alternate site in case of inclement weather." If an event is canceled due to inclement weather conditions later than 90 minutes before the scheduled start of the engagement, the musicians shall be paid in full. If the event is canceled due to inclement weather 90 minutes or more before the engagement is scheduled to begin, the event shall be rescheduled to a rain date agreed upon in advance without additional compensation to the musicians involved.