

# AFM LOCAL 257

## Live Performance Wage Scales

**PENSION RATE UPDATE MARCH 1, 2025  
WAGE SCALES EFFECTIVE MAY 1, 2024**

The following are all minimum scales that apply to all engagements, except those where the employer is paying payroll taxes, FICA and Medicare. For those rates, please see APPENDIX A on page 8 of this document. Contracts on all miscellaneous or steady engagements should be signed by the employer before or on the engagement date, and filed with the Local 257 live department within one week of the engagement.

Pension rate is 11.99%. Work dues owed to AFM Local 257 are 3% of scale.

### I. PERFORMANCE RATES

Leader/Contractor – In orchestras of twelve (12) musicians or more, the Leader and Contractor shall not be the same person.

#### A. BANQUETS, RECEPTIONS, CONVENTIONS, WEDDINGS, STROLLING, MERCANTILE OPENINGS, FASHION SHOWS, DANCES, STAGED SHOWS, CIRCUSES, ICE SHOWS & RODEOS:

(A Local contractor must be hired when (3) or more local musicians are used to augment a traveling show performing locally.)

1) 2 hours or less, side musician	\$120
Leader/Contractor (Double Scale)	\$240
2) 3 hours, side-musician	\$180
Leader (Double Scale)	\$360
3) Overtime (not contracted) per hr. side-musician. Overtime begins 10 minutes after scheduled end of show. Leader – double scale	\$90
4) RELOCATION OF MUSICIANS: Musicians required to move from one part of a building to another, for the same employer, same type of work, shall receive additionally per performance:	\$55

#### B. CONCERTS:

1) <b>60 minutes or less:</b> Solo Performance	\$160
60 minutes or less: Duo Performance (total payment for 2 players)	\$270
2) <b>60 minutes or less:</b> Side-musician	\$115
On Friday, Saturday, Sunday and legal holidays	\$140

Leader/Contractor (Double Scale)	\$230
On Friday, Saturday, Sunday and legal holidays (Double Scale)	\$280
3) <b>Over 60 minutes but not more than 2 hours:</b> Side-musician	\$150
On Friday, Saturday, Sunday and legal holidays	\$175
Leader/Contractor (Double Scale)	\$300
On Friday, Saturday, Sunday and legal holidays (Double Scale)	\$350
4) <b>Overtime:</b> Overtime begins 10 minutes after scheduled end of show.(Rate is for each add'l 15 minutes – dbl for leader)	
Side-musician	\$40
Leader/Contractor	\$80
<b>5) Concerts w/ 11 or more players:(leader - dbl scale)</b>	
<u>60 Minutes or Less</u>	\$95
2 hrs: Side-musician	\$130
Overtime (per 15 minutes)	\$35
3 Hour Wage Scale	\$160

**C. STAGED BALLET AND STAGED OPERA (per show, not to exceed 3 hours):**

1) <b>Side-musician</b>	\$215
Principal (125%)	\$268.75
Leader/Contractor (Double Scale)	\$430
2) <b>Overtime:</b> Straight time-and-a half (1½) of Side-musician rate computed in 15-minute increments. Overtime begins 10 minutes after scheduled end of show.	\$80.63 per 15 minutes
3) <b>On-Stage:</b> Musicians required to perform on stage, as to be a visual part of the production, shall be paid an additional \$30 per performance	\$30
4) <b>Backstage:</b> Musicians required to play backstage as well as in the pit shall be paid an additional \$30 per performance	\$30
5) <b>Pension:</b> 11.99% of Scale paid to the AFM-EP Fund on behalf of each musician.	

**D. MUSICAL THEATER/BROADWAY SHOWS (per show, not to exceed 3 hours)**

1) a. <b>Large Venues:</b> Side-musician	\$175
1) b. <b>Small Venues</b> (less than 350 seats): Side-musician	\$130
Doubling (Small Venues only)	10% per double
(Note: All other rates are the same for large and small venues)	
Leader/Contractor	Double Scale
Concertmaster (responsible musician designated by contractor, or may be split between multiple musicians at discretion of contractor)	125%
Lead Trumpet (at discretion of contractor)	110%
2) <b>Overtime:</b> Straight time-and-a-half (1½) of Side-musician rate computed in 15-minute increments. Overtime begins 10 minutes after scheduled end of show.	\$65.63 per 15 minutes

3) <b>On Stage:</b> Musicians required to perform on stage, as well as in the pit shall be paid an additional \$40 per performance.	\$40
4) <b>Backstage:</b> Musicians required to play backstage as well as in the pit shall be paid an additional \$40 per performance.	\$40
5) <b>Memorization:</b> Musicians required to perform onstage without sheet music, shall be paid an additional \$50 per performance.	\$50
6) <b>Parking Stipend:</b> Payable in the absence of reimbursed or free parking.	\$10/day
7) <b>Pension:</b> 11.99% of Scale paid to the AFM-EP Fund on behalf of each musician.	

## II. REHEARSAL RATES – (Note: Doubling also applies to rehearsals)

### A. BANQUETS, RECEPTIONS, CONVENTIONS, WEDDINGS, STROLLING, MERCANTILE OPENINGS, FASHION SHOWS, DANCES, STAGED SHOWS, CIRCUSES, ICE SHOWS & RODEOS AND CONCERTS: (A local contractor must be hired when (3) or more local musicians are used to augment a traveling show performing locally)

Side-musician, per hour (2 hour minimum)	\$50 hr
Leader/Contractor (Double scale)	\$100 hr
Additional time prorated at scale per 15-minute period (s)	\$12.50 per 15 minutes

### B. STAGED BALLET AND STAGED OPERA (per hour, three hour minimum):

1) Side-musician	\$72
Principal (125%)	\$90
Leader/Contractor (Double Scale)	\$144
2) <b>Overtime:</b> Straight time-and-a-half (1 ½) of Side-musician rate computed in 15-minute increments. Overtime begins after 3 hours of consecutive rehearsal without a break, or after multiple rehearsals totaling 6 hours in one day.	\$27 per 15 minutes
3) <b>Pension:</b> 11.99% of Scale paid to the AFM-EP Fund on behalf of each musician.	

### C. MUSICAL THEATER, BROADWAY SHOWS (per hour, three-hour minimum):

1) a. <b>Large Venues</b> - Side-musician:	\$45
1) b. <b>Small Venues</b> (less than 350 seats):	\$40
Concertmaster (responsible musician designated by contractor or may be split between multiple musicians at discretion of contractor)	125%
Leader/Contractor	Double scale
Lead Trumpet (at discretion of contractor)	110%

2) <b>Overtime:</b> Straight time-and-a-half (1½) of Side-musician rate computed in 15-minute increments. Overtime begins after 3 hours of consecutive rehearsal without a break, or after multiple rehearsals totaling 6 hours in one day	\$16.88 per 15 minutes
3) <b>Pension:</b> 11.99% of Scale paid to the AFM-EP Fund on behalf of each musician.	

**D. REHEARSAL/AUDITION INSTRUMENTALIST: Musician playing a single instrument, alone, rehearsing singers and/or dancers for live show:**

Per hour (minimum 2 hours)	\$60
----------------------------	------

**III. HOLIDAY RATES: ADDITIONAL, PER PERSON**

EASTER, JULY 4, THANKSGIVING DAY, MLK DAY & JUNETEENTH, FROM DEC. 1 THROUGH DEC. 23, & 26-30.	125% of applicable rate
<b>B. DEC. 24, 25 &amp; 31 [ALSO DEC. 30 WHEN DEC. 31 FALLS ON SUNDAY]</b>	Double scale

**IV. CARTAGE**

<b>A.</b> Accordion, Tuba, All Amplifiers, Baritone Saxophone, Bass Saxophone, Cello, Steel Guitar, Equipment Rack, Contrabassoon, Single-Keyboard Electric Keyboard, Contra Bass Clarinet, Multiple Guitars, Basses, Horns, and Stringed Instruments.	\$17
<b>B.</b> Drum Kit (snare, Cymbals, bass drum, etc. as standard outfit)	\$30
<b>C.</b> Harp, Timpani, Double Keyboard, String Bass incl. amp, Marimba, Chimes, Vibraphone.	\$35
Total cartage required for engagements must be added to contract and paid to players. No cartage payment is required when transportation for instruments is furnished or leader, contractor or employer makes mileage payments to drivers. Cartage, including third party cartage companies, must be paid on equipment and instruments required by orchestration or requested by leader, contractor, or employer.	

## **V. DOUBLING (applies to performances and rehearsals)**

**A.** Any combination of two instruments within the following instrument groups, or from separate groups listed below, is to be considered as one double. Additional instruments beyond these two shall be considered additional doubles.

1. All Woodwinds
2. All Trombones, Horns, Tubas
3. All Trumpets, Flugelhorns
4. Mallet Instruments: Xylophone, Bells, Chimes, Marimba, Vibes
5. Piano, Organ, Synthesizer, Celeste, Accordion
6. All Strings (see C below)

**B.** Any combination of two instruments from separate groups listed below will be considered one double. Additional instruments beyond these two shall be considered additional doubles.

1. Drummer's standard outfit consisting of bass drum, snare drum, cymbals, small traps, and tom toms (when used as part of a standard drum kit)
2. Timpani
3. Ethnic Rhythm Instruments i.e. conga, djembe, cajon, etc.
4. Mallet Instruments
5. Electronic Percussion

**C.** Any combination of two instruments listed below will be considered one double. (More than two instruments as described below will be considered additional doubles per instrument)

Electric Guitar, Acoustic Guitar, Banjo, Mandolin, Sitar, String Bass, Electric Bass, Steel Guitar, Baritone Guitar, Violin/Fiddle, Viola, Cello, Harp, Autoharp, Dobro, Dulcimer, Ukulele, Harmonica.

**D.** 1<sup>st</sup> Double: Add'l. 20% of scale  
Each add'l double: Add'l 15% of scale

**E.** Small Venue Musical Theater/Broadway Shows: Add'l 10% for each double

**F.** Keyboards

1. (a) Doubling: Each additional acoustic/electronic keyboard – Add'l 20%  
(b) Patches: Each family (ww/br/str/perc) of instruments simulated will be paid an additional double per family.
2. Restrictions: No simulated guitar, banjo, mandolin, dobro, steel guitar, or bass permitted. No simulation of any instrument is permitted unless at least one member of that family of instruments is hired (i.e., no string, woodwind, brass, or percussion solos may be simulated unless a string, woodwind, brass, or percussion player is hired.)

## VI. Intermissions and Breaks

Rehearsals and Performances: Minimum of 10 minutes per hour, after the first hour, as purchaser or leader desires, except at beginning or end of engagement.

## VII. Travel Rates and Conditions

### A. Add'l Scale Wages for Out of Nashville engagements – Extra per person

Over 25 & up to 50 miles roundtrip	\$30
Over 50 & up to 90 miles roundtrip	\$40
Over 90 & up to 150 miles roundtrip	\$70
Over 150 Miles roundtrip	GSA standard per mile x mileage

**B. Jackson/Branson MO/KY/IN:** Members residing in the areas of Jackson, TN; Paducah, Hopkinsville, Bowling Green, Henderson, Owensboro and Madisonville, KY; and Evansville and Vincennes, IN may regard those cities, respectively, as primary points-of origin, and may apply the rates applicable to Nashville originated dates.

**C. Overnight Engagements:** Meals and Hotel/Motel accommodations must be furnished in addition to scale wages.

**D. Transportation:** Must be furnished or the current established mileage rate by the General Services Administration per mile, per car (to and from engagement) must be added to contract and paid to driver.

## VIII. Cancellation of Engagements by leader/contractor/employer, or by member/side-musician. Force Majeure

**A. Single Engagements:** Members accepting and/or Leader/Contractor employing member on single engagements must be given six (6) days notice to cancel unless due to illness or the acceptance of a steady engagement.

**B. Steady Engagements:** Members offering or members accepting a steady engagement must give two (2) weeks notice to cancel employment. Such notice becomes effective at the start of the next work week.

**C. Dec. 31 engagements (and Dec. 24, 25, Dec. 30, when Dec. 31 falls on Sunday)** Member/Leader/Contractor/Employer employing or member accepting a New Year's Eve engagement Oct. 31<sup>st</sup>, or later, may not cancel the employment except by mutual agreement.

**D. FORCE MAJEURE:** Neither Party will be liable for any failure or delay in performing an obligation under this Agreement that is due to any of the following causes (which causes are hereinafter referred to as "Force Majeure"), to the extent beyond its reasonable control: acts of God, accident, riots, war, terrorist act, epidemic/pandemic, quarantine, civil commotion, breakdown of communication facilities, breakdown of web host, breakdown of internet service provider, natural catastrophes, governmental acts or omissions, changes in laws or regulations, national

strikes, fire, explosion, or generalized lack of availability of raw materials or energy.

For the avoidance of doubt, Force Majeure shall not include (a) financial distress nor the inability of either party to make a profit or avoid a financial loss, (b) changes in market prices or conditions, or (c) a party's financial inability to perform its obligations hereunder.

**COMPENSATION:** If musicians are present at the venue or perform a partial performance before Force Majeure is invoked, full payment of the applicable scale is required. If engagement is cancelled due to Force Majeure less than 24 hours previous to the performance, a 50% payment of the applicable scale is required.

**IX. Singers, Entertainers and other Performing Artists (furnished by Contractors or Leaders)** Must be charged for and included in contract at no less than side-musician rate for the engagement.

**X. Writer's Nights**

**A.** Contracts are to be filed when there is an Admission Charge, Cover Charge, and/or Minimum Charge required.

Writer/Leader/Member	\$70
Side-musician	\$60

**B.** No contract needs to be filed when there is No Admission, No Cover Charge, and/or No Minimum Charge required.

1. Thirty (30) minutes or less, per songwriter, performing original material.
2. Sunday through Thursday – all hours
3. Friday and Saturday before 9 p.m.

**XI. Work Dues:** Work Dues on all engagements shall be due and payable no later than the fifteenth (15<sup>th</sup>) day of the month following the month during which the services were charged. (See AFM and Local 257 By-Laws).

**XII. Benefit Performances:** Prior approval must be obtained from an officer of AFM Local 257.

## APPENDIX A

**These scales are discounted 15% and ONLY APPLY when employer is paying payroll taxes, FICA and Medicare musicians on all musicians. The Regular Wage Scale and Pension rates apply in ALL other cases.**

### I. PERFORMANCE RATES

Leader/Contractor – In orchestras of twelve (12) musicians or more, the Leader and Contractor shall not be the same person.

#### A. BANQUETS, RECEPTIONS, CONVENTIONS, WEDDINGS, STROLLING, MERCANTILE OPENINGS, FASHION SHOWS, DANCES, STAGED SHOWS, CIRCUSES, ICE SHOWS & RODEOS:

(A Local contractor must be hired when (3) or more local musicians are used to augment a traveling show performing locally.)

1) 2 hours or less, side musician	\$102
Leader/Contractor (double scale)	\$204
2) 3 hours, side-musician	\$153
Leader (double scale)	\$306
Overtime (not contracted) per hr, side-musician	\$76.50
3) RELOCATION OF MUSICIANS: Musicians required to move from one part of a building to another, for the same employer, same type of work, shall receive additionally per person	\$46.75

#### B. CONCERTS:

1) <b>60 minutes or less:</b> Solo Performance	\$136
<b>60 minutes or less:</b> Duo Performance	\$229.50
2) <b>60 minutes or less:</b> Side-musician	\$97.75
On Friday, Saturday, Sunday and legal holidays	\$119
Leader/Contractor	\$195.50
On Friday, Saturday, Sunday and legal holidays	\$238
3) <b>Over 60 minutes but not more than 2 hours:</b> Side Musician	\$127.50
On Friday, Saturday, Sunday and legal holidays	\$148.75
Leader/Contractor (Double Scale)	\$255
On Friday, Saturday, Sunday and legal holidays	\$297.50
4) <b>Overtime:</b> Each add'l 15 minutes	
Side-musician	\$34
Leader/Contractor	\$68
5) <b>Concerts w/ 11 or more</b> musicians (sideman rate/dbl for leader	
60 minutes or less	\$80.75
60 minutes to 2 hours	\$110.50
3 hour scale	\$136



**C. STAGED BALLET AND STAGED OPERA (per show, not to exceed 3 hours):**

1) <b>Side-musician</b>	\$182.75
Principal	125 %
Leader/Contractor	200 %
2) <b>Overtime:</b> Straight time-and-a half (1 ½) of Side-musician rate computed in 15-minute increments	\$68.53 per 15 minutes
3) <b>On-Stage:</b> Musicians required to perform on stage, as to be a visual part of the production, shall be paid an additional \$25.50 per performance	\$25.50
4) <b>Backstage:</b> Musicians required to play backstage as well as in the pit shall be paid an additional \$25.50 per performance	\$25.50
5) <b>Pension:</b> 11.99% of Scale paid to the AFM-EP Fund on behalf of each musician.	

**D. MUSICAL THEATER, BROADWAY SHOWS (per show, not to exceed 3 hours):**

1) a. <b>Large Venues</b> - Side-musician:	\$144.50
1) b. <b>Small Venues</b> (less than 350 seats) Side-musician: Doubling	\$106.25 10% per double
<b>(Note: All other rates are the same for large and small venues)</b>	
Leader/Contractor	Double Scale
Concertmaster (responsible musician designated by contractor)	125%
Lead Trumpet (at discretion of contractor)	110%
2) <b>Overtime:</b> Straight time-and-a-half (1½) of Side-musician rate computed in 15-minute increments	\$54.19 (large) \$39.84 (small per 15 minutes)
3) <b>On Stage:</b> Musicians required to perform on stage, as well as in the pit shall be paid an additional \$34 per performance	\$34
4) <b>Backstage</b> – Musicians required to play backstage as well as in the pit shall be paid an additional \$34 per performance	\$34
5) <b>Memorization:</b> Musicians required to perform onstage without sheet music, shall be paid an additional \$42.50 per performance.	\$42.50
6) <b>Pension:</b> 11.99% of Scale paid to the AFM-EP Fund in behalf of each musician.	

## APPENDIX A, SECTION II - REHEARSAL RATES

### II. REHEARSAL RATES (Note: Doubling rates apply)

#### A. BANQUETS, RECEPTIONS, CONVENTIONS, WEDDINGS, STROLLING, MERCANTILE OPENINGS, FASHION SHOWS, DANCES, STAGED SHOWS, CIRCUSES, ICE SHOWS & RODEOS AND CONCERTS:

(A local contractor must be hired when (3) or more local musicians are used to augment a traveling show performing locally)

Side-musician, per hour (min 2 hours)	\$42.50
Leader/Contractor	Double scale
Additional time prorated per 15-minute period(s)	\$10.63 per 15 minutes

#### B. STAGED BALLET AND STAGED OPERA (per hour, three hour minimum):

1) Side-musician	\$61.20
Principal	125%
Leader/Contractor	200%
Doubles apply	
2) <b>Overtime:</b> Straight time-and-a-half (1 ½) of side-musician rate computed in 15-minute increments. Overtime begins after 3 hours of consecutive rehearsal without a break, or after multiple rehearsals totaling 6 hours in one day	\$22.95 per 15 minutes
3) <b>Pension:</b> 11.99% of Scale paid to the AFM-EP Fund on behalf of each musician.	

#### C. MUSICAL THEATER, BROADWAY SHOWS (per hour, three-hour minimum):

1)a. Side-musician	\$37.40/hr
1)b. Small Venues (less than 350 seats):	\$32.30/hr
Leader/Contractor	Double scale
Concertmaster (responsible musician designated by contractor, or may be split between multiple musicians at the discretion of contractor)	125%
2) <b>Overtime:</b> Straight time-and-a-half (1½) of Side-musician rate computed in 15-minute increments. Overtime begins after 3 hours of consecutive rehearsal without a break, or after multiple rehearsals totaling 6 hours in one day	\$14.03 per 15 minutes
3) <b>Pension:</b> 11.99% of Scale paid to the AFM-EP Fund on behalf of each musician.	

#### D. REHEARSAL/AUDITION PIANIST: Piano, alone, rehearsing singers and/or dancers for live show:

Per hour (minimum 2 hours)	\$51
----------------------------	------