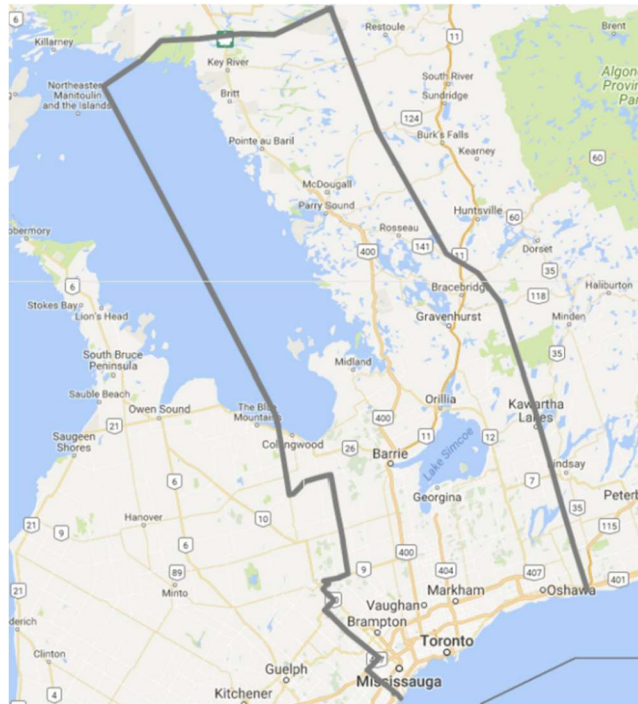


Effective September 6, 2022

The following is a confidential document for use by members of the American Federation of Musicians of the United States & Canada. Nothing in this document prevents Musicians from negotiating above the minimums as set out.

This document shall govern the minimum fees and conditions for live performance engagements in the jurisdiction of Local 149 of the American Federation of Musicians of the United States & Canada unless the work is covered by another TMA or AFM Agreement. **There are electronic media agreements that apply to all recorded work, and collective agreements for live performances with certain ensembles and at certain venues.** For information on those Agreements, contact the TMA office.

All engagements under this Tariff are subject to the Constitution and Bylaws of the Toronto Musicians' Association and of the American Federation of Musicians of the United States & Canada, which documents shall prevail in the event of a conflict between them and this Tariff. Members are entitled to seek compensation at rates that exceed the minimum fees stated in the Tariff.



Jurisdiction of TMA 149

The City of Toronto, Peel Region, York Region, and Simcoe County. The portion of the Region of Parry Sound District lying west of a line running north and south 15 miles west of Highway 11. Also, the portion of Durham County lying west of Highway 35 and the entire region of Muskoka, except that portion that belongs to Local 180, Ottawa, ON

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Section 1 — Glossary

1.1 Calls

1.1.1 Call is the scheduled duration of the service. Some scales have a minimum call; for example, the minimum performance call for General Scale is three hours. There is no maximum call; calls may be set in increments of thirty minutes.

1.1.2 Minimum Call is the shortest duration for which a musician may be engaged under a particular scale.

1.1.3 In accordance with the TMA Bylaws, “Members may be ordered to report fifteen minutes before the start of a contracted engagement, however, this time shall not be used for preparing the programme.”

1.2 Hired and Non-Hired Engagements

1.2.1 An **engagement** is the rendering of musical services for remuneration, including performing, rehearsing, directing and music preparation, under any agreement.

1.2.2 The **Engager** is a person who obtains the services of a Leader for an event. Engager includes employer, purchaser, producer, promoter, or their authorized agent.

1.2.3 Hired Engagements are events where the engager, purchaser, or buyer negotiates the time, place, and content, pays the agreed fee for the service, and an arms-length relationship exists between the entity paying and the musician(s). In a Hired Engagement, the entity engaging the musicians assumes all risk and responsibility for the event and signs a TMA contract regarding the same. The event may take place over a number of days or weeks.

1.2.4 Non-Hired Engagements are self-produced events by members of a self-contained group, or by a soloist, for the purpose of promoting their services or their products or both. In addition, the engaged member or members of Non-Hired Engagements assume all risk and profit and establish the performance details of the event, which include determining the time, place, and content of the event, as well as controlling the expenses and profits of the event.

1.3 A Self-Contained Group

is a group whose membership is fixed and may be covered by a band agreement between members.

1.4 A Service

is a single call. An engagement may have multiple services, each with its own call time.

1.5 The Signatory

to the contract shall be the Leader who shall assume full responsibility for signing the contract and ensuring that the engagement conforms to the terms of the relevant Tariff. The Signatory is also responsible for submitting all fees payable to the musicians, the TMA, and the Pension office in a timely manner in accordance with the Bylaws of the TMA and the AFM.

Section 2 — Payments Applying to All Sections

2.1 Scales and calculations for premiums

The scale fee for the following positions is as follows:

Side Musician	basic scale fee
Leader (also a performing musician)	basic scale fee plus 100%
Leader (non-playing)	basic scale fee
Single Musician (Leader)	basic scale fee plus 100%
Steward	basic scale fee plus 10%
Contractor (also a performing musician)	basic scale fee plus 50%
Contractor (non-playing)	½ of the basic scale fee
Harp or Concertmaster	basic scale fee plus 50%
Principal Musician	basic scale fee plus 25%
Librarian (also a performing musician)	basic scale fee plus 50%
Librarian (non-playing)	½ of the basic scale fee

These fees are scale fees and shall be included in all calculations that refer to scale fees, such as pensions, work dues, overtime, etc. Any premiums are calculated from basic scale, including doubling (Section 2.2).

2.1.1 The **Leader** acts as the signatory to the agreement with an engager. The Leader assumes responsibility for compliance with AFM/TMA Bylaws and Tariff of Fees, including the submitting of all musicians' fees, cartage fees, work dues, and pension as required by the agreement. The Leader may delegate the execution of their duties, but not responsibility, to a contractor per Section 2.1.2. In some instances, the Leader may also assume the duties of Contractor (2.1.2). There is always a Leader on a TMA engagement.

2.1.2 Contractor. On engagements requiring more than twelve musicians, the Leader shall hire a Contractor, who shall be responsible for engaging musicians. The Leader may be Contractor as well. Contractors who are also engaged to perform shall be paid the applicable scale fee in addition to the fee paid for providing the services of Contractor.

2.1.3 Principal Musician. The designation of Principal Musician shall be made by the Leader, or the Contractor in consultation with the Leader, and with the agreement of the Engager (Purchaser), based on the requirements of the engagement.

2.1.4 Steward. On all engagements of three or more musicians, a Steward, who shall be a local member of the ensemble or as otherwise provided by the Board of Directors, shall be appointed by the Executive Director or designate. In the event that no Steward has been appointed prior to the engagement owing to late filing, the Leader or Contractor shall pay the Steward's fee to the TMA as a contract handling fee.

When the Association designates a member on an engagement as a Steward, the Steward shall perform such duties as may be assigned by the Association, and report to the Association any anomalies to conditions at the workplace.

2.2 Doubling

occurs when a musician is contracted to play more than one instrument, except as provided for in sections 2.2.1 or 2.2.2. The following fees shall apply to doubling:

First double	basic scale fee plus 50%
Second double	basic scale fee plus 25%
Third and subsequent doubles	basic scale fee plus 10%

Doubling fees are scale fees and shall be included in all calculations that refer to scale fees, such as pensions, work dues, overtime, etc. All doubling fees are cumulative with premium fees (Section 2.1). Note that some Collective Agreements may have different rules for doubling which take precedence over this Tariff.

2.2.1 The following woodwind combinations are not subject to doubling payments:

2.2.1.1 B flat and A clarinets;

2.2.1.2 One clarinet and one saxophone, except for symphony, opera, ballet, or theatrical engagements.

2.2.2 Percussion instruments are divided into seven categories. Instruments played within a category do not qualify for doubling. Any instruments encompassing more than one category constitutes a double, each additional category is an additional double.

Category 1 Drum set and small percussion instruments

Category 2 Bass drum and cymbals and small percussion instruments

Category 3 Snare drums and small percussion instruments (street, military or tenor drum allowed as permissible with no additional fee)

Category 4 Timpani and small percussion instruments.

Category 5 Mallet instruments, any two of the following: xylophone, glockenspiel, vibraphone, marimba, chimes; and small percussion instruments. Three or more mallet instruments constitute an additional double.

Category 6 Hand drums and small percussion instruments.

Category 7 Electronic Musical Devices

2.2.2.1 "Small percussion instruments" include: tambourine, triangle, claves, castanets, finger cymbals, maracas, gourd, shaker, and other similar instruments that create sound effects.

2.3 Overtime.

All required hours of each service are set in the contract prior to the first service. When an engagement extends beyond the call time contracted for a given service, overtime shall apply at the rate of an additional fifty percent of each musician's Scale Fees, prorated in fifteen-minute increments.

2.4 Statutory Holidays.

The scale fee for engagements on Ontario statutory holidays, which are New Year's Day, Family Day, Good Friday (except for religious performances in churches), Victoria Day, Canada Day, Labour Day (except for events organized by unions and affiliated groups), Thanksgiving Day, Christmas Day, and Boxing Day, as well as any portion of a service extending after 6:00 p.m. on New Year's Eve, shall be two times the applicable Scale Fees.

2.5 Cartage.

With the engager's advance approval, which shall not be unreasonably withheld, musicians engaged to play the following instruments may arrange to have said instruments transported to and from the place of engagement by private transportation supplied by the musician, a common carrier, or musicians' cartage service at the expense of the engager: harp, timpani, electric or acoustic keyboards, percussion instruments, double bass, and electric guitar or electric bass (when amplifiers and related electronic equipment are required.)

2.6 Librarians.

Playing Librarians shall be paid the Side Musician Scale plus fifty percent. Non-playing Librarians shall be paid fifty percent of Side Musician's Scale. The Librarian's call shall begin forty-five minutes prior to the engagement and end thirty minutes following the engagement. For other duties as required, the minimum call shall be one hour, with additional time prorated in thirty-minute increments.

Section 3 — Conditions Applying to All Sections

3.1 Breaks

3.1.1 Breaks in Rehearsals shall be ten minutes per hour; these breaks may be combined. No rehearsal shall continue for more than one and one-half hours without a break. For rehearsals longer than one hour, breaks may not be taken in the first or last half-hour of the rehearsal without the unanimous consent of the musicians present, except that rest breaks during overtime may be taken at any time at the discretion of the Leader, except that even if overtime applies, no musician shall be required to rehearse for more than two hours without a break.

3.1.2 Breaks in Performances. Any performance exceeding one and three-quarters hours in duration shall include one fifteen-minute break. No musician shall be required to perform for more than two hours without a break. Should the break occur on or after the two-hour mark, the break shall be at least thirty minutes.

3.1.3 Penalty. If breaks do not occur as stipulated, the musician(s) shall be paid at the overtime rate, pro rata, for each half hour (or part thereof) until the break occurs.

3.2 Cancellation

of an engagement due to inclement weather (rain, snow, ice storm, etc.) shall in no way affect payment of the contracted fee to the musicians. This provision must be included in the terms of each agreement.

3.3 Work Dues.

All engagements in the jurisdiction of the Toronto Musicians' Association are subject to work dues based on all scale wages in the Tariff of Fees. Work Dues shall be deducted from each musician's scale fees and submitted by the Leader or Contractor to the TMA. Work dues on all engagements except MPTF engagements shall be three percent; work dues on MPTF engagements shall be five percent.

3.4 The Pension contribution,

unless stated otherwise, shall not be less than eight percent of scale and shall not be more than eighteen percent of scale. The Pension contribution shall be calculated on scale amounts and added to the contract price, and shall not be deducted from scale fees. Pension shall be submitted to the TMA by the Leader or Contractor.

Section 4 — General Scale

4.1 General Scale

shall apply to Hired Engagements where the main focus of the event is a performance that includes live music, including, but not limited to, concerts, operas, ballets, dances, and wedding receptions.

4.2 Minimum Calls

4.2.1 The minimum call for rehearsals is two hours.

4.2.2 The minimum call for performances is three hours.

4.3 Fees (per hour)

For tables listing all General Scale fees for each year, including premium scales, see Appendix A.

As of:	Sept. 6, 2022	Sept. 5, 2023	Sept. 3, 2024	Sept. 2, 2025	Sept. 8, 2026
Rehearsal	\$55	\$57	\$59	\$61	\$63
Performance, Capacity up to 1000	\$65	\$67	\$69	\$71	\$73
Performance, Capacity 1001-3500	\$73	\$76	\$79	\$82	\$85
Performance, Capacity 3501 or greater	\$88	\$91	\$94	\$97	\$100

4.4 Premium scales

for Leaders, Contractors, single musicians, etc., as described in Section 2.1, shall apply to General Scale. For tables listing all scale fees for each year, including premium scales, see Appendix A.

4.5 Doubling,

as described in Section 2.2, shall apply to General Scale. For tables listing all scale fees for each year, including doubling, see Appendix A.

4.6 Work dues,

as described in Section 3.3, shall apply to General Scale.

4.7 Pension contributions,

as described in Section 3.4, shall apply to General Scale.

Section 5 — Incidental Scale

5.1 Incidental Scale

shall apply to Hired Engagements where the musical performance is part of but not the main focus of an event, including wedding or funeral ceremonies, fanfares, worship services, wandering clowns, National Anthems, haggis piping, musical demonstrations at trade shows or retail establishments, performances in seniors' homes, or similar events. Incidental Scale shall not to be used where General Scale should apply. The decision of the Executive Director or designate shall resolve any dispute regarding the application of this scale.

5.2 Special conditions for Incidental Scale

5.2.1 The **minimum call** is one hour. Hourly rates vary depending on the length of the call.

5.2.2 The rate for rehearsal and performance is the same.

5.2.3 A single call may include both rehearsal and performance. If a service includes both rehearsal and performance, the break requirements for rehearsals (3.1.1.) will apply.

5.3 Fees (per Hour)

For tables listing all Incidental Scale fees for each year, including premium scales, see Appendix B.

As of:	Sept. 6, 2022	Sept. 5, 2023	Sept. 3, 2024	Sept. 2, 2025	Sept. 8, 2026
Venue Capacity up to 1000					
Call of less than 3 hours (per hour)	\$104	\$108	\$112	\$116	\$120
Call of 3 hours or more (per hour)	\$65	\$67	\$69	\$71	\$73
Venue Capacity 1001-3500					
Call of less than 3 hours (per hour)	\$116	\$120	\$124	\$128	\$132
Call of 3 hours or more (per hour)	\$73	\$76	\$79	\$82	\$85
Venue Capacity 3501 or greater					
Call of less than 3 hours (per hour)	\$141	\$146	\$151	\$156	\$161
Call of 3 hours or more (per hour)	\$88	\$91	\$94	\$97	\$100

5.4 Premium scales

for Leaders, Contractors, etc., as described in Section 2.1, shall apply to Incidental Scale save Single Musician at 25%. For tables listing all scale fees for each year, including premium scales, see Appendix B.

5.5 Doubling,

as described in Section 2.2, shall apply to Incidental Scale. For tables listing all scale fees for each year, including doubling, see Appendix B.

5.6 Work dues,

as described in Section 3.3, shall apply to Incidental Scale.

5.7 Pension contributions,

as described in Section 3.4, shall apply to Incidental Scale.

Section 6 — Accompanist or Collaborator Scale

6.1 Accompanist or Collaborator Scale

shall apply to Hired Engagements where the members provide the services of an Accompanist or Collaborator for rehearsal or educational purposes.

6.2 Public Performances.

This Section does not apply to public performances. When accompanists appear in public performances, such as recitals, showcases, and similar events, General or Incidental Scale shall apply. For the purposes of this Section, juries, examinations, auditions, and masterclasses shall not be deemed public performances.

6.3 Minimum calls

6.3.1 The minimum call for staging rehearsals is two hours.

6.3.2 The minimum call for other rehearsals is one hour.

6.4 Fees (per hour)

As of:	Sept. 6, 2022	Sept. 5, 2023	Sept. 3, 2024	Sept. 2, 2025	Sept. 8, 2026
Professional	\$87	\$90	\$93	\$96	\$99
Non-professional	\$55	\$57	\$59	\$61	\$63

The **non-professional** rate shall apply to all rehearsals associated with productions or performances that are amateur or educational in nature. (For clarity, if an AFM member who is also a student engages an accompanist for a student recital, the non-professional rate shall apply.) Otherwise, the **professional** rate shall apply.

6.5 Regular engagements.

Where an engagement is for a minimum of twelve hours of call time per week and in the same venue OR an accompanist is engaged in advance by the same purchaser for regularly scheduled times over a one year period, the Engager or Leader may negotiate reduced rehearsal, doubling and call time requirements with the TMA, consistent with other Agreements in effect at the time.

Section 7 — Self-Production Scale

7.1 Self-Production Scale

may be used on Non-Hired Engagements by soloists or self-contained groups only, when the soloist or group sets the time, place, and program, and all costs and profits of the engagement are directed to the soloist or group. It is recommended that a band agreement be in place when performing engagements under Self-Production Scale. Engagements subsidized by the MPTF, regardless of their nature, may not use Self-Production Scale. Self-Production Scale shall not to be used where any other Scale should apply. The decision of the Executive Director or designate shall resolve any dispute regarding the application of this scale. All engagements using Self-Production Scale are subject to Article 10, Sections 16, 17, and 18 of the AFM Bylaws, with respect to “Share plan engagements”.

7.2 Rates for members of Self-Contained Groups.

There is no minimum rate. The members of the Self-Contained Group agree to share among themselves any receipts or profits from the engagement in accordance with an agreement made among them.

7.3 Rates for non-Group members, substitutes, and extra players.

Unless they agree otherwise, the minimum fee per player from the applicable General or Incidental scale rate shall be paid to non-group members, substitutes, and extra players.

7.4 Premium scales

for Leaders, Contractors, single musicians, etc., as described in Section 2.1, may apply to Self-Production Scale at the discretion of the soloist or Group. Premium scales shall apply to non-Group members who are paid General or Incidental Scale.

7.5 Doubling,

as described in Section 2.2, may apply to Self-Production Scale at the discretion of the soloist or Group. Doubling shall apply to non-Group members who are paid General or Incidental Scale.

7.6 Work dues,

as described in Section 3.3, shall apply to Self-Production Scale.

7.7 Pension contributions,

as described in Section 3.4, shall apply to Self-Production Scale.

Section 8 — Teacher Scale

Members who teach private lessons and wish to file contracts and make contributions to the Musicians' Pension Fund based on those earnings may use the special scale for teachers approved by the General Meeting of December 9, 2012. Contact the TMA office for more information.

Section 9 — Travel

9.1 Travel outside the TMA.

When musicians play engagements in the jurisdiction of another Local, such engagements shall be governed by the Bylaws of the AFM that regulate engagements in other Locals. If the AFM Bylaws indicate that the engagement occurs under the jurisdiction of the TMA, the following fees shall apply:

9.1.1 Travel Fees. If the Engager does not provide transportation, travel in personal vehicles shall be reimbursed at the rate of fifty-five cents per kilometre for drivers. This distance shall be calculated from the customary performance venue of the group if applicable, or else from Toronto City Hall.

9.1.2 Meals. For all engagements outside the jurisdiction of the TMA, the conditions and fees in Section 9.3 shall apply.

9.1.3 Lodging. For engagements requiring travel of more than two hundred kilometres one way, lodging must be provided.

9.2 Travel within the jurisdiction of the TMA.

Travel within the area consisting of the City of Toronto, York Region, Peel Region, and Durham Region shall not be subject to additional fees. For travel outside this area, the Engager must either provide transportation or pay the following additional fees to the driver per round trip:

Simcoe County	\$115
District Municipality of Muskoka	\$170
Parry Sound District	\$220

9.2.1 Local engagements in Simcoe County, the District Municipality of Muskoka, or Parry Sound District. Engagements in Simcoe County, the District Municipality of Muskoka, or Parry Sound District shall not be subject to additional Travel fees if the musicians on those engagements are engaged from the area in which the engagement occurs.

9.3 Meals.

For engagements in Simcoe County, the District Municipality of Muskoka, or Parry Sound District, the Engager must provide meals, pay the actual cost of meals, or pay meal allowances as follows:

Breakfast allowance	\$12.00
Lunch allowance	\$18.00
Dinner allowance	\$30.00

9.3.1 Local engagements in Simcoe County, the District Municipality of Muskoka, or Parry Sound District. Engagements in Simcoe County, the District Municipality of Muskoka, or Parry Sound District shall not be subject to additional Meal fees if the musicians on those engagements are engaged from the area in which the engagement occurs.

9.4 Lodging.

For engagements in the District Municipality of Muskoka or Parry Sound District (but not Simcoe County), lodging must be provided.

9.4.1 Local engagements in Simcoe County, the District Municipality of Muskoka, or Parry Sound District. Engagements in Simcoe County, the District Municipality of Muskoka, or Parry Sound District shall not be subject to Lodging requirements if the musicians on those engagements are engaged from the area in which the engagement occurs.

Section 10 — Amendments to the Tariff of Fees

10.1 Any member who desires a change in the Tariff of Fees shall submit the proposal in writing to the Secretary.

10.2 Any proposals received by mail or otherwise, shall be acknowledged by the Secretary and the date of postmark shall be considered as the date of arrival.

10.3 Any proposal to change the Tariff of Fees as outlined above must be signed by at least ten members in good standing and each of the members' printed names must be included alongside their signatures.

10.4 The Board of Directors shall review all the suggested changes and, if it is deemed necessary, proposals to amend the Tariff of Fees may be formulated by the Board of Directors while in proper session and without compliance of the relevant Articles of the Association Bylaws.

Appendix A — Table 1 — General Scale, 2022–2023

Rates are effective from September 6, 2022 through September 4, 2023.

All rates are **hourly rates**.

Minimum call for rehearsals is two hours. Minimum call for performances is three hours.

Work Dues for General Scale engagements are 3%. except MPTF engagements, for which Work Dues are 5%.

Pension (MPF) contributions are 8% to 18%.

	Rehearsals	Performances		
		Venue Capacity up to 1000	Venue Capacity 1001-3500	Venue Capacity 3501 or greater
Side Musician (Basic Scale Fee)	\$55.00	\$65.00	\$73.00	\$88.00
Leader or Single Musician (Basic Scale Fee plus 100%)	\$110.00	\$130.00	\$146.00	\$176.00
Leader (non-playing) (Basic Scale Fee)	\$55.00	\$65.00	\$73.00	\$88.00
Steward (Basic Scale Fee plus 10%)	\$60.50	\$71.50	\$80.30	\$96.80
Contractor (also performing musician) (Basic Scale Fee plus 50%)	\$82.50	\$97.50	\$109.50	\$132.00
Contractor (non-playing) (50% of Basic Rate)	\$27.50	\$32.50	\$36.50	\$44.00
Harp or Concertmaster (Basic Rate plus 50%)	\$82.50	\$97.50	\$109.50	\$132.00
Principal Musician (Basic Rate plus 25%)	\$68.75	\$81.25	\$91.25	\$110.00
Librarian (also performing musician) (Basic Scale Fee plus 50%)	\$82.50	\$97.50	\$109.50	\$132.00
Librarian (non-playing) (50% of Basic Rate)	\$27.50	\$32.50	\$36.50	\$44.00
First Double – Additional fee (50% of Basic Rate)	\$27.50	\$32.50	\$36.50	\$44.00
Second Double – Additional fee (25% of Basic Rate)	\$13.75	\$16.25	\$18.25	\$22.00
Third and subsequent Doubles – Additional fee (10% of Basic Rate)	\$5.50	\$6.50	\$7.30	\$8.80

Appendix A — Table 2 — General Scale, 2023-2024

Rates are effective from September 5, 2023 through September 2, 2024.

All rates are **hourly rates**.

Minimum call for rehearsals is two hours. Minimum call for performances is three hours.

Work Dues for General Scale engagements are 3, except MPTF engagements, for which Work Dues are 5%.

Pension (MPF) contributions are 8% to 18%.

	Rehearsals	Performances		
		Venue Capacity up to 1000	Venue Capacity 1001-3500	Venue Capacity 3501 or greater
Side Musician (Basic Scale Fee)	\$57.00	\$67.00	\$76.00	\$91.00
Leader or Single Musician (Basic Scale Fee plus 100%)	\$114.00	\$134.00	\$152.00	\$182.00
Leader (non-playing) (Basic Scale Fee)	\$57.00	\$67.00	\$76.00	\$91.00
Steward (Basic Scale Fee plus 10%)	\$62.70	\$73.70	\$83.60	\$100.10
Contractor (also performing musician) (Basic Scale Fee plus 50%)	\$85.50	\$100.50	\$114.00	\$136.50
Contractor (non-playing) (50% of Basic Rate)	\$28.50	\$33.50	\$38.00	\$45.50
Harp or Concertmaster (Basic Rate plus 50%)	\$85.50	\$100.50	\$114.00	\$136.50
Principal Musician (Basic Rate plus 25%)	\$71.25	\$83.75	\$95.00	\$113.75
Librarian (also performing musician) (Basic Scale Fee plus 50%)	\$85.50	\$100.50	\$114.00	\$136.50
Librarian (non-playing) (50% of Basic Rate)	\$28.50	\$33.50	\$38.00	\$45.50
First Double — Additional fee (50% of Basic Rate)	\$28.50	\$33.50	\$38.00	\$45.50
Second Double — Additional fee (25% of Basic Rate)	\$14.25	\$16.75	\$19.00	\$22.75
Third and subsequent Doubles — Additional fee (10% of Basic Rate)	\$5.70	\$6.70	\$7.60	\$9.10

Appendix A — Table 3 — General Scale, 2024–2025

Rates are effective from September 3, 2024 through September 1, 2025.

All rates are **hourly rates**.

Minimum call for rehearsals is two hours. Minimum call for performances is three hours.

Work Dues for General Scale engagements are 3%. except MPTF engagements, for which Work Dues are 5%.

Pension (MPF) contributions are 8% to 18%.

	Rehearsals	Performances		
		Venue Capacity up to 1000	Venue Capacity 1001-3500	Venue Capacity 3501 or greater
Side Musician (Basic Scale Fee)	\$59.00	\$69.00	\$79.00	\$94.00
Leader or Single Musician (Basic Scale Fee plus 100%)	\$118.00	\$138.00	\$158.00	\$188.00
Leader (non-playing) (Basic Scale Fee)	\$59.00	\$69.00	\$79.00	\$94.00
Steward (Basic Scale Fee plus 10%)	\$64.90	\$75.90	\$86.90	\$103.40
Contractor (also performing musician) (Basic Scale Fee plus 50%)	\$88.50	\$103.50	\$118.50	\$141.00
Contractor (non-playing) (50% of Basic Rate)	\$29.50	\$34.50	\$39.50	\$47.00
Harp or Concertmaster (Basic Rate plus 50%)	\$88.50	\$103.50	\$118.50	\$141.00
Principal Musician (Basic Rate plus 25%)	\$73.75	\$86.25	\$98.75	\$117.50
Librarian (also performing musician) (Basic Scale Fee plus 50%)	\$88.50	\$103.50	\$118.50	\$141.00
Librarian (non-playing) (50% of Basic Rate)	\$29.50	\$34.50	\$39.50	\$47.00
First Double — Additional fee (50% of Basic Rate)	\$29.50	\$34.50	\$39.50	\$47.00
Second Double — Additional fee (25% of Basic Rate)	\$14.75	\$17.25	\$19.75	\$23.50
Third and subsequent Doubles — Additional fee (10% of Basic Rate)	\$5.90	\$6.90	\$7.90	\$9.40

Appendix A — Table 4 — General Scale, 2025–2026

Rates are effective from September 2, 2025 through September 7, 2026.

All rates are **hourly rates**.

Minimum call for rehearsals is two hours. Minimum call for performances is three hours.

Work Dues for General Scale engagements are 3%. except MPTF engagements, for which Work Dues are 5%.

Pension (MPF) contributions are 8% to 18%.

	Rehearsals	Performances		
		Venue Capacity up to 1000	Venue Capacity 1001-3500	Venue Capacity 3501 or greater
Side Musician (Basic Scale Fee)	\$61.00	\$71.00	\$82.00	\$97.00
Leader or Single Musician (Basic Scale Fee plus 100%)	\$122.00	\$142.00	\$164.00	\$194.00
Leader (non-playing) (Basic Scale Fee)	\$61.00	\$71.00	\$82.00	\$97.00
Steward (Basic Scale Fee plus 10%)	\$67.10	\$78.10	\$90.20	\$106.70
Contractor (also performing musician) (Basic Scale Fee plus 50%)	\$91.50	\$106.50	\$123.00	\$145.50
Contractor (non-playing) (50% of Basic Rate)	\$30.50	\$35.50	\$41.00	\$48.50
Harp or Concertmaster (Basic Rate plus 50%)	\$91.50	\$106.50	\$123.00	\$145.50
Principal Musician (Basic Rate plus 25%)	\$76.25	\$88.75	\$102.50	\$121.25
Librarian (also performing musician) (Basic Scale Fee plus 50%)	\$91.50	\$106.50	\$123.00	\$145.50
Librarian (non-playing) (50% of Basic Rate)	\$30.50	\$35.50	\$41.00	\$48.50
First Double — Additional fee (50% of Basic Rate)	\$30.50	\$35.50	\$41.00	\$48.50
Second Double — Additional fee (25% of Basic Rate)	\$15.25	\$17.75	\$20.50	\$24.25
Third and subsequent Doubles — Additional fee (10% of Basic Rate)	\$6.10	\$7.10	\$8.20	\$9.70

Appendix A — Table 5 — General Scale, 2026-2027

Rates are effective September 8, 2026 through September 6, 2027.

All rates are **hourly rates**.

Minimum call for rehearsals is two hours. Minimum call for performances is three hours.

Work Dues for General Scale engagements are 3%. except MPTF engagements, for which Work Dues are 5%.

Pension (MPF) contributions are 8% to 18%.

	Rehearsals	Performances		
		Venue Capacity up to 1000	Venue Capacity 1001-3500	Venue Capacity 3501 or greater
Side Musician (Basic Scale Fee)	\$63.00	\$73.00	\$85.00	\$100.00
Leader or Single Musician (Basic Scale Fee plus 100%)	\$126.00	\$146.00	\$170.00	\$200.00
Leader (non-playing) (Basic Scale Fee)	\$63.00	\$73.00	\$85.00	\$100.00
Steward (Basic Scale Fee plus 10%)	\$69.30	\$80.30	\$93.50	\$110.00
Contractor (also performing musician) (Basic Scale Fee plus 50%)	\$94.50	\$109.50	\$127.50	\$150.00
Contractor (non-playing) (50% of Basic Rate)	\$31.50	\$36.50	\$42.50	\$50.00
Harp or Concertmaster (Basic Rate plus 50%)	\$94.50	\$109.50	\$127.50	\$150.00
Principal Musician (Basic Rate plus 25%)	\$78.75	\$91.25	\$106.25	\$125.00
Librarian (also performing musician) (Basic Scale Fee plus 50%)	\$94.50	\$109.50	\$127.50	\$150.00
Librarian (non-playing) (50% of Basic Rate)	\$31.50	\$36.50	\$42.50	\$50.00
First Double — Additional fee (50% of Basic Rate)	\$31.50	\$36.50	\$42.50	\$50.00
Second Double — Additional fee (25% of Basic Rate)	\$15.75	\$18.25	\$21.25	\$25.00
Third and subsequent Doubles — Additional fee (10% of Basic Rate)	\$6.30	\$7.30	\$8.50	\$10.00

Appendix B — Table 1 — Incidental Scale, 2022–2023

Rates are effective from September 6, 2022 through September 4, 2023. All rates are **hourly rates**. The rate for rehearsal and performance is the same. A single call may include both rehearsal and performance. **Minimum call** is one hour.

Work Dues for Incidental Scale engagements are 3%.

Pension (MPF) contributions are 8% to 18%.

	Venue Capacity up to 1000		Venue Capacity 1001–3500		Venue Capacity 3501 or greater	
	Call shorter than 3 hours	Call of 3 hours or longer	Call shorter than 3 hours	Call of 3 hours or longer	Call shorter than 3 hours	Call of 3 hours or longer
Side Musician (Basic Scale Fee)	\$104.00	\$65.00	\$116.00	\$73.00	\$141.00	\$88.00
Leader (Basic Scale Fee plus 100%)	\$208.00	\$130.00	\$232.00	\$146.00	\$282.00	\$176.00
Leader (non-playing) (Basic Scale Fee)	\$104.00	\$65.00	\$116.00	\$73.00	\$141.00	\$88.00
Single Musician (Leader) (Basic Rate plus 25%)	\$130.00	\$81.25	\$145.00	\$91.25	\$176.25	\$110.00
Steward (Basic Scale Fee plus 10%)	\$114.40	\$71.50	\$127.60	\$80.30	\$155.10	\$96.80
Contractor (also performing musician) (Basic Scale Fee plus 50%)	\$156.00	\$97.50	\$174.00	\$109.50	\$211.50	\$132.00
Contractor (non-playing) (50% of Basic Rate)	\$52.00	\$32.50	\$58.00	\$36.50	\$70.50	\$44.00
Harp or Concertmaster (Basic Rate plus 50%)	\$156.00	\$97.50	\$174.00	\$109.50	\$211.50	\$132.00
Principal Musician (Basic Rate plus 25%)	\$130.00	\$81.25	\$145.00	\$91.25	\$176.25	\$110.00
Librarian (also performing musician) (Basic Scale Fee plus 50%)	\$156.00	\$97.50	\$174.00	\$109.50	\$211.50	\$132.00
Librarian (non-playing) (50% of Basic Rate)	\$52.00	\$32.50	\$58.00	\$36.50	\$70.50	\$44.00
First Double – Additional fee (50% of Basic Rate)	\$52.00	\$32.50	\$58.00	\$36.50	\$70.50	\$44.00
Second Double – Additional fee (25% of Basic Rate)	\$26.00	\$16.25	\$29.00	\$18.25	\$35.25	\$22.00
Third and subsequent Doubles – Additional fee (10% of Basic Rate)	\$10.40	\$6.50	\$11.60	\$7.30	\$14.10	\$8.80

Appendix B — Table 2 — Incidental Scale, 2023–2024

Rates are effective from September 5, 2023 through September 2, 2024.

All rates are **hourly rates**. The rate for rehearsal and performance is the same. A single call may include both rehearsal and performance. **Minimum call** is one hour.

Work Dues for Incidental Scale engagements are 3%.

Pension (MPF) contributions are 8% to 18%.

	Venue Capacity up to 1000		Venue Capacity 1001-3500		Venue Capacity 3501 or greater	
	Call shorter than 3 hours	Call of 3 hours or longer	Call shorter than 3 hours	Call of 3 hours or longer	Call shorter than 3 hours	Call of 3 hours or longer
Side Musician (Basic Scale Fee)	\$108.00	\$67.00	\$120.00	\$76.00	\$146.00	\$91.00
Leader (Basic Scale Fee plus 100%)	\$216.00	\$134.00	\$240.00	\$152.00	\$292.00	\$182.00
Leader (non-playing) (Basic Scale Fee)	\$108.00	\$67.00	\$120.00	\$76.00	\$146.00	\$91.00
Single Musician (Leader) (Basic Rate plus 25%)	\$135.00	\$83.75	\$150.00	\$95.00	\$182.50	\$113.75
Steward (Basic Scale Fee plus 10%)	\$118.80	\$73.70	\$132.00	\$83.60	\$160.60	\$100.10
Contractor (also performing musician) (Basic Scale Fee plus 50%)	\$162.00	\$100.50	\$180.00	\$114.00	\$219.00	\$136.50
Contractor (non-playing) (50% of Basic Rate)	\$54.00	\$33.50	\$60.00	\$38.00	\$73.00	\$45.50
Harp or Concertmaster (Basic Rate plus 50%)	\$162.00	\$100.50	\$180.00	\$114.00	\$219.00	\$136.50
Principal Musician (Basic Rate plus 25%)	\$135.00	\$83.75	\$150.00	\$95.00	\$182.50	\$113.75
Librarian (also performing musician) (Basic Scale Fee plus 50%)	\$162.00	\$100.50	\$180.00	\$114.00	\$219.00	\$136.50
Librarian (non-playing) (50% of Basic Rate)	\$54.00	\$33.50	\$60.00	\$38.00	\$73.00	\$45.50
First Double — Additional fee (50% of Basic Rate)	\$54.00	\$33.50	\$60.00	\$38.00	\$73.00	\$45.50
Second Double — Additional fee (25% of Basic Rate)	\$27.00	\$16.75	\$30.00	\$19.00	\$36.50	\$22.75
Third and subsequent Doubles — Additional fee (10% of Basic Rate)	\$10.80	\$6.70	\$12.00	\$7.60	\$14.60	\$9.10

Appendix B — Table 3 — Incidental Scale, 2024–2025

Rates are effective from September 3, 2024 through September 1, 2025.

All rates are **hourly rates**. The rate for rehearsal and performance is the same. A single call may include both rehearsal and performance. **Minimum call** is one hour.

Work Dues for Incidental Scale engagements are 3%.

Pension (MPF) contributions are 8% to 18%.

	Venue Capacity up to 1000		Venue Capacity 1001-3500		Venue Capacity 3501 or greater	
	Call shorter than 3 hours	Call of 3 hours or longer	Call shorter than 3 hours	Call of 3 hours or longer	Call shorter than 3 hours	Call of 3 hours or longer
Side Musician (Basic Scale Fee)	\$112.00	\$69.00	\$124.00	\$79.00	\$151.00	\$94.00
Leader (Basic Scale Fee plus 100%)	\$224.00	\$138.00	\$248.00	\$158.00	\$302.00	\$188.00
Leader (non-playing) (Basic Scale Fee)	\$112.00	\$69.00	\$124.00	\$79.00	\$151.00	\$94.00
Single Musician (Leader) (Basic Rate plus 25%)	\$140.00	\$86.25	\$155.00	\$98.75	\$188.75	\$117.50
Steward (Basic Scale Fee plus 10%)	\$123.20	\$75.90	\$136.40	\$86.90	\$166.10	\$103.40
Contractor (also performing musician) (Basic Scale Fee plus 50%)	\$168.00	\$103.50	\$186.00	\$118.50	\$226.50	\$141.00
Contractor (non-playing) (50% of Basic Rate)	\$56.00	\$34.50	\$62.00	\$39.50	\$75.50	\$47.00
Harp or Concertmaster (Basic Rate plus 50%)	\$168.00	\$103.50	\$186.00	\$118.50	\$226.50	\$141.00
Principal Musician (Basic Rate plus 25%)	\$140.00	\$86.25	\$155.00	\$98.75	\$188.75	\$117.50
Librarian (also performing musician) (Basic Scale Fee plus 50%)	\$168.00	\$103.50	\$186.00	\$118.50	\$226.50	\$141.00
Librarian (non-playing) (50% of Basic Rate)	\$56.00	\$34.50	\$62.00	\$39.50	\$75.50	\$47.00
First Double — Additional fee (50% of Basic Rate)	\$56.00	\$34.50	\$62.00	\$39.50	\$75.50	\$47.00
Second Double — Additional fee (25% of Basic Rate)	\$28.00	\$17.25	\$31.00	\$19.75	\$37.75	\$23.50
Third and subsequent Doubles — Additional fee (10% of Basic Rate)	\$11.20	\$6.90	\$12.40	\$7.90	\$15.10	\$9.40

Appendix B — Table 4 — Incidental Scale, 2025–2026

Rates are effective from September 2, 2025 through September 7, 2026.

All rates are **hourly rates**. The rate for rehearsal and performance is the same. A single call may include both rehearsal and performance. **Minimum call** is one hour.

Work Dues for Incidental Scale engagements are 3%.

Pension (MPF) contributions are 8% to 18%.

	Venue Capacity up to 1000		Venue Capacity 1001-3500		Venue Capacity 3501 or greater	
	Call shorter than 3 hours	Call of 3 hours or longer	Call shorter than 3 hours	Call of 3 hours or longer	Call shorter than 3 hours	Call of 3 hours or longer
Side Musician (Basic Scale Fee)	\$116.00	\$71.00	\$128.00	\$82.00	\$156.00	\$97.00
Leader (Basic Scale Fee plus 100%)	\$232.00	\$142.00	\$256.00	\$164.00	\$312.00	\$194.00
Leader (non-playing) (Basic Scale Fee)	\$116.00	\$71.00	\$128.00	\$82.00	\$156.00	\$97.00
Single Musician (Leader) (Basic Rate plus 25%)	\$145.00	\$88.75	\$160.00	\$102.50	\$195.00	\$121.25
Steward (Basic Scale Fee plus 10%)	\$127.60	\$78.10	\$140.80	\$90.20	\$171.60	\$106.70
Contractor (also performing musician) (Basic Scale Fee plus 50%)	\$174.00	\$106.50	\$192.00	\$123.00	\$234.00	\$145.50
Contractor (non-playing) (50% of Basic Rate)	\$58.00	\$35.50	\$64.00	\$41.00	\$78.00	\$48.50
Harp or Concertmaster (Basic Rate plus 50%)	\$174.00	\$106.50	\$192.00	\$123.00	\$234.00	\$145.50
Principal Musician (Basic Rate plus 25%)	\$145.00	\$88.75	\$160.00	\$102.50	\$195.00	\$121.25
Librarian (also performing musician) (Basic Scale Fee plus 50%)	\$174.00	\$106.50	\$192.00	\$123.00	\$234.00	\$145.50
Librarian (non-playing) (50% of Basic Rate)	\$58.00	\$35.50	\$64.00	\$41.00	\$78.00	\$48.50
First Double – Additional fee (50% of Basic Rate)	\$58.00	\$35.50	\$64.00	\$41.00	\$78.00	\$48.50
Second Double – Additional fee (25% of Basic Rate)	\$29.00	\$17.75	\$32.00	\$20.50	\$39.00	\$24.25
Third and subsequent Doubles – Additional fee (10% of Basic Rate)	\$11.60	\$7.10	\$12.80	\$8.20	\$15.60	\$9.70

Appendix B — Table 5 — Incidental Scale, 2026-2027

Rates are effective September 8, 2026 through September 6, 2027.

All rates are **hourly rates**. The rate for rehearsal and performance is the same. A single call may include both rehearsal and performance. **Minimum call** is one hour.

Work Dues for Incidental Scale engagements are 3%.

Pension (MPF) contributions are 8% to 18%.

	Venue Capacity up to 1000		Venue Capacity 1001-3500		Venue Capacity 3501 or greater	
	Call shorter than 3 hours	Call of 3 hours or longer	Call shorter than 3 hours	Call of 3 hours or longer	Call shorter than 3 hours	Call of 3 hours or longer
Side Musician (Basic Scale Fee)	\$120.00	\$73.00	\$132.00	\$85.00	\$161.00	\$100.00
Leader (Basic Scale Fee plus 100%)	\$240.00	\$146.00	\$264.00	\$170.00	\$322.00	\$200.00
Leader (non-playing) (Basic Scale Fee)	\$120.00	\$73.00	\$132.00	\$85.00	\$161.00	\$100.00
Single Musician (Leader) (Basic Rate plus 25%)	\$150.00	\$91.25	\$165.00	\$106.25	\$201.25	\$125.00
Steward (Basic Scale Fee plus 10%)	\$132.00	\$80.30	\$145.20	\$93.50	\$177.10	\$110.00
Contractor (also performing musician) (Basic Scale Fee plus 50%)	\$180.00	\$109.50	\$198.00	\$127.50	\$241.50	\$150.00
Contractor (non-playing) (50% of Basic Rate)	\$60.00	\$36.50	\$66.00	\$42.50	\$80.50	\$50.00
Harp or Concertmaster (Basic Rate plus 50%)	\$180.00	\$109.50	\$198.00	\$127.50	\$241.50	\$150.00
Principal Musician (Basic Rate plus 25%)	\$150.00	\$91.25	\$165.00	\$106.25	\$201.25	\$125.00
Librarian (also performing musician) (Basic Scale Fee plus 50%)	\$180.00	\$109.50	\$198.00	\$127.50	\$241.50	\$150.00
Librarian (non-playing) (50% of Basic Rate)	\$60.00	\$36.50	\$66.00	\$42.50	\$80.50	\$50.00
First Double — Additional fee (50% of Basic Rate)	\$60.00	\$36.50	\$66.00	\$42.50	\$80.50	\$50.00
Second Double — Additional fee (25% of Basic Rate)	\$30.00	\$18.25	\$33.00	\$21.25	\$40.25	\$25.00
Third and subsequent Doubles — Additional fee (10% of Basic Rate)	\$12.00	\$7.30	\$13.20	\$8.50	\$16.10	\$10.00