



The **General Scale** applies to Hired Engagements where the primary focus is a live music performance. This includes, but is not limited to, concerts, operas, ballets, dances, and wedding receptions.

Basic Scale Fee

Side Musician (Basic Scale Fee)	Per Hour	Minimum 3-hour call
Venue Capacity up to 1000	\$71.00	\$213.00
Venue Capacity 1001-3500	\$82.00	\$246.00
Venue Capacity 3501 or greater	\$97.00	\$291.00

Premium Fees

Premium fees are calculated as part of the scale fees, and are factored into all relevant calculations, such as pensions, work dues, overtime, etc. Any applicable premiums are based on the basic scale, including doubling.

Leader or Single Musician (Basic Scale Fee plus 100%)	Per Hour	Minimum 3-hour call
Venue Capacity up to 1000	\$142.00	\$426.00
Venue Capacity 1001-3500	\$164.00	\$492.00
Venue Capacity 3501 or greater	\$194.00	\$582.00

Leader non-playing (Basic Scale Fee)	Per Hour	Minimum 3-hour call
Venue Capacity up to 1000	\$71.00	\$213.00
Venue Capacity 1001-3500	\$82.00	\$246.00
Venue Capacity 3501 or greater	\$97.00	\$291.00

Steward (Basic Scale Fee plus 10%)	Per Hour	Minimum 3-hour call
Venue Capacity up to 1000	\$78.10	\$234.30
Venue Capacity 1001-3500	\$90.20	\$270.60
Venue Capacity 3501 or greater	\$106.70	\$320.10

Contractor also performing musician (Basic Scale Fee plus 50%)	Per Hour	Minimum 3-hour call
Venue Capacity up to 1000	\$106.50	\$319.50
Venue Capacity 1001-3500	\$123.00	\$369.00
Venue Capacity 3501 or greater	\$145.50	\$436.50

Contractor non-playing (50% of Basic Rate)	Per Hour	Minimum 3-hour call
Venue Capacity up to 1000	\$35.50	\$106.50
Venue Capacity 1001-3500	\$41.00	\$123.00
Venue Capacity 3501 or greater	\$48.50	\$145.50

Harp or Concertmaster (Basic Rate plus 50%)	Per Hour	Minimum 3-hour call
Venue Capacity up to 1000	\$106.50	\$319.50
Venue Capacity 1001-3500	\$123.00	\$369.00
Venue Capacity 3501 or greater	\$145.50	\$436.50

Principal Musician (Basic Rate plus 25%)	Per Hour	Minimum 3-hour call
Venue Capacity up to 1000	\$88.75	\$266.25
Venue Capacity 1001-3500	\$102.50	\$307.50
Venue Capacity 3501 or greater	\$121.25	\$363.75

Librarian also performing musician (Basic Scale Fee plus 50%)	Per Hour	Minimum 3-hour call
Venue Capacity up to 1000	\$106.50	\$319.50
Venue Capacity 1001-3500	\$123.00	\$369.00
Venue Capacity 3501 or greater	\$145.50	\$436.50

Librarian (non-playing) (50% of Basic Rate)	Per Hour	Minimum 3-hour call
Venue Capacity up to 1000	\$35.50	\$106.50
Venue Capacity 1001-3500	\$41.00	\$123.00
Venue Capacity 3501 or greater	\$48.50	\$145.50

Rehearsals

	Per Hour	Minimum 2-hour call
Side Musician	\$61.00	\$122.00
Leader	\$122.00	\$244.00
Leader non-playing (Basic Scale Fee)	\$61.00	\$122.00
Steward (Basic Scale Fee plus 10%)	\$67.10	\$134.20
Contractor also performing musician (Basic Scale Fee plus 50%)	\$91.50	\$183.00
Contractor non-playing (50% of Basic Rate)	\$30.50	\$61.00
Harp or Concertmaster (Basic Rate plus 50%)	\$91.50	\$183.00
Principal Musician (Basic Rate plus 25%)	\$76.25	\$152.50
Librarian also performing musician (Basic Scale Fee plus 50%)	\$91.50	\$183.00
Librarian (non-playing) (50% of Basic Rate)	\$30.50	\$61.00

Overtime

All required hours for each service are determined in the contract prior to the first service. If an engagement exceeds the contracted hours, overtime will be applied at a rate of 50% above the musician's hourly scale fees (including any premiums), prorated in increments of fifteen minutes.

For example - Basic Hourly Rate x 50% : \$71.00 x 1.5 = \$106.50

Doubling

When a musician is contracted to play more than one instrument, doubling fees will apply, except in specific cases provided in sections 2.2.1 or 2.2.2.

First Double – Additional fee (50% of Basic Rate)	Per Hour
Rehearsal	\$30.50
Venue Capacity up to 1000	\$35.50
Venue Capacity 1001-3500	\$41.00
Venue Capacity 3501 or greater	\$48.50

Second Double – Additional fee (25% of Basic Rate)	Per Hour
Rehearsal	\$15.25
Venue Capacity up to 1000	\$17.75
Venue Capacity 1001-3500	\$20.50
Venue Capacity 3501 or greater	\$24.25

Third and subsequent Doubles – Additional fee (10% of Basic Rate)	Per Hour
Rehearsal	\$6.10
Venue Capacity up to 1000	\$7.10
Venue Capacity 1001-3500	\$8.20
Venue Capacity 3501 or greater	\$9.70

Breaks

Musicians shall have a **fifteen-minute break** within two-hour of call. Should the break occur on or after the two-hour mark, the break shall be at least thirty minutes.

Work Dues

Three percent (3%) of total scale fees is deducted and remitted to the TMA.

For example: $\$213.00 \times 3\% = \6.39

Pension

The negotiated pension rate ranges from 8% to 18% of total scale wages.

For example: If the scale wages are \$213.00 and the pension rate is 10%, the calculation would be: $\$213.00 \times 10\% = \21.30