

Low Budget Sound Recording Scale (Non-Symphonic)

The company shall provide the Federation with a copy of the producer's approved detailed budget 72 hours prior to any recording for Federation approval.

Contact Pat Varriale in New York at (212) 869-1330, Ext. 234 or fax at (212) 764-6134.

No recording is permitted without the use of a valid AFM Recording Agreement.

At any recording session, music can only be recorded for one signatory company/project.

Effective: 2/1/2008

Pension 11%

Expires: 1/31/2009

HEALTH & WELFARE (H&W): \$15.50 H&W should be added to the scales listed below for each musician, contractor, orchestrator, arranger & copyist for each session.

PENSION: Employer contributions to the AFM & EP Fund will be **11%** of gross scale wages, including overtime and doubling. Pension contributions are not calculated on H&W and cartage.

BASIC SESSION SCALE – 3 Hour Session

Maximum of 15 minutes of recorded music/Basic Unlimited number of sides/Sweeten 4 sides

	Sideman	Leader
Basic Scale	209.29	418.58
1/2 Hour Overtime: Maximum of 5 minutes recorded music and sweetening of one additional side per 1/2 hour overtime.	69.76	139.52
1/4 Hour Overtime: May only be used to complete the recording of music begun during the basic session.	34.88	69.76

10pm – 1am SESSION

Maximum of 15 minutes of recorded music/Basic Unlimited number of sides/Sweeten 4 sides

	Sideman	Leader
Basic Scale	244.16	488.32
1/2 Hour Overtime: (Same allowances as Basic Session)	104.64	209.28
1/4 Hour Overtime: (Same allowances as Basic Session)	52.32	104.64

PREMIUM SESSION (150% of Regular Scale)

Maximum of 15 minutes of recorded music. All work done between midnight and 8:00am, after 1:00pm on Saturdays if 6th consecutive day of work for Company, and on Sundays.

Maximum of 15 minutes of recorded music/Basic Unlimited number of sides/Sweeten 4 sides

	Sideman	Leader
Basic Scale	313.94	627.88
1/2 Hour Overtime: (Same allowances as Basic Session)	104.64	209.28
1/4 Hour Overtime: (Same allowances as Basic Session)	52.32	104.64

DOUBLE TIME

Two times the basic session and overtime rates for all hours of recording on any of the following **holidays:**

New Year's Day (Jan. 1st), President's Day, Memorial Day, Independence Day (July 4th), Labor Day, Thanksgiving Day and Christmas Day (Dec. 25th). (EACH OF THESE HOLIDAYS SHALL BE OBSERVED THE DAY ON WHICH IT IS OBSERVED BY EMPLOYEES OF THE UNITED STATES GOVERNMENT.)

	Sideman	Leader
Basic Scale	418.58	837.16
1/2 Hour Overtime: (Same allowances as Basic Session)	139.52	279.04
1/4 Hour Overtime: (Same allowances as Basic Session)	69.76	139.52

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ALL OTHER TERMS AND CONDITIONS: Other than the provisions indicated in the Side Letter, all other terms and conditions of the Sound Recording Labor Agreement are applicable.

SCOPE: The budget cap for regular sessions and choral recordings (companion music for printed works) will be \$99,000. The budget cap for Concept Piece Productions (primary focus is on concept as opposed to featured artist) will be \$40,000. If budget maximum is exceeded, side letter shall not apply and the provisions of the Sound Recording Labor Agreement shall apply.

CHORAL RECORDING*		
Maximum of 15 minutes of recorded music/Basic Unlimited number of sides/Sweeten 4 sides		
	Sidemusician	Leader
Basic Scale	173.48	346.96
1/2 Hour Overtime: (Same allowances as Basic Session)	57.83	115.66
1/4 Hour Overtime: (Same allowances as Basic Session)	28.91	57.82

* Contributions to the Sound Recording Special Payments Fund or Music Performance Trust Fund shall not be required.

CONCEPT PIECE PRODUCTIONS		
Maximum of 10 minutes of recorded music/Basic Unlimited number of sides		
	Sidemusician	Leader
Two Hour Mininum Scale	104.65	209.30
1/2 Hour Overtime: Maximum of 5 minutes per 1/2 hour.	26.16	52.32

OVERDUBS: If two or fewer musicians are performing, the services of a leader shall not be required.

DOUBLES: 20% of scale for the first double and an additional 15% for each double thereafter. Percentages are figured on sideman basic session scale, including overtime, but not including H&W or cartage.

DOUBLES REQUESTED, BUT NOT USED: A special fee of \$6.00 shall be paid for each additional instrument requiring a doubling fee which the musician is directed to bring to the engagement if such instrument is not actually used.

CARTAGE: Harp, Timpani, Keyboard, String Bass -- **\$30.00** each; Accordion, Tuba, Drums, Marimba, Chimes, Vibraphone, all Amplifiers, Baritone Saxophone, Bass Saxophone, Cello, Contrabassoon, Contra Bass Clarinet -- **\$12.00** each. Cartage may be billed once for each project per day.

MUSIC PREPARATION: Arrangers, orchestrators and copyists shall be paid in accordance with the applicable rates set forth in the Sound Recording Labor Agreement except that Health and Welfare contribution payments shall be in accordance with this Side Letter Agreement.

TRACKING AND/OR MULTIPLE PARTS: Multiple parts (including when a musician plays the same part to create the sound of additional instruments) must be paid the total of all payments which would otherwise have been payable had separate musicians been used for these parts. If only one musician is used, he/she shall be paid leader's scale.

DISMISSAL AND OVERTIME: Musicians shall be dismissed upon completion of performances for which they have been engaged whether or not the full session has expired. Musicians may record at any time during the session for which they have been engaged. No musician shall be required to remain longer than one-half hour overtime unless a longer time requirement was specified at the time he/she accepted the engagement. If the leader does not have overtime and overtime is performed by a sidemusician, the first sideman listed on the time card will receive leader pay for the overtime unless a musician is designated to receive the leader overtime pay.

LEADERS AND CONTRACTORS: The leader and contractor shall receive not less than double the applicable sidemusician's scale. At each session one person shall be designated as leader but in the event only one person performs the musical service at the session, only that person can be designated as leader. The contractor may be one of the sidemusicians at the session. **If 12** or more musicians are employed there must be a contractor.

NOTIFICATION AND CONTRACT INFORMATION: It is the responsibility of the recording company to give prior notification to this Local of any recording session. The Company, or its authorized agent, shall announce the name of the signatory employer at the time of the calling of the session. It is the leader and/or contractor's responsibility to file time cards and contracts with the Local within 72 hours of a session. *If a session is called to add to existing musical tracks, the Company will provide Local 257 with dates, places and contract numbers of prior sessions. It is also the Company's responsibility to notify this Local of any change in title of a song listed on a contract filed with Local 257.*

CANCELLATION: A session, once called, shall not be canceled, postponed or rescheduled less than **7 days** prior to the date of the session. In the event of an emergency, a session may be canceled, postponed or rescheduled upon shorter notice with the consent of the Office of the President, Local 257, who must, in any event, be notified.

PAYMENT: All payments to the musician(s) and pension fund for any kind of recording or taped music must be made through the Local Union Office. Payments are due within 15 business days from receipt of billing. Delinquent payments may be subject to penalties. Issue individual checks to each musician for his/her scale wages, H&W and cartage. Issue another check payable to the AFM & EP Fund for the **total** pension contribution.

Send all checks and contracts to the Local Union Office.

Nashville Association of Musicians/AFM Local 257 • PO Box 120399, Nashville, TN 37212