

**SECTION I**

**A. TOTAL SCALE REFERENCE GUIDE - FREELANCE NON-STEADY ENGAGEMENTS**

**MINIMUM CALLS ONLY**

The salary rates below are based on the minimums for each category and do not include the mandatory **"ADDITIONAL EMPLOYER FINANCIAL RESPONSIBILITIES"** further outlined in this section.

All minimum calls (rehearsals, auditions, performances, etc.) are for 2 hours. There is one exception for a 1 hour pre-show sound check, which must commence one (1) hour before venue is opened to the public for seating, no sooner, otherwise a 2-Hour minimum call shall apply. *Please see Local 369 Scale Book of Minimum Scales, Rules, & Working Conditions for further details.*

The rate sheet DOES NOT reflect doubles, cartage, other allowances, etc., or additional rehearsals.

Additional Compenstaion in addition to the Minimum rates listed below:

- Leader/Contractor receives 200% of scale
- Concertmaster receives 150% of scale
- Associates receives 115% of scale
- Principals receives 125% of scale
- Instrument Doubles - 20% First Double, 10% each thereafter
- Cartage in General Round Trip: Percussion \$100, Harp \$100, Other \$50 (see page 10 for more info)
- HOLIDAY PAY:
  - 150% of Scale Wages will be paid on Memorial Day, July 4th, Labor Day, Thanksgiving, Christmas Eve, Christmas Day and January 1st.
  - 200% of Scale Wages will be paid on December 31st.

REMEMBER:  
There is a 4% AFM Work Dues that is to be deducted from the TOTAL WAGES and submitted to AFM Local 369.

	TIER I 4,000 to 9,999 Seats	TIER II 2,500 to 3,999 Seats	TIER III 1,000 to 2,499 Seats	TIER IV 400 to 999 Seats	TIER V 0 to 399 Seats & Freelance Gigs	TIER VI Non-Profits / Community
<b>REHEARSALS</b> <i>(PER 2 HOUR MINIMUM CALL)</i>	<b>175.00</b>	<b>175.00</b>	<b>150.00</b>	<b>150.00</b>	<b>100.00</b>	<b>75.00</b>
<b>PRE-SHOW / SOUND CHECK</b> <i>(PER 1 HOUR MINIMUM CALL)</i>	<b>75.00</b>	<b>75.00</b>	<b>75.00</b>	<b>50.00</b>	<b>35.00</b>	<b>35.00</b>
<b>PERFORMANCES</b> <i>(PER 2 HOUR MINIMUM CALL)</i>	<b>410.00</b>	<b>315.00</b>	<b>300.00</b>	<b>250.00</b>	<b>160.00</b>	<b>135.00</b>

**ARENAS:** 10,000 - 29,999 Seats at 150% of Tier I Scale / 30,000 Seats & Above at 200% of Tier I Scale

**CELEBRITY SHOWS & PRIVATE EVENTS UNDER 3,999 SEATS:** \$325 Base Wage *(2 HOUR MINIMUM CALL)*

**CONVENTION/INDUSTRIAL EVENTS 1,200-4,000 SEATS:** \$250 Base Wage *(2 HOUR MINIMUM CALL)*

**TOTAL COST TO HIRE YOU** is the **BASE WAGE** plus the **EMPLOYER OBLIGATIONS** listed below:

**CURRENT ADDITIONAL EMPLOYER MANDATORY FINANCIAL OBLIGATIONS**

AFM PENSION.....	12.1% OF TOTAL WAGES	<i>(100% PAID BY EMPLOYER)</i>
AFM / CULINARY HEALTH.....	\$37.74 per Calendar Day Worked	<i>(100% PAID BY EMPLOYER)</i>
EMPLOYER PAYROLL TAX, NEVADA STATE UNEMPLOYMENT, FUI UNEMPLOYMENT, WORKERS COMPENSATION INSURANCE, GENERAL LIABILITY INSURANCE, AND ALL OTHER FEDERAL & STATE EMPLOYER OBLIGATIONS.....	Averages 18% TO 25% OF TOTAL WAGES <i>(100% PAID BY EMPLOYER)</i>	