

Casual Wage Scales and Working Conditions

**Professional Musicians of
Central California
American Federation of Musicians, Local 12**

Effective January 1, 2026

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Type of Engagement	Per Side Musician	Minimum Scale	Pension (5.95%)
Symphony or Band 2.5 hour minimum performance call	As Employee	\$160.00	\$9.52
	As Independent Contractor	\$192.00	\$11.42
Opera or Ballet 3 hour minimum performance call	As Employee	\$192.00	\$11.42
	As Independent Contractor	\$230.40	\$13.71
Musical Theater, Shows, or Dances 3 hour minimum performance call	As Employee	\$192.00	\$11.42
	As Independent Contractor	\$230.40	\$13.71
Steady Engagement 2 hour minimum performance call	As Employee	\$128 .00	\$7.62
	As Independent Contractor	\$149.60	\$8.90
Single Musician 3 hour minimum performance call	As Employee	\$192.00	\$11.42
	As Independent Contractor	\$230.40	\$13.71
Chamber Ensembles 2.5 hour minimum performance call	As Employee	\$200.00	\$11.90
	As Independent Contractor	\$240.00	\$14.28
Rehearsal Scale for above engagements 2 hour minimum rehearsal call	As Employee	\$32 per half hour	\$1.90 per half hour
	As Independent Contractor	\$38.40 per half hour	\$2.28 per half hour
Major Artist/Venue 3 hour minimum performance call	As Employee	Local 6 Scale	11.99% of scale wages
	As Independent Contractor	Local 6 Scale plus 20%	
Major Artist/Venue Rehearsals 2 hour minimum call	As Employee	Local 6 Scale	11.99% of scale wages
	As Independent Contractor	Local 6 Scale plus 20%	

Premiums and Working Conditions

For All Engagements (excluding Major Artist/Venue engagements)

Work Dues: 3% of Employee Scale Wages, including overtime, premiums, doubling, and transposition

Leader Fee: Add fifteen percent (15%) of total payroll including performance(s) and rehearsal(s) wage, doubling pay, overtime pay and premium pay, but exclude travel pay, cartage and per diem.

Public Service Leader Fee: add twenty-five percent (25%), or up to three times side musician scale of total payroll including performance(s) and rehearsal(s) wage, doubling pay, overtime pay and premium pay, but excluding travel pay, cartage and per diem. Regardless of the size of the job, public service leader fee shall not exceed three times side musician scale.

Overtime, for each half hour or fraction, per musician, **scale plus fifty percent (50%)**.

Performance Overtime is applicable after the minimum performance call for all performances, except Steady Engagements, where straight time shall apply up to three (3) hours at \$30/half hour. Overtime shall apply for Steady Engagements after three (3) hours.

Rehearsal Overtime is applicable after 2.5 hours on all symphony and band rehearsals, and after 3 hours on all other rehearsals.

After 5 consecutive hours, rate will be **overtime rate plus 50%**.

After 8 hours in any one day, rate will be **overtime rate plus 50%**.

Holiday Rates: For all casual wage scales, the following holiday premiums shall apply:

New Year's Eve—paid at 200% of scale; Christmas Eve, Christmas Day, New Year's Day, Memorial Day, July 4th, and Labor Day—paid at 150% of scale.

Rehearsals: minimum call two hours

Sound check: **minimum call one hour**, with no more than one hour between end of call and the performance, **paid at rehearsal scale**

Doubling: on base scale per each instrument after primary instrument, rehearsal or performance, **add 15%**.

Transposition, on sight, per arrangement, per applicable musician, **add 10%**.

Vocalists: No singer or entertainer working with the musical unit shall be paid less than regular scale wages for musical services.

Public Address Systems: when any member of the musical unit furnishes a public address system for an engagement, **add 25%**.

Cartage: Keyboard, organ, harp, timpani, drum set, extra percussion (i.e. xylophone, tubular bells, marimba, gong, etc.), harpsichord \$45; string bass, contra bassoon, woodwinds doubling on saxophones, amplified equipment, per move round trip, each applicable musician **\$20**.

Intermissions/Breaks: A minimum of **ten minutes per hour**, which may be cumulative toward longer rest periods. This shall apply to rehearsals and performances.

Payrolling Fees: Contact Local 12 for exact percentage amount. If using the Local 12 Payroll Service, contact Local 12 for a price quote.

Musicians as Independent Contractors: use the independent contractor scales (20% above employee scales).

IT SHALL BE A BREACH OF GOOD FAITH AND FAIR DEALING IF A LEADER/CONTRACTOR RETAINS THE PAYROLLING FEES WITHOUT MAKING THE LEGALLY REQUIRED PAYROLL CONTRIBUTIONS ON BEHALF OF EACH MUSICIAN.

For Symphony, Band, Opera and Ballet

Premiums: Principals (Assistant Concertmaster, 2nd violin, viola, cello, bass, flute, oboe, clarinet, bassoon, French horn, trumpet, trombone, tuba, percussion, timpani, harp, celesta), per performance, **add 25%.** Concertmaster, **add 60%.** Conductor, **add 100%.**

For Musical Theater, Shows, Dances, Single Musicians, or Steady Engagements

Premiums for Musical Theater, Shows and Dances: Principal Trumpet, Concertmaster, **and Keyboard**, per performance, add 25%; principal viola, cello, bass, electric bass, saxophone, flute, oboe, clarinet, bassoon, French horn, trumpet, trombone, tuba, percussion, drum set, timpani, harp, plectrum, **add 10%.** Conductor, **add 60%.**

Engagements at or after Midnight: appropriate scale **plus fifty percent (50%)**

Employee or Independent Contractor Scale?

California laws AB 5 and AB 2257 made changes to the State Labor Code regarding whether musicians are considered employees or independent contractors. Contact Local 12 if you have any questions about your status as employee or independent contractor before accepting or contracting work.

American Federation of Musicians and Employers Pension Fund (AFM-EPF) Pension

The Federation has determined that pension contributions may only be made to the AFM-EPF if there is a Pension Participation Agreement between the Leader/Contractor and the Pension Fund. Questions about Federation and Local policy regarding pension contributions should be directed to Local 12.

Wages on casual scale shall reflect additional 5.95 percent (5.95%) pension contribution, which shall be forwarded to the Secretary of Local 12 by the leader of each engagement, quarterly, on forms provided by the Local, with a list of the musicians for whom the pension is being submitted.

The **5.95%** pension contribution shall be in addition to base wage scale and shall be collected on behalf of each musician employed on the engagement.

The **5.95%** pension contribution shall be calculated on scale wages for the particular casual engagement performed.

Local 12 shall forward to the AFM-EPF, on a quarterly basis, those monies collected on behalf of each musician.

Major Artist/Venue Engagement Scales

1. Northern California Region includes the following Locals: 6, 12, and 189.
2. Major artists, acts, or events include well-known, high-profile performers, groups of performers, and other for-profit presentations.
3. Major venues include those with over 3000 in seating capacity and any distinguished venues with a lesser seating capacity. Each Local is responsible for identifying applicable venues within its jurisdiction.
4. Any exception to this policy must be acted upon by the Board of Directors of the Local in which the event is to take place.

All services related to performances at major venues and/or with major artists shall be subject to this scale.

Rehearsals: minimum call two hours

Sound check: minimum call one hour, with no more than one hour between end of call and the performance

Overtime shall be \$38.50/half hour.

Doubles shall be 25% for first double, 10% for each additional double.

Premiums: 25% extra for the following principal instruments: 2nd violin, viola, cello, string bass, flute, oboe, clarinet, bassoon, horn, trumpet, trombone, tuba, percussion, drum set, harp, piano, synthesizer/electronic keyboard. Concertmaster: 50% extra. Conductor: 100% extra. Single musician \$26.

New Year's Eve: paid at 200% of scale.

Payroll fee shall be 22%. Leaders fee (where applicable) shall be 15% of the total payroll.

Costumes or Makeup: each paid at \$10.

Continuous playing shall be paid 100% overscale.

Cartage: Large instruments (harp, keyboards, large percussion--\$40 minimum. Multiple large instruments \$10 for each additional instrument. Other cartage (drum set, contrabassoon, bass sax, amplifier, string bass)--\$15

Parking (when applicable): \$26, or actual

Major Artist/Venue Scale shall not be less than the highest prevailing Major Venue Scale in any AFM Local in Northern California (defined as any local with jurisdiction north of the southernmost boundary of Kern County). Annual adjustments to this scale shall be made by the Board of Directors in order to comply with this article.

Work Dues for Major Artist/Venue Scale shall be **3% of employer scale wages**, including overtime, premiums, and doubling.

Travel Pay and Per Diem

For all engagements and/or rehearsals beyond 35 miles from the point of origin of the musician(s) as determined by official AAA records:

Mileage: If by privately owned conveyance, 50 cents (\$.50) per mile per musician. For each additional musician traveling in the same conveyance add 5 cents (\$.05) per mile which shall be paid to the driver or the owner of the vehicle. If transportation is by public conveyance, the lower regular bus, rail or airfare shall prevail.

Per Diem: For time away from the musician's point of origin, the following schedule shall apply:

Up to 6 hours	\$0
6 - 12 hours	\$30.00 or one meal
12 - 18 hours	\$60.00 or two meals
18 - 24 hours	\$200.00 or hotel and three meals

AFM Local 12 Recording Scales

These Local Recording and Broadcast Media Scales only apply to work not covered by national agreements under the AFM Electronic Media Services Division (EMSD), or the AFM Symphonic Services Division (SSD) Integrated Media Agreement. Contact Local 12 if any questions.

Minimum Scale for a Phonograph Limited Pressing (not to exceed 10,000 pressings)

Wage Scale: \$90.00 (\$108.00 as Independent Contractor) per hour with a two (2) hour minimum call, except in the case of an over-dubbing where the minimum call may be one (1) hour.

Overtime: Minimum overtime scale will be scale plus 50% per one-half hour increment after three hours. Overtime shall not continue after four increments (two hours).

Recorded product: Two hours (15 minutes recorded music); Three hours (20 minutes music); Three and one half hours (25 minutes music) Four hours (30 minutes music); Four and one half hours (35 minutes music); Five hours (40 minutes music).

Leader or Single Musician: Additional 50%.

Cartage, doubling, intermissions/breaks and holidays: see **all engagements**.

Pension: 10.9% of employee scale wages

Health & Welfare: **N/A.** A B-9 contract must be filled out at least 48 hours prior to starting time of the session(s).

Local Broadcast and Media Scales

A completed B-8 (video/live television) or B-10 (radio) Report Form shall be filed by the Producer or its designee with Local 12 and shall accompany each payment required under this Agreement for each recording session.

As employee, live or studio:

Side musician: \$90.00 per hour (2 hour minimum)

Cartage, doubling, intermissions/breaks and holidays: see **all engagements**.

Leader: \$180.00 per hour (less than 10 musicians). 10 or more musicians: 15% of total payroll including and rehearsal wages, doubling pay, overtime pay and premium pay, but exclude travel pay, cartage and per diem.

Pension: 10.9% of employee scale wages

Overtime: scale plus 50% in 15 minute increments, after 3 hours

Second and subsequent showings of any program produced under the Local Broadcast Media Agreement within Local 12:

Side musician: \$20 per hour (2 hour minimum)

Cartage, doubling, intermissions/breaks and holidays: see **all engagements**.

Leader: \$40 per hour

Pension: 10.9% of employee scale wages

As independent contractor, live or studio: add 20% to the above

Local 12 Teaching Wage Scales

All Rates below are Minimums:

- Master Classes: \$100 per hour
- Ensemble Coaching: \$60 per hour
- Music School/Music Store Lessons (not post-secondary): \$20 per half hour
- Private Lessons: \$25 per half hour

Work Dues for Teaching: 1% of minimum scale

Pension Contribution for Teaching: 5.95% of minimum scale

All members using these teaching scales must have an LLC, and that LLC must file an LS-1 contract with the Secretary/Treasurer of Local 12.

Members wishing their teaching wages to be payrolled by Local 12 should contact the Secretary/Treasurer of Local 12.

Recommendations

Other contractors (i.e. Music Schools, Youth Symphonies, Community Orchestras) may also file LS-1 contracts with Local 12 or negotiate CBA's to employ members and pay pension on the wages earned. Any organization receiving grant funding (NEA, state or local arts council) may be required to use these minimum scales to qualify for the "prevailing wage" requirements of their grants.

We are looking for a path to making this possible for those interested. We are not interested in how members run their private teaching business. Local 12 is not looking to organize any private teaching businesses into a bargaining unit, nor are we interested in preventing anyone from charging what they feel is fair market value for their situation and location. Plenty of our members perform for wages under scale—we wish that you didn't, but we're not about to police this unless the membership requests it.

Local 12 is interested in organizing work at Music Schools in our jurisdiction, not just for fair wages and pension, but for due process and fair treatment. If members work for a Music School, or do coaching for a youth or community group, and know of fellow teachers interested in a Collective Bargaining Agreement to cover this employment, including pension payments, contact the Secretary/Treasurer of Local 12.