

RULES AND REGULATIONS

MINIMUM WAGE SCALES

Effective July 1, 2025 to June 30, 2026

(Revised to reflect AFM-EP Pension Rehabilitation Plan Rates 2010 & 2018)

CHICAGO FEDERATION OF MUSICIANS

Local 10-208, AFM
656 W Randolph St, #2E, Chicago, IL 60661

PREAMBLE

We, as professionals, are providing and selling a service to our clients. We must market our services in a businesslike manner placing a value on our service that reflects a living wage. Please bear in mind that these scales are our MINIMUM price for service. Most members charge more.

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RULES AND REGULATIONS

RULE I. LOCAL 10-208 JURISDICTION

At the point of Lake Michigan and the Illinois-Wisconsin state line, west to the Iowa border, south to Route 64; east to Route 78 and South to the Whiteside/Henry line. East along county borders to Indiana and north to Lake Michigan including a 3 mile offshore limit of the Lake Michigan shore line to the Illinois-Wisconsin state line. (Including all of Cook, Lake, DuPage, Kane, McHenry, Kendall, Boone, DeKalb, Winnebago, Ogle, Lee, Stephenson, and Jo Davies counties; that part of Carroll County north of Route 64 and east of Route 78; and that part of Whiteside County east of Route 78).

RULE II. FILING OF CONTRACTS AND MEMOS

On all engagements, whether single or steady, **CONTRACTS MUST BE** completely filled out with full name of purchaser and leader typed or printed legibly and signed by both parties. Contracts are available at the union or on our website at www.cfm10208.com and must be filed with Local prior to the commencement of the engagement, either via regular mail, **fax (312-782-7880), an e-mail attachment (jfloeter@cfm10208.org)**, or QUICK FILE (see page 5-33).

In lieu thereof, a written or phoned-in MEMO of an engagement will be accepted prior to commencement. However, said MEMO shall become invalid and of no effect 72 hours after the date of the engagement it covers. It is not a substitute for the contract for the engagement which must be filed within the 72- hour period.

To leave a memo for an engagement: call (312) 782-0063 or email jfloeter@cfm10208.org and be prepared to give the following information:

- | | |
|-------------------------------|------------------------|
| 1. Your name | 5. Time of engagement |
| 2. Your phone number | 6. Place of engagement |
| 3. Your union- account number | 7. Contract number |
| 4. Date of engagement | 8. Number of musicians |

Failure to provide proper contracts shall be considered a violation and subject to charges. Steady engagement weekly contracts must be for a definite or indefinite period subject to 4-weeks notice in writing. NO OPTION CLAUSES ARE PERMITTED.

Contracts must be filed with the Local in whose jurisdiction the engagements are to be played, prior to the start of the engagement or sent to Local 10-208 and it will be forwarded to the proper Local.

RULE III. PAYMENT OF WORK DUES AND PENSION

Leaders or engaging members ARE RESPONSIBLE for the COLLECTION and REMISSION of all WORK DUES and PENSION.

If a Leader is negligent in making payments, MEMBERS ARE RESPONSIBLE for the PAYMENT OF WORK DUES on all engagements.

- A. Both WORK DUES, made payable to “Chicago Federation of Musicians” and EMPLOYER-PAID PENSION contributions, made payable to “AFM-EP FUND” (American Federation of Musicians Employers’ Pension Fund), together with a detailed report of the same, shall be forwarded to the office of the Secretary -Treasurer within 15 days of the engagement or upon receipt of bill.
- B. Collection and remittal of PENSION contributions (whether to the Fund or directly to the musician if not paid to the Fund) is mandatory on ALL engagements.
- C. A LATE PAYMENT PENALTY of 10% per month will be levied on all payments of WORK DUES that are not paid by the last day of each month for the prior calendar month.

RULE IV. CANCELLATION, POSTPONEMENT OR TERMINATION OF ENGAGEMENT

A. CANCELLATIONS

1. Excluding Acts of God, musicians must be given a notice of at least two (2) weeks if an engagement is cancelled.
2. Any musician cancelled through a change in instrumentation must be given a notice of at least two (2) weeks.
3. Side Musicians must be paid for work cancelled with less than two (2) weeks notice and must be paid the basic minimum wage (excluding benefits).
4. No contract can be cancelled without the mutual written consent of all parties. The leader must immediately notify the Contract Department and all side musicians of cancellation of any service. Any monies recovered (including deposit) for cancelled engagement, must be paid out proportionately between the leader and side musicians originally engaged.
5. In instances of last-minute cancellations caused by severe weather, musicians shall be paid half salary (without fringe benefits) even if instructed not to report to work. If any portion of the engagement is played, the musician shall receive full salary and all fringe benefits.
6. Final decisions concerning cancellations and payments are subject to the approval of the Board of Directors.

B. INDEFINITE STEADY ENGAGEMENTS

A four (4) week written notice-of-termination or closing is required and must be given **PRIOR TO THE START** of the first day of the workweek. **LEADERS MUST NOTIFY** the Contract Department **IMMEDIATELY** of the termination or closing.

C. POSTPONEMENTS

1. Under special circumstances, a contract may be postponed with the mutual written consent of both parties. The leader must immediately notify the Contract Department and all side musicians of cancellation of any service.
2. A postponement shall be deemed a cancellation if not rescheduled three (3) months from the first date of service and will be subject to the rules governing cancelled engagements.

If an engagement is rescheduled, the musician first engaged for the performance must be given the right of first refusal for the rescheduled date before another musician is hired to fill the position.

RULE V. ANY ENGAGEMENT MORE THAN 50 MILES FROM THE INTERSECTION OF STATE AND MADISON IN CHICAGO (IN OR OUT OF JURISDICTION)

Contracts must be filed with the Local in whose jurisdiction the engagements are to be played, prior to the start of the engagement **or sent to Local 10-208 and will be forwarded to the proper Local.**

Wages and transportation considerations are as follows:

- A. A minimum of CLASS A SCALE **or the Local scale in whose jurisdiction the engagement is being played, whichever is higher,** plus 13.189% PENSION (whether paid to the Fund or directly to the musician if not paid to the Fund) must be paid.

- B. Engagements beyond a radius of 50 miles from State & Madison, must pay current IRS mileage rates to each musician, calculated **starting 50 miles** from State and Madison, to and from the place of engagement. The above figures in (B.) do not apply when AIR, BUS or TRAIN transportation is provided. A minimum of \$2.00 per mile, to and from the place of engagement, must be paid to EACH DRIVER of an automobile.

RULE VI. EXTENDED OUT OF JURISDICTION ENGAGEMENTS

For distances beyond 250 miles one way, FIRST CLASS, individual accommodations and all meals must be furnished. If not furnished, the following monies will be paid; this is MANDATORY.

- A. \$200.00 per day, per musician for room.
- B. \$75.00 per day, per musician for meals.

Leaders or engaging members shall pay ALL TRANSPORTATION CHARGES beyond the jurisdiction and PER DIEM allowances when applicable, and shall charge same to the Purchaser of Music, in addition to WAGE SCALE and benefits.

- C. TRANSPORTATION charges per musician must be made at not less than the lowest rate available by commercial transportation or not less than the current IRS mileage rates, calculated **starting 50 miles** from State and Madison in Chicago, per musician, if transportation is by auto or other like conveyance.

- D. IT SHALL BE UNLAWFUL for any leader to accept or any member to fulfill an engagement if transportation for members is by auto, like conveyance or bus which necessitates traveling in excess of 400 miles ONE WAY, within any 24-hour period.

- E. Leader or engaging member must arrange, on any engagement outside of the jurisdiction, that musicians leave for the engagement on the LATEST SCHEDULED TRANSPORTATION available prior to the contracted START OF THE ENGAGEMENT, and that the FIRST AVAILABLE return Transportation be provided.

RULE VII. WORKING DAY & OVERTIME

A. In all cases, 1 A.M. signals the start of overtime on casual/freelance engagements, regardless of engagement starting time. Overtime is calculated pro-rata in 30-minute increments.

B. If musicians are required to start earlier than the scheduled start time and/or end later than the scheduled end time, they shall be compensated at a rate of \$8.00 for 1-5 minutes earlier or later than these scheduled times. If this extra time before or after exceeds 5 minutes, the payment shall instead be calculated as overtime, paid pro-rata in 30-minute increments. For example, ending 6 minutes after a scheduled end time will be paid as 30 minutes of overtime. This 1-5 minute exception applies only to performances, and not to rehearsals.

RULE VIII. BOOKING INTEGRITY

At time of hiring musicians, leaders or engaging members **MUST SET FORTH** all conditions of engagement; i.e. exact engagement starting time, exact rehearsal starting time and duration, wage scale, whether engagement is continuous, and any other pertinent information. **THESE CONDITIONS SHALL NOT BE CHANGED OR ALTERED AT TIME OF ENGAGEMENT TO JEOPARDIZE PROPER WAGE SCALE PAYMENT FOR WORK PERFORMED.**

RULE IX. WAGES

A. Wages charged for musical engagements shall include, in addition to basic sidemusician's scale, a **LEADER FEE**, a **PAYROLL FEE** and **PENSION CONTRIBUTIONS**.

B. **WHEN LEADER PROVIDES PAYROLL SERVICE**, a pension contribution of 13.189% and an additional 15% of the total payroll must be collected to cover employer payroll and workers compensation insurance costs on behalf of sidemusicians. All Social Security and IRS deductions will be deducted from the sidemusician's salary.

C. **WHEN LEADER DOES NOT PROVIDE PAYROLL SERVICE** including payment of Social Security, Workers Compensation and IRS deductions, a payroll fee of 15% of base scale shall be paid to each musician as part of wages.

D. All Class B Opera, Ballet, Interpretive Dance, Public Oratorio, Cantata, and Public Concert Single Engagements must be requested in writing and approved by the Board of Directors no less than four (4) weeks before the engagement.

RULE X. SHOW

Any performance for which musicians are required to remain on the bandstand and/or to perform specific music (ACCOMPANIMENT, FANFARES, BOW MUSIC, ENTRANCE and EXIT MUSIC) or accompanying a pre-recorded media (such as a film, video, or sound recording) in a timely sequence for ENHANCEMENT of the program shall constitute a SHOW and require that **ALL** musicians receive an additional \$50 show scale. This show scale payment will also apply to accompanying a pre-recorded media (such as a film, video, video game, or sound recording), and also to accompanying or playing along with any spontaneously generated music or sounds created by software or technologies employing artificial intelligence.

RULE XI. REHEARSALS

A. REHEARSAL RATES

CASUAL ENGAGEMENTS

On all casual engagements, night rehearsals after 7 P.M., rehearsals that start before 7 p.m. and extend beyond 7 p.m. or rehearsals taking place on any date other than, or at a Venue other than where the engagement will take place, require that single engagement Class A scale apply and work dues and pension must be paid. Show scale is not applicable here.

SYMPHONIC ENGAGEMENTS (Public Concerts, Oratorios, Cantatas, Opera, Ballet and Interpretive Dance)

1. On a day other than the performance, rehearsals in Class AA: boundaries will pay **\$202.00** (3 hours or less) daytime or evening.
 2. On a day other than the performance, rehearsals in Class A: boundaries pay **\$153.70** (2 ½ hours or less). If free parking is not available, a parking reimbursement of **\$25** must also be paid.
 3. On the same day as performance, rehearsals for Class AA and A:
Leader or Contractor: **\$147.00** plus \$10 per musician.
Side musician: **\$147.00** for two and one-half hours.
 4. Hard copies of music will be available at all rehearsals and performances.
- B. On all engagements where playing or talk-over rehearsals immediately precede the engagement, the hourly overtime rate in the same job classification shall apply.
- C. If engagement requires separate rehearsal and show, each must be paid separately.
- D. If there are more than three hours between the end of a rehearsal and the start of an engagement, each musician shall be paid at the rate of \$15.00 per hour or any part thereof for any time in excess of three hours.
- E. Basic time not utilized on engagements shall not be applied to rehearsals.

- F. There is no extra charge for talk-overs or rehearsal during engagement time, IF SUCH TALK-OVERS OR REHEARSAL DO NOT TAKE THE PLACE OF A SCHEDULED BREAK.
- G. On all rehearsals, breaks must begin on or before ninety (90) minutes of rehearsal.
- H. **With proper notice***: A four (4) hour rehearsal may be divided into TWO (2) hour segments with a half (1/2) hour meal break (unpaid) separating the two segments. A 20-minute break must be given for each segment of rehearsal in addition to the one-half hour meal break (unpaid) in the middle of the segment. If a musician is engaged for only ONE (1) segment, he/she shall be paid for the minimum 2 ½ hour rehearsal. All rehearsals under four (4) hours, must pay the 2 ½ hour minimum with pro-rata overtime.
* **Musicians must be notified at the time of hire.**
- I. **SOUND CHECK**: On the day of a Performance, a sound check may be scheduled no sooner than two (2) hours prior to the scheduled start time of the Performance and shall not exceed one (1) hour. Payment will be seventy-five percent (75% of the appropriate rehearsal rate.
- J. Rehearsal breaks shall accumulate at the rate of 10 minutes within each rehearsal hour (i.e. 10 minute break each 50 minutes playing time).
- K. Rehearsals and workshops not conducted in support of an actual and scheduled performance must be paid at the performance rate.

RULE XII. HOLIDAY PAY

Double basic applicable scale applies on New Year's Eve engagements terminating later than 7 p.m. Leader, payroll fees and pension apply. Overtime is also paid at double scale.

One and one-half basic applicable scale applies the whole day of Thanksgiving Day and on July 4th engagements terminating later than 7 p.m. Leader pay, payroll fees and pension apply. Overtime is also paid at the overtime rate.

Exception: Where engagement is for three (3) or more nights per week and contracted for a period of not less than four (4) weeks, holiday prices shall NOT prevail, unless otherwise specified.

RULE XIII. CASUAL ENGAGEMENTS: NON-CONTINUOUS and CONTINUOUS PLAYING

- A. On all NON-CONTINUOUS Casual engagements, musicians must be given a break equal to ten (10) minutes per hour, including overtime.
- B. On ALL CASUAL engagements, there is no official or unofficial call time for sidemusicians, only an official starting time. (Payment for the engagement is calculated from the official starting time.) See Rule XI
- C. Any engagement on which sidemusicians do not receive a MINIMUM of thirty (30) accumulated minutes intermission, off the bandstand, within a normal three-hour engagement (ten (10) minutes per hour), shall be considered a continuous engagement, and continuous (DOUBLE) scale will apply. (Overtime also at double scale). Continuous playing on New Years Eve will pay triple scale (including overtime).
- D. If any set on a casual engagement is longer than ninety (90) minutes, the entire engagement must be paid at continuous scale (including overtime).
- E. When members are required to move between locations in the same venue, the time required to move shall not replace the appropriate break time of the engagement.

RULE XIV. SYMPHONIC PERFORMANCE INTERMISSIONS

On all symphonic engagements (opera, ballet, interpretive dance, public concerts, oratorios and cantatas) musicians must be given an intermission of at least 20 minutes no later than ninety (90) minutes after the start time of the performance or continuous (DOUBLE) scale will apply.

RULE XV. DOUBLING, PRINCIPALS, CONTINUO

- A. On all engagements, all second and subsequent instruments shall be considered doubles and proper doubling fees shall apply for rehearsal and performance.

First Double:	15% of Base Scale
Each Subsequent Double:	10% of Base Scale

B.	
Opera, Ballet, Int. Dance, Pub. Con., Or. & Can., (Paid Admission):	25% of Base Scale for each double for rehearsal and performance

Concertmaster:	100% additional for rehearsals and performances.
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Principals receive additional 25% for rehearsals and performances even if only one musician plays within that section.

Principal 2 nd Violin	Principal Clarinet	Principal Tuba
Principal Viola	Principal Bassoon	Principal Harp
Principal Cello	Principal Saxophone	Principal Keyboard
Principal Bass	Principal French Horn	Principal Timpani
Principal Oboe	Principal Trumpet	Principal Percussion
Principal Flute	Principal Trombone	

The following Assistant Principals positions will receive additional 10% for rehearsals and performances, Major Event is excluded from this premium:

Assistant Principal 1 st Violin	Assistant Principal Cello
Assistant Principal 2nd Violin	Assistant Principal Bass
Assistant Principal Viola	

Continuo musicians (Cello, Keyboard, Theorbo, Bass and/or Bassoon) performing in secco recitative, aria or arioso in which the continuo musicians are the sole instrumental support of the soloist(s) shall receive an additional 15% of base scale for each rehearsal and performance.

The following **four** categories of percussion instruments however, shall be considered as a set, or group, without doubling fees within the group.

- A. Non-pitched percussion instruments: Bass drum, small drums, cymbals, gongs and traps.
- B. Timpani
- C. Keyboard percussion instruments: Marimba, (Vibraphone), xylophone, bells and chimes. A percussionist asked to play within a second group shall be paid doubling fees for any instruments in addition to the main group for which he or she was engaged. When a member is told by a leader or engaging member to bring additional instruments to the engagements, doubling fees shall apply whether or not the additional instruments are played. The above in no way affects any negotiated contract doubling agreements.
- D. Drum Set - Drum set may consist of pedal Bass Drum, Snare Drum, Tom Toms, Hi Hat, Cymbals, Cowbell and Woodblocks.

RULE XVI. PLAYING ALONE

On single or repetitive Class AA and Class A engagements of less than five (5) nights per week when an instrumentalist plays alone, an **EXTRA FEE** of **\$55.00** shall be part of wages. (This rule does not apply to Class B engagements). On steady engagements, playing-alone EXTRA FEE shall be \$75.00 weekly. Leader fee, payroll fee and pension apply as well.

When any instrumentalist is required to play alone on single engagements, one hour or more prior to or subsequent to the orchestra portion of engagements, \$55.00 playing-alone fee applies. This Rule does not apply to solo Class B engagements.

RULE XVII. CARTAGE

A. On each single engagement, minimum cartage fees are listed below.

AMPLIFIERS	\$20.00	DRUM SET	\$50.00
STRING BASS, TUBA	\$25.00	AUX. PERCUSSION EQUIPMENT	\$35.00
CELLO	\$10.00	CONGA CRUMS (Pair)	\$35.00
ELECTRIC GUITAR & AMPLIFIER	\$30.00	TIMPANI (Per Drum)	\$35.00
ELECTRIC BASS & AMPLIFIER	\$30.00	CONCERT BASS DRUM	\$55.00
ELECTRIC KEYBOARD & AMPLIFIER	\$30.00	LARGE TAM TAM (With Stand)	\$55.00
EACH ADD. KEYBOARD, CONTROLLER	\$15.00	ORCHESTRA BELLS	\$30.00
SYNTH., MIDI CONTROLLER and/or AMP	\$30.00	CHIMES	\$80.00
RACK CASE	\$15.00	VIBES	\$75.00
PEDAL BOARD/FOOT CONTROLLER	\$15.00	PIT XYLOPHONE	\$30.00
SMALL AUDIO SYSTEM	\$80.00	XYLOPHONE	\$55.00
HARP	\$90.00	MARIMBA 4 OCTAVE or LESS	\$55.00
BARI and BASS SAX, CONTRA BASSOON	\$25.00	CROTALES (per octave)	\$30.00

B. On multiple day engagements, cartage applies on any day instrument is transported. If secure overnight storage of instruments is provided, a separate cartage applies for load in and load out days.

C. If required to move equipment from a location to another within an engagement, an additional cartage fee will apply.

E. An additional charge should be negotiated for instruments or equipment of excessive weight and or size.

XVIII. SUB-LEADER'S PAY

When a leader will not be present on any engagement, the leader shall designate, prior to the engagement, a sub-leader to run the job, notify sidemusicians of same, and pay sub-leader the minimum leader's fee.

When no sub-leader has been designated to handle the engagement, one shall be appointed by mutual consent of the musicians present on the job and that person shall receive the minimum leader's fee.

Any sub-leader, also designated by the leader to act as payroller, shall also receive an additional (current) payroll fee.

RULE XIX. MULTIPLE PERFORMANCES

When multiple performances are played, in or out of jurisdiction, and admission is charged for each performance, the orchestra shall be paid for each performance **and a minimum of forty-five (45) minutes between performances must be given.**

RULE XX. ESCROW DEPOSITS

Escrow deposits of at least ONE WEEK’S WAGES are required on all openings, re-openings, changes in ownership, promotions, spectaculars and the like. The escrow deposit must be made at least one week prior to the start of the engagement.

Escrow deposit of wages of musicians shall be accepted ONLY when made in cash, money order or certified check, made out to the Chicago Federation of Musicians. **NO PERSONAL CHECKS WILL BE ACCEPTED.**

RULE XXI. SPECIAL DRESS, COSTUMES, PLAYING ON STAGE, and MEMORIZATION

- A. There shall be no charge for wearing formal or suitable informal attire on any single engagement or steady engagements.
- B. Any costume or uniform clothing shall be considered special dress and musicians must be paid \$25 extra for each engagement. Likewise, WEARING COSTUME MAKE-UP shall be compensated for, additionally, at the same rates.
- C. For Opera, Ballet, and Theatrical productions the following additional fees apply:

Playing Onstage.....	13% of Base Scale
Playing in Costume	20% of Base Scale
Memorization.....	25% of Base Scale per 3-minutes of music
Costume Fittings.....	AA Rehearsal rate, 1-hour minimum
Moving between stage and pit	\$10 per service + applicable cartage

RULE XXII. SAFE WORKPLACE

A. All venues shall be required to meet the applicable guidelines for health and safety established by the United States Occupational Safety and Health Administration (OSHA). At no time shall any member be required to perform under any conditions (whether indoors or outdoors) that constitute a hazard to the musician’s health, or to his/her musical instrument(s) or equipment (e.g., in rain, direct sunlight, extreme cold, heat, wind, or any other adverse conditions).

B. Leaders, engaging members, and employers are responsible for providing a workplace free of harassment or discrimination on any basis protected by federal or state law, including but not limited to conduct made unlawful under Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Age Discrimination in Employment Act, and the Illinois Human Rights Act.

RULE XXIII. PROFESSIONAL CONDUCT

Members are required to appear on engagements in sufficient time to be fully prepared to perform when the engagement is scheduled to begin. (See Rule XIII B.)

Members are also required to conduct themselves in a professional manner, regarding behavior and dress, during the course of the engagement.

RULE XXIV. RECORDING

- A. Archival: On all live engagements, audio and/or video reproductions may be produced at no charge for private study or grant writing purposes only. A Local 10-208 archival agreement must be signed. See the office of the Vice-President for paperwork.
- B. Commercial: No member shall be engaged for any recording project for the purpose of commercial use or sale unless an AFM recording agreement has been signed. Wage scales and working conditions relating to all forms of commercial recordings may be obtained through the Electronic Media Department of Local 10-208.

Rule XXV. USE OF TECHNOLOGY IN LIVE PERFORMANCE

A. Synthesizers, samplers, sequencers, midi modules: These devices shall not be used to supplant an instrument in any production, performance, or rehearsal unless the instrument or player of the instrument is not available. This prohibition also extends to any automated or manually-activated technologies including virtual orchestra machines (such as VST, VST2, VST3, AAX), and software applications (such as Ableton, Protools, Logic).

B. Pre-recorded music: The use of pre-recorded music is strictly prohibited. No recording will be made or used which would result in the displacement of a musician or diminish a musician's earning capacity. All recording must have approval of the Local 10-208. This prohibition extends not only to pre-recorded tracks, but also to any automated or manually-activated playback technologies including Keycomp, Ableton, Protools, Logic, and any similar technology and/or software application known now or in the future.

C. Digital music software and artificial intelligence (AI): Software and technologies using AI may not be used to displace a musician or diminish a musician's earning capacity in any production, performance, or rehearsal. In addition, the Union strictly prohibits the uncompensated and unlicensed use of existing artists' intellectual property in training software to create AI-generated music for public performance, whether as background music (employed during any portion of the production) or music accompanying live performers. D. Exceptions to the above prohibitions may be requested no later than 45 days in advance of an engagement, and will be granted only through express written consent of Local 10-208, whenever possible taking into consideration input from the affected ensemble's membership, orchestra committee, or player conference (ROPA/ICSOM/TMA, etc.).

SINGLE ENGAGEMENT SCALE
Effective July 1, 2025 to June 30, 2026
ALL SCALES APPLY TO ALL DAYS AND TIMES.

“Base scale” shall include any SHOW or OUT OF JURISDICTION FEES as well as DOUBLE SCALE for NEW YEARS EVE or CONTINUOUS PLAYING. **TRIPLE SCALE SHALL APPLY TO CONTINUOUS PLAYING ON NEW YEARS EVE.**

ON ALL MISCELLANEOUS ENGAGEMENTS, A PENSION CONTRIBUTION CHECK EQUAL TO 13.189% (TO COMPLY WITH THE AFM-EP PENSION REHABILITATION PLANS) OF THE TOTAL SCALE WAGES (INCLUDING APPLICABLE REHEARSAL PAY, DOUBLING, PRINCIPAL PAY, AND OVERTIME), FOR EACH SIDEMUSICIAN AND LEADER, MUST BE WRITTEN TO THE AFM-EP FUND AND FORWARDED TO THE CHICAGO FEDERATION OF MUSICIANS. IF THE LEADER IS NOT PAYING A PENSION CONTRIBUTION TO THE FUND ON BEHALF OF THE SIDEMUSICIAN, THEN THE AMOUNT OF THE PENSION CONTRIBUTION MUST BE PAID AS AN ADDITIONAL WAGE DIRECTLY TO THE MUSICIAN. THIS RULE APPLIES WHETHER THE ENGAGEMENT IS PERFORMED IN OR OUT OF THE JURISDICTION OF LOCAL 10-208.

The PAYROLL FEE of 15% shall apply to **base scale** for three (3) hours or less, as well as OVERTIME AND REHEARSALS. It applies to principal pay and doubling. It does not apply to cartage and pension.

DEFINITIONS

Engagements in any new hall, club, hotel, etc. must be accepted and paid for under the **Class AA** or **Class A** scale until classification is otherwise determined by the Board of Directors.

Class AA: Engagements in the area bounded by Irving Park Avenue on the north, 40th on the south, Lake Michigan on the east, and Ashland Avenue on the west, as well as O’Hare Airport Complex. (Touhy Avenue on the north, Lawrence Avenue on the south, Cumberland Avenue of the east, and Wolf Rd. on the west.)

Class A: An engagement located within the Local 10-208 jurisdiction not in Class AA territory.

Class B: An engagement for a non-for-profit employer and only available with the approval of the Vice-President.

Casual/Freelance Non-Symphonic: A single engagement for parties, private or public events and corporate events.

Symphonic Engagement: A non-theatrical engagement that uses an orchestral instrumentation such as public concerts, ballets, operas and oratorios and cantatas.

Major Event: Any engagement in a venue with seating of more than 2,600 including shows backing up major artists, acts, or events.

Show: An engagement where the musicians are required to perform specific musical selections during a program such as playing speakers on and off a podium, coordinating music with a video, sound recording, click track, or music played in a timely sequence for the enhancement of a program. **See RULE X.**

Religious, Funerals, and Memorial Services: Any service in which a clergy participates and there is no admission charge.

Community Service: A free public concert or an engagement for a non-for-profit employer and only available with the approval of the Vice-President. These events may be co-funded by the Music Performance Trust Fund.

Community Theater: A theatrical production of a school or community without professional actors.

Special Daytime Scale: A performance terminating no later than 8:00PM and less than two hours in length designed for retirement communities, nursing homes, hospitals, and educational institutions. This scale must be approved in advance by the Vice-President.

Club Scales: (Must have the approval of the Vice-President)
For establishments hiring union musicians on a regular basis.
Private parties held in these rooms will be at the Casual Engagement Scale.
Four (4) consecutive hours minimum

CASUAL/FREELANCE NON-SYMPHONIC ENGAGEMENT SCALE

EFFECTIVE 7-1-25 THRU 6-30-26

Three (3) Hour Minimum

	CLASS AA	CLASS A	CLASS B
BASE SCALE	\$273.00	\$246.00	\$118.50
PAYROLL (15%)	\$40.95	\$36.90	\$17.78
PENSION (13.189%) *	\$36.00	\$32.45	\$15.63
WORK DUES (Less 3%)	-\$8.19	-\$7.38	-3.56
TOTAL	341.76	\$307.97	\$148.35

*To comply with the AFM-EP Fund Pension Rehabilitation Plans (2010 & 2018).

Leader or Contractor: Base Scale plus 20% of Base Scale per musician, including the leader/contractor.

AA = \$273.00 + \$54.60 per musician

A = \$246.00 + \$49.20 per musician

B = \$118.50 + \$23.70 per musician

Overtime on an engagement: 25% of Base Scale per ½ hour

AA = \$68.25 per ½ hour

A = \$61.50 per ½ hour

B = \$29.63 per ½ hour

Early Start and/or Late Finish: \$8.00 for 1-5 minutes. Any time over 5 minutes is paid as overtime in ½ hour increments. (See Rule VII. C.)

Playing Alone: See Rule XVI “when an instrumentalist plays alone, an EXTRA FEE of \$55.00 shall be part of wages for Class AA and A”.

Rehearsals:

On the same day as performance: \$67 per hour per musicians, two hour minimum.

On another day: Class A Performance rate applies (\$246.00 three hour minimum.)

Overtime on rehearsals: Pro Rata

Shows: An additional \$50 per musician. (**See Rule X**)

Cartage: See Rule XVII, Page 5-10

Doubling:

First Double 15% of Base Scale

Each subsequent Double 10% of Base Scale

MAJOR EVENT ENGAGEMENT SCALE

EFFECTIVE 7-1-25 THRU 6-30-26

Three (3) Hour Minimum

	SIDEMUSICIAN
BASE SCALE	\$330.00
PAYROLL (15%)	\$49.50
PENSION (13.189%) *	\$43.52
WORK DUES (Less 3%)	-\$9.90
TOTAL	\$413.12

*To comply with the AFM-EP Fund Pension Rehabilitation Plans (2010 & 2018)

Leader or Contractor: Base Scale plus \$15 per musician, including the leader/contractor for each performance.

Overtime on an engagement:

1. Leader: 25% of leader fee per one-half hour.
2. Side musician: 25% of Base Scale per one-half hour.

Concertmaster/Principal applies if 12 or more musicians are hired.

Concertmaster: 100% premium for all Rehearsals and Performances. (See Rule XV)

Principal (First Chair Player): 25% premium for all Rehearsals and Performances (See Rule XV)

Assistant Principal Premium and/or Continuo Premium does not apply to Major Event

Doubling:

First Double	15% of Base Scale
Each subsequent Double	10% of Base Scale

Cartage: See Rule XVII, Page 5-10

Rehearsals:

Leader: \$371.00 per two and one-half hours.
Side musician: \$185.50 per two and one-half hours.
Overtime on rehearsals: Pro Rata

Shows: Does not apply. (See Rule X)

COUNTRY CLUB/PRIVATE CLUB ENGAGEMENT SCALE

EFFECTIVE 7-1-25 THRU 6-30-26

Three (3) Hour Minimum

	SIDEMUSICIAN
BASE SCALE	\$273.00
PAYROLL (15%)	\$40.95
PENSION (13.189%) *	\$36.00
WORK DUES (Less 3%)	-\$8.19
TOTAL	341.76

*To comply with the AFM-EP Fund Pension Rehabilitation Plans (2010 & 2018)

Leader or Contractor: Base Scale plus 20% of Base Scale per musician, including the leader/contractor.

\$273.00 + \$54.60 per musician

Overtime on an engagement: 25% of Base Scale per ½ hour

\$68.25 per ½ hour

Early Start and/or Late Finish: \$7.50 for 1-5 minutes. Any time over 5 minutes is paid as overtime in ½ hour increments. (See Rule VII. C.)

Playing Alone: (See Rule XVI), “when an instrumentalist plays alone, an EXTRA FEE of \$50.00 shall be part of wages for Class AA and A”.

Rehearsals:

On the same day as performance: \$67 per hour per musicians, two hour minimum.

On another day: (\$246.00 three hour minimum.)

Overtime on rehearsals: Pro Rata

Shows: An additional \$50 per musician. See Rule X

Cartage: See Rule XVII, Page 5-10

Doubling:

First Double 15% of Base Scale

Each subsequent Double 10% of Base Scale

SYMPHONIC ENGAGEMENT SCALE
Opera, Ballet, and Interpretive Dance

EFFECTIVE 7-1-25 THRU 6-30-26

Three (3) Hour Minimum

	CLASS AA	CLASS A	CLASS B
BASE SCALE	\$224.00	\$207.50	\$118.50
PAYROLL (15%)	\$33.60	\$31.13	\$17.78
PENSION (13.189%) *	\$29.55	\$27.37	\$15.63
WORK DUES (Less 3%)	-\$6.72	-\$6.23	-3.56
TOTAL	\$280.43	\$259.77	\$148.35

*To comply with the AFM-EP Fund Pension Rehabilitation Plans (2010 & 2018)

Leader or Contractor: Base Scale plus \$10 per musician, including the leader/contractor for each rehearsal and performance.

Overtime on an engagement: Pro Rata

Concertmaster: 100% premium for all Rehearsals and Performances. **(See Rule XV)**

Principal (First Chair Player): 25% premium for all Rehearsals and Performances **(See Rule XV)**

Assistant Principal Strings: 10% premium for all Rehearsals and Performances **(See Rule XV)**

Continuo Premium: 15% premium for all Rehearsals and Performances **(See Rule XV)**

Doubling: 50% premium for **each double** for all Rehearsals and Performances

Cartage: See Rule XVII, Page 5-10

Rehearsals:

- On another day (Daytime or Evening):
 Class AA: \$202.00 for three hours.
 Class A: \$153.70 for two and one-half hours. If free parking is NOT available, a parking reimbursement of \$25 for each rehearsal must also be paid.
- On the same day as performance:
 Leader or Contractor: \$135 plus \$10 per musician.
 Side musician: \$135 for two and one-half hours.
- Overtime on rehearsals: Pro Rata

Sound Check: On the day of a Performance, a sound-check may be scheduled no sooner than two (2) hours prior to the scheduled start time of the performance and shall not exceed one (1) hour. Payment will be seventy-five percent (75%) of the appropriate rehearsal rate.

Shows: An additional \$50 per musician. **See Rule X**

SPECIAL DRESS, COSTUMES, PLAYING ON STAGE, and MEMORIZATION See RULE XXI.

Four Hour Rehearsals: With proper notice*, a four-hour rehearsal may be divided into Two-hour segments with a half hour meal break (unpaid) separating the two segments. A 20-minute break must be given for each segment of rehearsal in, addition to the one-half hour meal break (unpaid) in the middle of the segments. If a musician is engaged for only one of the segments, he/she shall be paid for the minimum two- and one-half-hour rehearsal.

*** Musicians must be notified at the time of hire.**

Intermissions: On all symphonic engagements, musicians must be given an intermission of at least twenty minutes no later than ninety minutes after the published start time of the performance or continuous (DOUBLE) scale will apply.

SYMPHONIC ENGAGEMENT SCALE – Public Concerts, Oratorios, and Cantatas

EFFECTIVE 7-1-25 THRU 6-30-26

Three (3) Hour Minimum

	CLASS AA	CLASS A	CLASS B
BASE SCALE	\$224.00	\$207.50	\$118.50
PAYROLL (15%)	\$33.60	\$31.13	\$17.78
PENSION (13.189%) *	\$29.55	\$27.37	\$15.63
WORK DUES (Less 3%)	-\$6.72	-\$6.23	-3.56
TOTAL	\$280.43	\$259.77	\$148.35

*To comply with the AFM-EP Fund Pension Rehabilitation Plans (2010 & 2018)

Leader or Contractor: Base Scale plus \$10 per musician, including the leader/contractor for each rehearsal and performance.

Overtime on an engagement: Pro Rata

Concertmaster: 100% premium for all Rehearsals and Performances. **(See Rule XV)**

Principal (First Chair Player): 25% premium for all Rehearsals and Performances. **(See Rule XV)**

Assistant Principal Strings: 10% premium for all Rehearsals and Performances **(See Rule XV)**

Continuo Premium: 15% premium for all Rehearsals and Performances **(See Rule XV)**

Doubling: 25% premium for **each double** for all Rehearsals and Performances

Cartage: See Rule XVII, Page 5-10

Rehearsals:

1. On another day (Daytime or Evening):

Class AA: \$202.00 for three hours.

Class A: \$153.70 for two and one-half hours. If free parking is NOT available, a parking reimbursement of \$25 for each rehearsal must also be paid.

2. On the same day as performance:

Leader or Contractor: \$147.00 plus \$10 per musician.

Side musician: \$147 for two and one-half hours.

3. Overtime on rehearsals: Pro Rata

Sound Check: On the day of a Performance, a sound-check may be scheduled no sooner than two (2) hours prior to the scheduled start time of the performance and shall not exceed one (1) hour. Payment will be seventy-five percent (75%) of the appropriate rehearsal rate.

Shows: An additional \$50 per musician. **See Rule X**

SPECIAL DRESS, COSTUMES, PLAYING ON STAGE, and MEMORIZATION See RULE XXI.

Four Hour Rehearsals: Musicians must be informed at the time of hiring if a four-hour rehearsal may be divided into TWO-hour segments with a half hour meal break (unpaid) separating the two segments. A 20-minute break must be given for each segment of rehearsal in addition to the one-half hour meal break (unpaid) in the middle of the segments. If a musician is engaged for only one of the segments, he/she shall be paid for the minimum two- and one-half-hour rehearsal.

*** Musicians must be notified at the time of hire.**

Intermissions: On all symphonic engagements, musicians must be given an intermission of at least twenty minutes no later than ninety minutes after the published start time of the performance or continuous (DOUBLE) scale will apply.

COMMUNITY SERVICE ENGAGEMENT SCALE

EFFECTIVE 7-1-25 THRU 6-30-26

Two (2) consecutive hours or less, including a two (2) hour rehearsal within five (5) hours.

	SIDEMUSICIAN
BASE SCALE	\$154.00
PAYROLL (15%)	\$23.10
PENSION (13.189%) *	\$20.32
WORK DUES (Less 3%)	-\$4.62
TOTAL	\$192.80

*To comply with the AFM-EP Fund Pension Rehabilitation Plans (2010 & 2018)

Leader or Contractor: Base Scale plus 11% of Base Scale per musician, including the leader/contractor.

Overtime on an engagement: Pro Rata in one--half hour segments.

Cartage: Rule XVII, Page 5-10.

Notes:

1. All contracts under Community Service Must have prior approval from the Vice-President.
2. Parking or full parking reimbursement must be provided.
3. Contracts for concerts under Community Service MUST include the provision that members engaged must be paid irrespective of weather conditions if outdoors.

RELIGIOUS, COMMUNITY THEATER, PARADES, and CEREMONIES ENGAGEMENT SCALE

EFFECTIVE 7-1-25 THRU 6-30-26

Three (3) Hour Minimum

	FUNERALS and RELIGIOUS SERVICES	COMMUNITY THEATER and PARADES	GRADUATION CEREMONIES
BASE SCALE	\$115.00	\$90.00	150.00
PAYROLL (15%)	\$17.25	\$13.50	22.50
PENSION (13.189%) *	\$15.17	\$11.87	19.78
WORK DUES (Less 3%)	-\$3.45	-\$2.70	-4.50
TOTAL	\$143.97	\$112.67	187.78

*To comply with the AFM-EP Fund Pension Rehabilitation Plans (2010 & 2018)

Leader or Contractor:

- 1. Religious and Graduation Ceremonies:** Base Scale plus \$11 per musician, including the leader/contractor for each rehearsal and performance.
- 2. Community Theater:** Base Scale plus 20% per musician, including the leader/contractor for each rehearsal and performance.
- 3. Parades:** Base Scale plus \$11 per musician, including the leader/contractor.

Overtime on an engagement: Pro Rata in one-half hour segments.

Parking: If free parking is NOT available, a parking reimbursement of \$25 (or discount voucher) will apply.

Playing Alone: (See Rule XVI), “when an instrumentalist plays alone, an EXTRA FEE of \$55.00 shall be part of wages for Class AA and A”.

Doubling:

First Double 15% of Base Scale
 Each Subsequent Double 10% of Base Scale

Cartage: See Rule XVII, Page 5-10

Rehearsals:

Religious: \$105 for three hours minimum
 Community Theater: \$80.00 for three hours minimum
 Parades: \$80.00 for three hours minimum

Overtime on rehearsals: Pro Rata

Uniform Fee for Parades: See Rule XXI.

CLUB ENTERTAINMENT SCALE

EFFECTIVE 7-1-25 THRU 6-30-26

For establishments hiring union musicians on a regular basis.

Private parties held in these rooms will be at the Casual Engagement Scale.

Four (4) consecutive hours minimum

Use of this scale must be approved by the Vice-President.

	More than 200 seats	100-200 seats	Less than 100 seats
BASE SCALE	\$125.00	\$100.00	\$75.00
PAYROLL (15%)	18.75	\$15.00	\$11.25
PENSION (13.189%) *	\$16.49	\$13.19	\$9.90
WORK DUES (Less 3%)	-\$3.75	-\$3.00	-\$2.25
TOTAL	\$112.67	\$125.19	\$93.90

*To comply with the AFM-EP Fund Pension Rehabilitation Plans (2010 & 2018)

Cartage: Rule XVII, Page 5-10

SPECIAL DAYTIME ENGAGEMENT SCALE

EFFECTIVE 7-1-25 THRU 6-30-26

Call the Office of the Vice President for details and approval. This rate is designed for retirement communities, nursing homes, educational institutions, and the like.

\$42.40/Hour (2 Hour minimum)
Must end before 8:00 PM
No playing alone fee applies
13.189% Pension for Engagements
20% Leader fee per musician
Cartage applies