

SOUND RECORDING LABOR AGREEMENT

Effective February 1, 2019 to January 31, 2020

BASIC SESSION			
Session Length	3 hours	3 ½ hours	4 hours
Mins of recorded music	15	20	25
# of sides	Unlimited	Unlimited	Unlimited
Sweetening	4 sides	5 sides	6 sides
Leader/Contractor	\$868.42	\$1,157.90	\$1,447.38
Pension (12.81%)	\$111.25	\$148.33	\$185.41
Side Musician	\$434.21	\$578.95	\$723.69
Pension (12.81%)	\$55.62	\$74.16	\$92.71
30 minutes OT	\$144.74	--	--
Additional Pension	\$18.54	--	--
15 minutes OT	\$72.37	--	--
Additional Pension	\$9.27	--	--
1st Double (20% of scale)	\$86.84	\$115.79	\$144.74
Additional Pension	\$11.12	\$14.83	\$18.54
Each Subsequent Double (15% of scale)	\$65.13	\$86.84	\$108.55
Additional Pension	\$8.34	\$11.12	\$13.91
<p>HEALTH BENEFITS: \$28.00 per musician for the first original service and \$22.00 for each additional service in a given day. The same applies to music preparation.</p>			
<p>NOTICE: 15 minutes of overtime is allowed ONLY to complete a selection at the END of a 3-hour basic session. The 15 minutes overtime cannot be used to introduce a NEW selection or ANY additional minutes of music. Sessions lasting beyond the 3-hour minimum will be computed at OVERTIME RATES unless a break of at least half an hour is announced and a new session is begun.</p>			
<p>LARGE ENSEMBLES: Sessions with orchestras of 35+ musicians shall be eligible for a discount of 15% on scale wages. Orchestras of 60+ musicians shall incur a further 15% discount on scale wages.</p>			
<p>PREMIUM RATES (150% of Basic Session and/or Overtime Rates) APPLY:</p> <ul style="list-style-type: none"> a) All work performed between midnight and 8:00 a.m. b) After 1:00 p.m. on Saturday, if it is the 6th consecutive day of work. c) On Sundays. NOTE: Sunday premium rates do not apply to Broadway Cast Albums. 			
<p>PREMIUM RATES (200% of Basic Session and/or Overtime Rates) apply for the following holidays: New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.</p>			
<p>CARTAGE: \$35 for Harp, Keyboard, Bass, and Timpani. \$17 for Cello, Baritone Sax, Bass Sax, Contra-Bass Clarinet, Tuba, Drums, Marimba, Chimes, Vibraphone, Accordion, Cordovox, and each Amp.</p>			
<p>LEADER/CONTRACTOR: A contractor is required on sessions employing 12 or more musicians. Every session must have a leader. Leader and contractor are paid double side musician scale.</p>			
<p>CANCELTATION: A session, once called, shall not be canceled or postponed less than seven (7) days prior to date of session.</p>			
<p>Phonograph sessions CANNOT be videotaped or filmed unless a separate and additional videotape or film agreement is in effect. The label can videotape a session for promotional press kit (EPK) and must supply finished EPK to the AFM. If more the 2 minutes per tune is used, musicians will receive an additional video promo payment.</p>			
<p>No recording is permitted without the use of a valid AFM Recording Agreement.</p>			

SPECIAL SESSION

A musician must be notified when engaged that the call is for a special session.

Session Length	1 ½ hours
Mins of recorded music	7 minutes and 30 seconds
# of sides	2 sides
Leader/Contractor	\$573.18
Pension (12.81%)	\$73.42
Side Musician	\$286.59
Pension (12.81%)	\$36.71
30 minutes OT	\$95.53
Additional Pension	\$12.24
15 minutes OT	\$47.76
Additional Pension	\$6.12
1 st Double (20% of scale)	\$57.32
Additional Pension	\$7.34
Each Subsequent Double (15% of scale)	\$42.99
Additional Pension	\$5.51

HEALTH BENEFITS: \$28.00 per musician for the first original service and \$22.00 for each additional service in a given day. The same applies to music preparation.

OVERTIME: Overtime can only be used on a special session to complete the one or two sides that were the subject of the original special session. You may not introduce a new selection.

LOW BUDGET SESSION

Session Length	3 hours
Leader/Contractor	\$487.86
Pension (12.81%)	\$62.49
Side Musician	\$243.93
Pension (12.81%)	\$31.25
30 minutes OT	\$81.31
Additional Pension	\$10.42
1 st Double (20% of scale)	\$48.79
Additional Pension	\$6.25
Each Subsequent Double (15% of scale)	\$36.59
Additional Pension	\$4.69

HEALTH BENEFITS: \$28.00 per musician for the first original service and \$22.00 for each additional service in a given day. The same applies to music preparation.

APPROVAL: The low budget phono session MUST be approved in advance by the AFM. The federation shall be supplied with a copy of the producer's budget no less than 72 hours prior to the session.

BUDGET: The low budget rates are applicable only for projects in which the TOTAL budget for a complete CD release is \$99,000 or less. This budget maximum may be pro-rated on a pre-track basis for any project containing fewer than 12 tracks. The budget shall include: studio charges, engineering, tape, mixing costs, payments to musicians and their travel expenses, equipment rental. The budget shall exclude: producer and artist advances, artwork, travel for artists and producers, and mastering costs.

All other provisions of the Sound Recording Labor Agreement regarding premium time, leader and contractor scales, pension, and health benefits shall apply.