

## 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	<b>\$434.21</b>	<b>\$578.95</b>	<b>\$723.69</b>
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><b>HEALTH BENEFITS: \$28.00</b> per musician for the first original service and <b>\$22.00</b> for each additional service in a given day. The same applies to music preparation.</p>			
<p><b>NOTICE:</b> 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><b>LARGE ENSEMBLES:</b> 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><b>PREMIUM RATES (150% of Basic Session and/or Overtime Rates) APPLY:</b></p> <ul style="list-style-type: none"> <li>a) All work performed between midnight and 8:00 a.m.</li> <li>b) After 1:00 p.m. on Saturday, if it is the 6<sup>th</sup> consecutive day of work.</li> <li>c) On Sundays. NOTE: Sunday premium rates do not apply to Broadway Cast Albums.</li> </ul>			
<p><b>PREMIUM RATES (200% of Basic Session and/or Overtime Rates) apply for the following holidays:</b> New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.</p>			
<p><b>CARTAGE: \$35</b> for Harp, Keyboard, Bass, and Timpani. <b>\$17</b> for Cello, Baritone Sax, Bass Sax, Contra-Bass Clarinet, Tuba, Drums, Marimba, Chimes, Vibraphone, Accordion, Cordovox, and each Amp.</p>			
<p><b>LEADER/CONTRACTOR:</b> 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><b>CANCELTION:</b> 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><b>No recording is permitted without the use of a valid AFM Recording Agreement.</b></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	<b>\$286.59</b>
Pension (12.81%)	\$36.71
30 minutes OT	\$95.53
Additional Pension	\$12.24
15 minutes OT	\$47.76
Additional Pension	\$6.12
1 <sup>st</sup> 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	<b>\$243.93</b>
Pension (12.81%)	\$31.25
30 minutes OT	\$81.31
Additional Pension	\$10.42
1 <sup>st</sup> 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.**