



American Federation of Musicians, Local 660 Central Pennsylvania Musicians Association

Schedule of Wage Scales and Fees

Effective Date: July 1, 2026

The prices listed herein are suggested minimums and are recommended to be used by AFM Local 660 members when negotiating performance fees.

1. DUES and FEES

Dues are payable by December 31 for the following calendar year. When musicians join the AFM as a performing group, the individual members joining are exempted from paying the local and Federation initiation fees.

ANNUAL DUES Regular Member \$100

Student 18 and over \$100 Youth under 18 \$100 Life – Active \$80 Life - Inactive \$78 FEES

Local Initiation Fee \$10 Federation Initiation Fee \$65 Late fee (after Jan. 31) \$10 Reinstatement fee (after June 30) \$10

2. WORK DUES Local 660 will collect work dues of 2% from A.F.M. members performing within the jurisdiction of Local 660.

3. WORKING CONDITIONS

a. Schedules including dates, locations, and call times will be provided in advance by contractors or leaders.

b. Breaks – the scheduled breaks listed below are recommended but not required.

1) Rehearsals or performances called for 2 hours or less must have a rest break of at least 10 minutes after 60 minutes of time.

2) Rehearsals or performances called for 2 1/2 hours must have a rest break of at least 15 minutes after no more than 75 minutes of time.

3) Rehearsals or performances called for up to 3 hours must have at least a 20 minute break after no more than 90 minutes of time.

4) Performances with an intermission between two or more acts in which a playing period exceeds 90 minutes will have at least one break of 20 minutes.

c. Playing through a break

Musicians who agree to forego a break when continuous music is requested shall receive an additional 25% over the minimum service fee.

d. Timely payment of all musicians must be made within seven (7) days of the final service of the engagement.

4. DOUBLING

The following are NOT considered doubling:

Any 2 of the clarinet family except E flat and/or bass clarinet; Any 2 of the saxophone family; Flute and piccolo; Piano and celeste; Organ and celeste; Standard drum set with usual traps and sound effects;

Instruments which a percussionist may be required to play are divided into 3 sections:

Section I

Snare Drum

Bass Drum

Cymbals

Tom-toms

Accessories of a non-chromatic or non-keyboard nature

Section II

Tympani

Section III

Mallet and Keyboard Orchestral Bells

Chimes

Vibraphone

Accessories of a keyboard and chromatic nature

Percussionists asked to play instruments in more than 2 categories will be paid doubling rates.

Doubling rates: Firstadditional 25% Second.....additional 10%

5. ALLOWANCES

a. Steward

When musical services are provided under the terms of a collective bargaining agreement, a designated union steward shall be present whose duties shall include:

- 1) To inspect membership cards to assure that all members hold paid up cards in a local of the A.F.M.
- 2) To investigate and report on the standing of traveling musicians, performers, conductors and players.
- 3) To submit reports to the Local as requested.
- 4) To assure that the rules of the Association are complied with.
- 5) To ensure that musicians are on time, that Local Bylaws are followed, and to report any inconsistency to the Local.

If the steward is a contractor or performer, s/he will receive an additional 15% over minimum scale. A steward who is not a performer or contractor will receive an amount equal to the minimum scale for the service.

b. Contractor

For the service of hiring an ensemble of 3 or more players the contractor will receive an amount equal to 10% of the total payroll for the ensemble. If the contractor is also a performer with the group this will be in addition to his/her musician's fee.

c. Leader

The designated leader of a group of 3 or more will receive an additional 10% over scale.

d. Substitutes

Substitutes on single engagements will receive at least full wages for the engagement. Pro-rata/partial substitutes for long term engagements will receive a pro-rated fee for the engagement.

e. Holiday Rates

Holiday rates of 150% of scale will apply for single engagements of 3 hours or less ending before 2 a.m. and scheduled to begin on the following holidays:

New Year's Day

Easter Sunday

Memorial Day

July 4th

Labor Day

Thanksgiving Day

Christmas Eve

Christmas Day

Holiday rates of 200% of scale will apply for single engagements of 4 hours or less ending before 2 a.m. and scheduled to begin on New Year's Eve.

Holiday rates do NOT apply to parades, marching band engagements or continuous shows which fall on the holiday.

f. Overtime

Overtime will be paid at the rate of 150% of the hourly rate of scale for the type of work in 15 minute increments.

g. Cartage

For large instruments including but not limited to harp, double bass, electronic keyboard, tympani, harpsichord, percussion, keyboard, contrabassoon, amplifiers, and speakers each player will receive an additional \$25.

h. Transportation

Transportation for engagements beyond a 20 mile radius from an ensemble's home base will be compensated at the current IRS rate.

The following minimums apply to these categories of performance:

6. THEATRE

a. Musicals, Ballet, Opera, Rock concerts, Variety shows, etc.

Rate for either rehearsal or performance ending before 11 p.m. Time shall be computed from the call time or advertised performance start time, whichever is earlier.

Per musician for 3 hours or less.....\$75

b. Rehearsal pianist

Per day, four (4) hour minimum, per hour \$20 Per week, 30 hour maximum \$450

7. SYMPHONY ORCHESTRA

Rates for a rehearsal or performance per musician, for 3 hours or less, ending before 11 p.m.

Principal Players.....\$75 Section

Player.....\$70

Conductor \$105 .

8. CASUAL DATES, RESTAURANTS, LOUNGES, and CLUBS

Per musician for 3 hours or less.

Solo musician.....\$105 2

musicians.....\$80 3 to 5

musicians.....\$70 6 to 9

musicians.....\$65 10 to 13

musicians.....\$60 14 or more

musicians.....\$40

9. RADIO

Recording and local only broadcast of live performances, per musician, per event.

Commercial Radio.....\$25 Public

Radio.....\$20 For broadcast outside the Local 660 jurisdiction Federation rates shall apply.

10. TELEVISION

Videotaping and local only broadcast of live performances per musician, per event.

Commercial and Cable Television.....\$30 Public
Television.....\$25

11. FREE PUBLIC PERFORMANCES

Used for sponsored events where no admission is charged, and music is the primary reason for attendance.

Per musician, 3 hours or less.....\$100

12. CHARITY OR BENEFIT PERFORMANCES

Charitable gigs will be allowed if they don't compete directly with a paying gig at the same time or place. Musicians are encouraged to only donate services when all other participants are donating as well.

13. SOUND RECORDING (LIMITED PRESSINGS)

"The **Limited Pressing Agreement** was established in 1987 to allow AFM Locals to establish wage rates for sound recording projects that do not reach the sales threshold to pay residuals to the Sound Recording Special Payments Fund.¹" The AFM660 minimum scale for recordings in this category shall be \$60/hr.

14. CATEGORIES NOT COVERED

Categories not specifically mentioned will not be covered by these wage scales including, but not limited to, groups such as community volunteer ensembles, school performances, and memorial functions.

1. Quoted directly from AFM memorandum of 2025-06-10 mandating a wage rate of at least \$60/hr for recording sessions in this category; i.e. recordings for which musicians will not receive significant compensation from any form of royalties.