

**American Federation of Musicians**  
**Sound Recording Scales (Non-Symphonic)**  
 Effective February 9, 2009

No Recording is Permitted Without the Use of the AFM Sound Recording Labor Agreement

**AFM Pension/ Health and Welfare**

Pension: All Sessions AFM-EP Fund contribution 11% (11.44% effective 6/1/10; 11.99% effective 4/1/11) of Gross Scale (including overtime and doubling)\*

Health and Welfare: \$22.50 per musician for the first original service and \$17.00 for each additional service that day

Arranger/Orchestrator/Copyist: \$22.50 per service and \$17.00 each additional service per day

*Note: No Cancellations less than seven (7) days prior to the date of the session, except that in the event of an emergency, consent of the Office of the Federation President is required.*

**BASIC SESSION SCALES**

<b>3 Hours (15 min. recorded music) No. Sides - Basic Unlimited, Sweeten – 4 sides</b>				
	Scale	AFM-EP Fund		
		11%	11.44% (6/1/10)	11.99% (4/1/11)
Leader/Contractor	\$ 760.04	\$ 83.60	\$ 86.95	\$ 91.13
Sidemusician	\$ 380.02	\$ 41.80	\$ 43.47	\$ 45.56
½ Hour O.T.	\$ 126.68	\$ 13.93	\$ 14.49	\$ 15.19
¼ Hour O.T.	\$ 63.34	\$ 6.97	\$ 7.25	\$ 7.59
1 <sup>st</sup> Double add (20% of scale)	\$ 76.00	\$ 8.36	\$ 8.69	\$ 9.11
2 <sup>nd</sup> Double & each thereafter (15% of scale)	\$ 57.00	\$ 6.27	\$ 6.52	\$ 6.83

<b>3½ Hours (20 min. recorded music) No. Sides - Basic Unlimited, Sweeten – 5 sides</b>				
	Scale	AFM-EP Fund		
		11%	11.44% (6/1/10)	11.99% (4/1/11)
Leader/Contractor	\$ 1,013.40	\$ 111.47	\$ 115.93	\$ 121.51
Sidemusician	\$ 506.70	\$ 55.74	\$ 57.97	\$ 60.75
1 <sup>st</sup> Double add (20% of scale)	\$ 101.34	\$ 11.15	\$ 11.59	\$ 12.15
2 <sup>nd</sup> Double & each thereafter (15% of scale)	\$ 76.01	\$ 8.36	\$ 8.70	\$ 9.11

\*The increased AFM-EP Fund rates effective 6/1/10 and 4/1/11 are required under the rehabilitation plan adopted by the Board of Trustees of the AFM-EP Fund as required by law, and apply to all contributions by employers that have executed a supplemental agreement with the AFM agreeing to such increases. Employers that have not executed a supplemental agreement are required by law to pay a surcharge of 5% (effective 6/1/10) or 10% (effective 4/1/11) to the AFM-EP Fund until the employer executes a supplemental agreement. Further information is at [www.afm-epf.org/REHABplan.cfm](http://www.afm-epf.org/REHABplan.cfm).

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**BASIC SESSION SCALES continued**

<b>4 Hours (25 min. recorded music) No. Sides - Basic Unlimited, Sweeten – 6 sides</b>				
	Scale	AFM-EP Fund		
		11%	11.44% (6/1/10)	11.99% (4/1/11)
Leader/Contractor	\$ 1,266.76	\$ 139.34	\$ 144.92	\$ 151.88
Sideman	\$ 633.38	\$ 69.67	\$ 72.46	\$ 75.94
1 <sup>st</sup> Double add (20% of scale)	\$ 126.68	\$ 13.93	\$ 14.49	\$ 15.19
2 <sup>nd</sup> Double & each thereafter (15% of scale)	\$ 95.01	\$ 10.45	\$ 10.87	\$ 11.39

<b>4 ½ Hours (30 min. recorded music) No. Sides - Basic Unlimited, Sweeten – 7 sides</b>				
	Scale	AFM-EP Fund		
		11%	11.44% (6/1/10)	11.99% (4/1/11)
Leader/Contractor	\$ 1,520.12	\$ 167.21	\$ 173.90	\$ 182.26
Sideman	\$ 760.06	\$ 83.61	\$ 86.95	\$ 91.13
1 <sup>st</sup> Double add (20% of scale)	\$ 152.01	\$ 16.72	\$ 17.39	\$ 18.23
2 <sup>nd</sup> Double & each thereafter (15% of scale)	\$ 114.01	\$ 12.54	\$ 13.04	\$ 13.67

<b>5 Hours (35 min. recorded music) No. Sides - Basic Unlimited, Sweeten – 8 sides</b>				
	Scale	AFM-EP Fund		
		11%	11.44% (6/1/10)	11.99% (4/1/11)
Leader/Contractor	\$ 1,773.48	\$ 195.08	\$ 202.89	\$ 212.64
Sideman	\$ 886.74	\$ 97.54	\$ 101.44	\$ 106.32
1 <sup>st</sup> Double add (20% of scale)	\$ 177.35	\$ 19.51	\$ 20.29	\$ 21.26
2 <sup>nd</sup> Double & each thereafter (15% of scale)	\$ 133.01	\$ 14.63	\$ 15.22	\$ 15.95

Duties of Leaders and/or Contractors:

1. Session MUST be reported in advance
2. Contracts MUST be filled in COMPLETELY
3. The leader or contractor MUST, WITHIN 72 HOURS of the session, turn in a B-4 report form with completed W-4's and I-9's, with back up, for all personnel to the company and have the representative of the company accepting the report form initial and date it to acknowledge receipt of same. If the report form, W-4's and I-9's are mailed to the company, they must be sent by certified mail, and return receipt requested.

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**The Following Holidays – DOUBLE SCALE**

**In the United States:**

New Year's Day	President's Day	Memorial Day	Independence Day
Labor Day	Thanksgiving Day	Christmas Day	

**In Canada:**

New Year's Day	Good Friday	Easter Monday	Victoria Day
Dominion Day	Labour Day	Thanksgiving	Christmas Day

**PREMIUM RATES**

One and one-half times the basic session and overtime rates shall be paid on all recordings which occur during the following times:

- PREMIUM RATES APPLY:** ( i ) Between Midnight and 8:00 AM  
 ( ii ) After 1:00 PM on Saturdays if 6<sup>th</sup> consecutive day of work for Company and;  
 ( iii ) On Sundays

**PREMIUM RECORDING SCALES – 150% OF REGULAR SCALE**

<b>3 Hours (15 min. recorded music) No. Sides - Basic Unlimited, Sweeten – 4 sides</b>				
	Scale	AFM-EP Fund		
		11%	11.44% (6/1/10)	11.99% (4/1/11)
Leader/Contractor	\$ 1,140.06	\$ 125.41	\$ 130.42	\$ 136.69
Sideman	\$ 570.03	\$ 62.70	\$ 65.21	\$ 68.35
½ Hour O.T.	\$ 190.02	\$ 20.90	\$ 21.74	\$ 22.78
¼ Hour O.T.	\$ 95.01	\$ 10.45	\$ 10.87	\$ 11.39
1 <sup>st</sup> Double add (20% of scale)	\$ 114.01	\$ 12.54	\$ 13.04	\$ 13.67
2 <sup>nd</sup> Double & each thereafter (15% of scale)	\$ 85.50	\$ 9.41	\$ 9.78	\$ 10.25

<b>3½ Hours (20 min. recorded music) No. Sides - Basic Unlimited, Sweeten – 5 sides</b>				
	Scale	AFM-EP Fund		
		11%	11.44% (6/1/10)	11.99% (4/1/11)
Leader/Contractor	\$ 1,520.10	\$ 167.21	\$ 173.90	\$ 182.26
Sideman	\$ 760.05	\$ 83.61	\$ 86.95	\$ 91.13
1 <sup>st</sup> Double add (20% of scale)	\$ 152.01	\$ 16.72	\$ 17.39	\$ 18.23
2 <sup>nd</sup> Double & each thereafter (15% of scale)	\$ 114.01	\$ 12.54	\$ 13.04	\$ 13.67

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**PREMIUM RECORDING SCALES continued**

<b>4 Hours (25 min. recorded music) No. Sides - Basic Unlimited, Sweeten – 6 sides</b>				
	Scale	AFM-EP Fund		
		11%	11.44% (6/1/10)	11.99% (4/1/11)
Leader/Contractor	\$ 1,900.14	\$ 209.02	\$ 217.38	\$ 227.83
Sideman	\$ 950.07	\$ 104.51	\$ 108.69	\$ 113.91
1 <sup>st</sup> Double add (20% of scale)	\$ 190.01	\$ 20.90	\$ 21.74	\$ 22.78
2 <sup>nd</sup> Double & each thereafter (15% of scale)	\$ 142.51	\$ 15.68	\$ 16.30	\$ 17.09

<b>4½ Hours (30 min. recorded music) No. Sides - Basic Unlimited, Sweeten – 7 sides</b>				
	Scale	AFM-EP Fund		
		11%	11.44% (6/1/10)	11.99% (4/1/11)
Leader/Contractor	\$ 2,280.18	\$ 250.82	\$ 260.85	\$ 273.39
Sideman	\$ 1,140.09	\$ 125.41	\$ 130.43	\$ 136.70
1 <sup>st</sup> Double add (20% of scale)	\$ 228.02	\$ 25.08	\$ 26.09	\$ 27.34
2 <sup>nd</sup> Double & each thereafter (15% of scale)	\$ 171.01	\$ 18.81	\$ 19.56	\$ 20.50

<b>5 Hours (35 min. recorded music) No. Sides - Basic Unlimited, Sweeten – 8 sides</b>				
	Scale	AFM-EP Fund		
		11%	11.44% (6/1/10)	11.99% (4/1/11)
Leader/Contractor	\$ 2,660.22	\$ 292.62	\$ 304.33	\$ 318.96
Sideman	\$ 1,330.11	\$ 146.31	\$ 152.16	\$ 159.48
1 <sup>st</sup> Double add (20% of scale)	\$ 266.02	\$ 29.26	\$ 30.43	\$ 31.90
2 <sup>nd</sup> Double & each thereafter (15% of scale)	\$ 199.52	\$ 21.95	\$ 22.83	\$ 23.92

**SESSIONS WHICH INCLUDE PREMIUM TIME**

<b>9:30 PM – 12:30 AM or Saturday 10:30AM – 1:30 PM</b>				
	Scale	AFM-EP Fund		
		11%	11.44% (6/1/10)	11.99% (4/1/11)
Leader/Contractor	\$ 823.42	\$ 90.58	\$ 94.20	\$ 98.73
Sideman	\$ 411.71	\$ 45.29	\$ 47.10	\$ 49.36
1 <sup>st</sup> Double add (20% of scale)	\$ 82.34	\$ 9.06	\$ 9.42	\$ 9.87
2 <sup>nd</sup> Double & each thereafter (15% of scale)	\$ 61.76	\$ 6.79	\$ 7.07	\$ 7.41

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**SESSIONS WHICH INCLUDE PREMIUM TIME continued**

<b>10:00 PM – 1:00 AM or Saturday 11:00 AM – 2:00 PM</b>				
	Scale	AFM-EP Fund		
		11%	11.44% (6/1/10)	11.99% (4/1/11)
Leader/Contractor	\$ 886.76	\$ 97.54	\$ 101.45	\$ 106.32
Sidemician	\$ 443.38	\$ 48.77	\$ 50.72	\$ 53.16
1 <sup>st</sup> Double add (20% of scale)	\$ 88.68	\$ 9.75	\$ 10.14	\$ 10.63
2 <sup>nd</sup> Double & each thereafter (15% of scale)	\$ 66.51	\$ 7.32	\$ 7.61	\$ 7.97

<b>10:30 PM – 1:30 AM or Saturday 11:30 AM – 2:30 PM</b>				
	Scale	AFM-EP Fund		
		11%	11.44% (6/1/10)	11.99% (4/1/11)
Leader/Contractor	\$ 950.10	\$ 104.51	\$ 108.69	\$ 113.92
Sidemician	\$ 475.05	\$ 52.26	\$ 54.35	\$ 56.96
1 <sup>st</sup> Double add (20% of scale)	\$ 95.01	\$ 10.45	\$ 10.87	\$ 11.39
2 <sup>nd</sup> Double & each thereafter (15% of scale)	\$ 71.26	\$ 7.84	\$ 8.15	\$ 8.54

<b>11:00 PM – 2:00 AM or Saturday 12:00 AM – 3:00 PM</b>				
	Scale	AFM-EP Fund		
		11%	11.44% (6/1/10)	11.99% (4/1/11)
Leader/Contractor	\$ 1,013.44	\$ 111.48	\$ 115.94	\$ 121.51
Sidemician	\$ 506.72	\$ 55.74	\$ 57.97	\$ 60.76
1 <sup>st</sup> Double add (20% of scale)	\$ 101.34	\$ 11.15	\$ 11.59	\$ 12.15
2 <sup>nd</sup> Double & each thereafter (15% of scale)	\$ 76.01	\$ 8.36	\$ 8.70	\$ 9.11

<b>11:30 PM – 2:30 AM or Saturday 12:30 AM – 3:30 PM</b>				
	Scale	AFM-EP Fund		
		11%	11.44% (6/1/10)	11.99% (4/1/11)
Leader/Contractor	\$ 1,076.78	\$ 118.45	\$ 123.18	\$ 129.11
Sidemician	\$ 538.39	\$ 59.22	\$ 61.59	\$ 64.55
1 <sup>st</sup> Double add (20% of scale)	\$ 107.68	\$ 11.84	\$ 12.32	\$ 12.91
2 <sup>nd</sup> Double & each thereafter (15% of scale)	\$ 80.76	\$ 8.88	\$ 9.24	\$ 9.68

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**SPECIAL SESSION SCALES**

<b>1½ Hours (7½ min. recorded music) No. Sides - 2</b>				
	Scale	AFM-EP Fund		
		11%	11.44% (6/1/10)	11.99% (4/1/11)
Leader/Contractor	\$ 501.62	\$ 55.18	\$ 57.39	\$ 60.14
Sideman	\$ 250.81	\$ 27.59	\$ 28.69	\$ 30.07
½ Hour O.T.	\$ 83.60	\$ 9.20	\$ 9.56	\$ 10.02
¼ Hour O.T.	\$ 41.80	\$ 4.60	\$ 4.78	\$ 5.01
1 <sup>st</sup> Double add (20% of scale)	\$ 50.16	\$ 5.52	\$ 5.74	\$ 6.01
2 <sup>nd</sup> Double & each thereafter (15% of scale)	\$ 37.62	\$ 4.14	\$ 4.30	\$ 4.51

<b>2 Hours No. Sides - 2</b>				
	Scale	AFM-EP Fund		
		11%	11.44% (6/1/10)	11.99% (4/1/11)
Leader/Contractor	\$ 668.82	\$ 73.57	\$ 76.51	\$ 80.19
Sideman	\$ 334.41	\$ 36.79	\$ 38.26	\$ 40.10
½ Hour O.T.	\$ 126.68**	\$ 13.93	\$ 14.49	\$ 15.19
¼ Hour O.T.	\$ 63.34**	\$ 6.97	\$ 7.25	\$ 7.59
1 <sup>st</sup> Double add (20% of scale)	\$ 66.88	\$ 7.36	\$ 7.65	\$ 8.02
2 <sup>nd</sup> Double & each thereafter (15% of scale)	\$ 50.16	\$ 5.52	\$ 5.74	\$ 6.01

\*\*Represents overtime payment beyond the first one-half hour.

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