

**AFM 257**  
**MULTIPLE EMPLOYER DEMONSTRATION RECORDING SCALE**  
**Effective July 1, 2024 – Feb 4, 2025**

**Demonstration recordings cannot be sold or mastered unless full Sound Recording (Master) scale is paid, contracts are fully executed and the proper signatory agreement is signed.**

**The Multiple Employer Demo Contracts allow several scenarios listed below.**

**Demonstration contracts and payments can only be processed with the original contract being signed by a representative of the Producer/Employer.**

**Except as set herein, other conditions are the same as contained in the American Federation of Musicians Sound Recording Labor Agreement.**

**Pension 14.09% of Scale Wages**

<p><b>HEALTH &amp; WELFARE (H&amp;W):</b> \$30.00 H&amp;W should be added to the scales listed below for each musician, contractor, orchestrator, arranger &amp; copyist for first original service and \$22.00 for each additional service that day for the same project. See breakdowns for multiple employer sessions H&amp;W in scale sheet below.</p>
<p><b>PENSION:</b> Employer contributions to the AFM &amp; EP Fund will be <b>14.09%</b> of gross scale wages, including overtime and doubling. Pension contributions are calculated on <u>Wages only</u> and not H&amp;W and cartage.</p>

<b>Single Musician One Hour Session Scale</b>	
	<b>Leader</b>
<b>Basic Scale (no overtime allowed)</b>	110.00

<b>2 Employers = (2) 1.5 Hour Sessions      H&amp;W is \$15 per session/ employer</b>		
	<b>Sidemuiscian</b>	<b>Leader</b>
<b>Basic Scale 1.5 Hour</b>	92.50	185.00
<b>½ Hour Overtime (no H&amp;W on overtime)</b>	45.00	90.00

<b>3 Employers =3 (1) Hour Sessions (one per employer) H&amp;W is \$10. per session/employer</b>		
	<b>Sidemuiscian</b>	<b>Leader</b>
<b>Basic Scale per 1 hour</b>	65.00	130.00
<b>Hour Overtime (no H&amp;W on overtime)</b>	50.00	100.00

<b>PREMIUM SESSION (150% of Regular Scale)</b>		
All work done between midnight and 8:00am, after 1:00pm on Saturdays if 6 <sup>th</sup> consecutive day of work for Company, and on Sundays.		
	<b>Sidemuiscian</b>	<b>Leader</b>
<b>1 Hour Basic Scale (no overtime allowed)</b>	-----	165.00
<b>1.5 Hour Basic Scale</b>	138.75	277.50
<b>3 Hour Basic Scale (per hour)</b>	97.50	195.00
<b>½ Hour Overtime</b>	73.12	146.52

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**DOUBLE TIME**

Two times the basic session and overtime rates for all hours of recording on any of the following **holidays**:  
 New Year's Day (Jan. 1<sup>st</sup>), President's Day, Memorial Day, Juneteenth (June 19), Independence Day (July 4<sup>th</sup>), Labor Day,  
 Thanksgiving Day and Christmas Day (Dec. 25<sup>th</sup>). (EACH OF THESE HOLIDAYS SHALL BE OBSERVED THE DAY ON WHICH IT IS  
 OBSERVED BY EMPLOYEES OF THE UNITED STATES GOVERNMENT.)

	<b>Sideman</b>	<b>Leader</b>
<b>1 Hour Basic Scale (no overtime allowed)</b>	---	220.00
<b>1.5 Hour Basic Scale</b>	185.00	370.00
<b>3 Hour Basic Scale</b>	370.00	740.00
<b>1/2 Hour Overtime</b>	78.00	156.00

**DOUBLES:** 20% of sideman scale for the first double and an additional 15% for each double thereafter. Percentages are figured on sideman basic session scale, including overtime, but not including H&W or cartage.

**DOUBLES REQUESTED, BUT NOT USED:** A special fee of \$6.00 shall be paid for each additional instrument requiring a doubling fee which the musician is directed to bring to the engagement if such instrument is not actually used.

**CARTAGE:** Harp, Timpani, Keyboard, String Bass -- **\$35.00** each; Accordion, Tuba, Drums, Marimba, Chimes, Vibraphone, all Amplifiers, Baritone Saxophone, Bass Saxophone, Cello, Contrabassoon, Contra Bass Clarinet --**\$17.00** each. Cartage may be billed once for each project per day.

**MINIMUM SESSION CALL (TRACKING and/or OVERDUBS):** When **two or more musicians** are engaged for employment, there shall be a minimum call of two hours required, with one musician to be paid as leader. When a **single musician** is engaged for employment, there shall be a minimum call of one hour, with the single musician to be paid as leader.

**TRACKING AND/OR MULTIPLE PARTS:** Multiple parts (including when a musician plays the same part to create the sound of additional instruments) must be paid the total of all payments which would otherwise have been payable had separate musicians been used for these parts. If only one musician is used, he/she shall be paid leader's scale.

**DISMISSAL AND OVERTIME:** Musicians shall be dismissed upon completion of performances for which they have been engaged whether or not the full session has expired. Musicians may record at any time during the session for which they have been engaged. No musician shall be required to remain longer than one-half hour overtime unless a longer time requirement was specified at the time he/she accepted the engagement. If the leader does not have overtime and overtime is performed by a sideman, the first sideman listed on the time card will receive leader pay for the overtime unless a musician is designated to receive the leader overtime pay.

**LEADERS AND CONTRACTORS:** The leader and contractor shall receive not less than double the applicable sideman's scale. At each session one person shall be designated as leader but in the event only one person performs the musical service at the session, only that person can be designated as leader. The contractor may be one of the sidemen at the session. **If 12 or more musicians** are employed there must be a contractor.

**NOTIFICATION AND CONTRACT INFORMATION:** It is the responsibility of the recording company to give prior notification to this Local of any recording session. The Company, or its authorized agent, shall announce the name of the signatory employer at the time of the calling of the session. It is the leader and/or contractor's responsibility to file time cards and contracts (B-5 Report Form) with the Local within 72 hours of a session. *If a session is called to add to existing musical tracks, the Company will provide Local 257 with dates, places and contract numbers of prior sessions. It is also the Company's responsibility to notify this Local of any change in title of a song listed on a contract filed with Local 257.*

**CANCELLATION:** A session, once called, shall not be canceled, postponed or rescheduled less than **7 days** prior to the date of the session. In the event of an emergency, a session may be canceled, postponed or rescheduled upon shorter notice with the consent of the Office of the President, Local 257, who must, in any event, be notified.

**PAYMENT: All payments to the musician(s) and pension fund for any kind of recording or taped music must be made through the Local Union Office.** Payments are due within 30 days from date of recording. Delinquent payments may be subject to penalties, which will be assessed according to the terms set forth in the Sound Recording Labor Agreement. Issue individual checks to each musician for his/her scale wages, H&W and cartage. Issue another check payable to the AFM -EP Fund for the **total** pension contribution.

**Send all checks and contracts to the Local Union Office.  
 Nashville Association of Musicians/AFM Local 257 • PO Box 120399, Nashville, TN 37212**