

MUSIC PREPARATION SERVICES 1.25.13

Arrangers, Orchestrators and Copyists shall be paid not less than the rates set forth below and the conditions set forth shall apply:

A. Arrangers

- (1) **Definition** — Arranging is the art of preparing and adapting an already written composition for presentation in other than its original form. An arrangement shall include reharmonization, paraphrasing and/or development of a composition so that it fully represents the melodic, harmonic and rhythmic structure and requires no changes or additions.
- (2) **Minimum Rates** — Since arranging represents highly individual skills, the wages paid for arranging are left to the discretion of the person doing the work, provided, however, that the wages shall never be less than provided for in Paragraph B.
- (3) **Credits** — On any program where the Leader receives name credit, Arrangers and Orchestrators performing services on said show shall receive similar name credit.

B. Orchestrators

- (1) **Definition** — Orchestrating is the labor of scoring the various voices and/or instruments of an arrangement without changing or adding to the melodies, counter-melodies, harmonies and rhythms.

- (2) **Time Rates for Orchestrators**

	1/27/13	1/26/14	1/25/15
May be used only on adjustments, work at rehearsals, take down, alterations, additions and in other situations where page rates are impractical. The hourly rates for time work shall be:	\$43.46	\$44.33	\$45.22

- (3) **Page rates for Orchestrators [subject to the rules of Paragraph B(4)]:**

	1/27/13	1/26/14	1/25/15
(a) <i>For not more than ten (10) lines per score page:</i>			
(i) Orchestrating an arrangement per page	\$28.97	\$29.55	\$30.14
(ii) Revoicing a score	\$12.75	\$13.01	\$13.27
(b) For each additional single line part in excess of ten (10) parts per score page	\$1.11	\$1.14	\$1.16
(c) For adding lines to a score already orchestrated (other than revoicing a score) when performed by the original Orchestrator, per score page, per line. Any other Orchestrator will be paid in accordance with (a)(ii) above	\$1.42	\$1.45	\$1.48

	1/27/13	1/26/14	1/25/15
(d) For adding piano part, per score page	\$2.93	\$2.99	\$3.05
(e) Orchestrating the part (without score)	The combined rate for orchestrating & copying		
(f) For taking down a lead from voice, instrument or mechanical device including symbols (single line); each 4 bar unit	\$7.25	\$7.39	\$7.54
(g) For scoring a two (2) line or three (3) line piano conductor part from an orchestra score:			
each 4 bar unit (2 lines)	\$13.46	\$13.73	\$14.00
each 4 bar unit (3 lines)	\$17.87	\$18.23	\$18.59
(h) For scoring for solo piano, harp, accordion, etc., for individual performances; each 4 bar unit (2 lines)	\$13.46	\$13.73	\$14.00
(i) For scoring for (choral) voices (a page to consist of not more than four voices, which may include a piano part), with come sopras being paid for	\$12.53	\$12.78	\$13.03
each additional voice	\$1.11	\$1.14	\$1.16

The following rules shall apply to page rates:

- (a) A score page consists of four (4) bars and shall be computed on the basis of a minimum of ten (10) lines.
- (b) Double staff and divisi parts shall count as two (2) lines.
- (c) A pick-up shall be computed as a full bar.
- (d) Coma sopras shall be paid for.
- (e) Repeats shall not be used within a chorus to reduce the wage paid (but repeats, dell cegano and the like, which appear in the composition are permissible).
- (f) Rates shall be computed on page and half-page rates, except that the first page shall be paid in full rather than pro rated.
- (g) The page rates do not include proofreading service.
- (h) Voice and conductor parts written into a score, except those covered in B(3)(i), shall be treated as instrumental parts.
- (i) The word "piano" shall be deemed to include organ, harp, celeste, harpsichord, accordion, cimbalom, etc., when written on two (2) staves.

(4) **Transcriptions**

Payment for exact transcription of all parts of a composition from a mechanical device and recreating the orchestration:

One hundred fifty percent (150%) of the applicable orchestration scale per score page.

C. Copyists

- (1) **Applicability** — The minimum rates set forth in this Section C shall apply as follows.
- (2) **Times Rates for Copyists** — May be used only on pasting, cutting, production lines, and in other situations where page rates are impractical.

	<u>1/27/13</u>	<u>1/26/14</u>	<u>1/25/15</u>
The hourly rate for time work shall be	\$26.11	\$26.63	\$27.15

PAGE RATES FOR COPYING

Page rates for Copyists shall be as follows [subject to the rules set forth in Paragraph C(4)]:

			<u>1/27/13</u>	<u>1/26/14</u>	<u>1/25/15</u>
			B&W	B&W	B&W
(1)	(a)	Single stave parts (single notation)	4.73	4.83	4.92
	(b)	Single stave parts — chorded, or divisi	9.47	9.66	9.86
(2)	(a)	Double stave parts — chorded (Piano, harp, organ, celeste, etc.)	9.47	9.66	9.86
	(b)	+ vocal cue	11.85	12.09	12.33
(3)	(a)	Rhythm piano parts (chord symbols + bass line)	7.81	7.96	8.12
	(b)	+ vocal cue	10.20	10.41	10.62
(4)		Piano-vocal (three (3) staves with lyrics) (Piano cued & lyric rate)	14.23	14.51	14.80
(5)		*Lead sheet [melody + chord symbols + lyrics one (1) set]	23.65	24.12	24.60

VOCAL PARTS

(6)	(a)	Single voice line & lyrics (one (1) set)	9.47	9.66	9.86
	(b)	Foreign language lyrics, extra page	2.14	2.19	2.23
(7)	(a)	*Choir parts with lyrics (one (1) set)	20.42	20.83	21.25
	(b)	Foreign language lyrics, extra page	3.42	3.48	3.55

***Including Multi Use Parts**

CONDUCTOR PARTS

			1/27/13	1/26/14	1/25/15
			B&W	B&W	B&W
(8)	(a)	*Conductor, piano — conductor, production, control, etc. (two (2) staves only)	26.60	27.14	27.68
	(b)	*Constructing chorded piano or conductor part (when no piano in score)	47.93	48.89	49.86
	(c)	*Conductor's lead sheet (single stave) no words or lyrics	18.91	19.29	19.68

ADDING LYRICS OR WORDS (per set, per page)

(9)	(a)	Single stave parts	2.39	2.43	2.48
	(b)	Multiple stave parts	2.39	2.43	2.48
	(c)	Foreign language		Double above rates	

NUMBERING BARS (per page)

(10)		B&W:	1.00	1.02	1.04
		Repro:	2.00	2.04	2.08

CHORD SYMBOLS (where added, per page)

(11)	(a)	Single parts	B&W:	2.43	2.48	2.53
			Repro:	4.86	4.96	5.06
	(b)	Multiple stave parts	B&W:	1.28	1.31	1.33
			Repro:	2.56	2.62	2.66
(12)		Any part for solo performance			+ 50%	
(13)		Special routines			+ 50%	
(14)		Symphony rate			+ 50%	
(15)		Transposition			+ 50%	
(16)		Master copy for reproduction (all parts not listed)			Double part price	

*** including multi use parts**

TIME WORK

			1/27/13	1/26/14	1/25/15
(17)	(a)	From 9:00 a.m. to 6:00 p.m. (straight time)	26.11	26.63	27.16
	(b)	From 6:00 p.m. to 9:00 a.m. (time and ½)	39.16	39.95	40.75
	(c)	Sundays and holidays (double time)	52.21	53.26	54.32

**ADDING SYMBOLS
(OTHER THAN CHORD SYMBOLS)
FOR ELECTRONIC INSTRUMENTS OR DEVICES**

(18)	(a)	Single stave parts	2.45	2.50	2.55
	(b)	Multiple stave parts	1.34	1.36	1.39

The following rules shall apply to page rates:

- (a) For duplicating orchestra and band scores (note for note), the minimum rate shall be one-half (½) of the orchestrating rate for scoring same.
- (b) For remaking a score from regular parts, the minimum rate shall be one-third (1/3) of the orchestrating rate for scoring same.
- (c) Modulations, new introductions, endings and interpolations from piano shall be paid for at orchestrating rates.
- (d) Symphony, opera, cantata, oratorio, ballet or any other standard or classical music (copies, transcriptions, extractions) shall be paid for at one-half (½) more than the rates listed.
- (e) Special routine work (writing only) where two (2) or more scores or orchestral parts must be used or referred to in extracting the parts, shall be paid for at fifty percent (50%) more than the rates listed, provided that if such work requires a transposition of parts, for the parts so transposed, there shall be an extra charge of fifty percent (50%) of the listed rates.
- (f) When the services of more than one (1) Copyist are necessary to complete the work assignment, the contracting Copyist shall be designated as a Supervisor Copyist and shall be paid for such services twenty-five percent (25%) more than the listed rates for the work which he or she supervises (which will be deemed to include copying done by him or her if the additional Copyist(s) perform more than one-third (1/3) of the copying on such assignment).
- (g) When two (2) or more Copyists are required to split scores for the convenience of the Employer, each Copyist shall be paid at page and half page rates for the section copied by such Copyist, but not less than the applicable hourly rate.
- (h) Rates for copying do not include any proofreading services. Proofreading, if required by the Employer, shall be paid for at the rate of \$37.76 effective January 27, 2013; \$38.52 effective January 26, 2014; \$39.29 effective January 25, 2015 per hour with a two (2) hour minimum call to be applicable to such rate.
- (i) Divisi parts shall be paid for on a pro rata basis.
- (j) Editing shall be paid for at the copying rate plus fifty percent (50%).

- (k) Rates shall be computed on the basis of ten (10) stave paper except that parts requiring three (3) or more braced staves shall be written on twelve (12) stave paper, unless impractical.
- (l) Rates shall be computed on page and half-page rates, except that the first page shall be paid in full rather than prorated.
- (m) An average of four (4) bars per stave shall be secured, if possible, and two (2) staves of the first page (or any following pages, if necessary) shall be used for titles or other written items.
- (n) The Copyist who prepared the original part shall be paid the listed rate for any reproductions thereof, by any mechanical means whatsoever, except where a master copy was previously paid for at the rate listed.
- (o) All paper and necessary working material shall be supplied by the Employer or furnished by the Copyist at cost.
- (p) Transposition of all parts shall be paid for at fifty percent (50%) more than the listed rates.
- (q) Use of rehearsal letters every two (2), three (3) or four (4) bars or to circumvent payment for numbering shall not be deemed normal use.
- (r) Copying from a score in which three (3) or more parts are combined on a single stave — fifty percent (50%) additional for those parts only.

D. Librarians

Librarians required to do arranging, orchestrating and/or copying music shall be paid page rate, respectively, for such arranging, orchestrating and/or copying, in addition to their regular salary.

For all hours worked in excess of eight (8) in any day (excluding the meal period), time and one-half shall be paid.

For all hours worked between 12:00 midnight and 8:00 a.m., fifty percent (50%) additional to the classified rate shall be paid.

	1/27/13	1/26/14	1/25/15
Playing Librarians shall receive for their services as Librarians with minimum time, two (2) hours, per hour or fraction thereof	41.35	42.18	43.02
Non-playing Librarians shall receive for their services as Librarians a minimum for two (2) hours service or less	134.88	137.58	140.33
Overtime, above the minimum two (2) hour call, shall be paid for at rate per hour or fraction thereof	45.05	45.95	46.87
Non-playing Librarians required to work on day other than day of broadcast, per hour	45.05	45.95	46.87

E. General rules applicable to Arrangers, Orchestrators and Copyists

- (1) The Arranger or Orchestrator shall deliver to the Copyist a full score. A full score is a visual representation of parts to be performed by instruments and/or voice of a musical ensemble systematically placed on a series of staves, one (1) above the other, and in which no other than two (2) instruments are combined on a single staff. Abbreviations by coma sopra and/or col indications within the same score may be used.

- (2) If arrangements, orchestrations and parts (or any portion thereof) resulting from music preparation services performed in a category other than videotaped television programs are used for such programs, a first time new use payment shall be made in full at the rate applicable hereunder, to all music preparation Musicians who rendered such original services, provided that such new use payments shall be due only if the producer was notified in writing prior to the commencement of rehearsal or sound check whichever occurs first. The production date rather than the air date shall be used to determine which use is first. Music first used on television for a legitimate Telethon shall not be considered as a first use on television for purposes of computing new use payment.
- (3) Arrangers, Orchestrators and Copyists shall stamp the first and last pages of all arrangements, and score and the first page of all parts with their official, union stamp. Card number, local and year must be written on deshon master copy.
- (4) Minimum pay for any job assignment shall be no less than the equivalent of a four (4) hour call at the applicable hourly rate.
- (5) Orchestrators and Copyists shall receive the following premium rates:
 - (a) For work from 6:00 p.m. to 9:00 a.m., the listed rate plus one-half (½).
 - (b) For work performed on the same job at any time following a call back less than eight (8) hours after prior dismissal during premium pay hours, the listed rate plus one-half (½).
 - (c) For work in excess of eight (8) hours in one (1) day, the listed rate plus one-half.
 - (d) For work in the U.S. on Sundays and the following holidays: New Year's Day, Lincoln's Birthday, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day, double the listed rate.
- (6) If the Employer requests an Orchestrator or Copyist to work in a city other than the one in which he resides or in his normal working environs in which he is customarily employed, such work shall be paid for at the listed rate plus twenty-five percent (25%). In the case of an Orchestrator, the Employer shall guarantee a minimum of \$126.83 per day effective January 27, 2013; \$129.37 per day effective January 26, 2014; \$131.96 effective January 25, 2015. In the case of a Copyist, the Employer shall guarantee a minimum of \$97.99 per day effective January 27, 2013; \$99.95 effective January 26, 2014; \$101.95 effective January 25, 2015.
- (7) Orchestrators will not be required to attend program recording sessions unless engaged as Music Sound Consultant.
- (8) Payments for music preparation are due not later than twenty-one (21) working days following submission of W-4 forms and bills for services rendered.
- (9) **HEALTH AND WELFARE CONTRIBUTION** — The Company will contribute to any existing lawful Health and Welfare Fund of any Federation Local and commencing thirty (30) days after notice in writing to any such lawful Fund as may be established hereafter by any other Federation Local, the sum of \$22.00 per day effective January 27, 2013; \$24.00 per day effective January 26, 2014; and \$25.00 per day effective January 25, 2015, for work performed within the jurisdiction of such Federation local by each Arranger, Orchestrator, and Copyist covered by this Agreement.

With respect to all other musicians, Health and Welfare payment for musicians rendering services under this Agreement shall be paid to each musician, regardless of the place where the musician performed the services.