

TORONTO MUSICIANS' ASSOCIATION TARIFF OF FEES 2017-2021

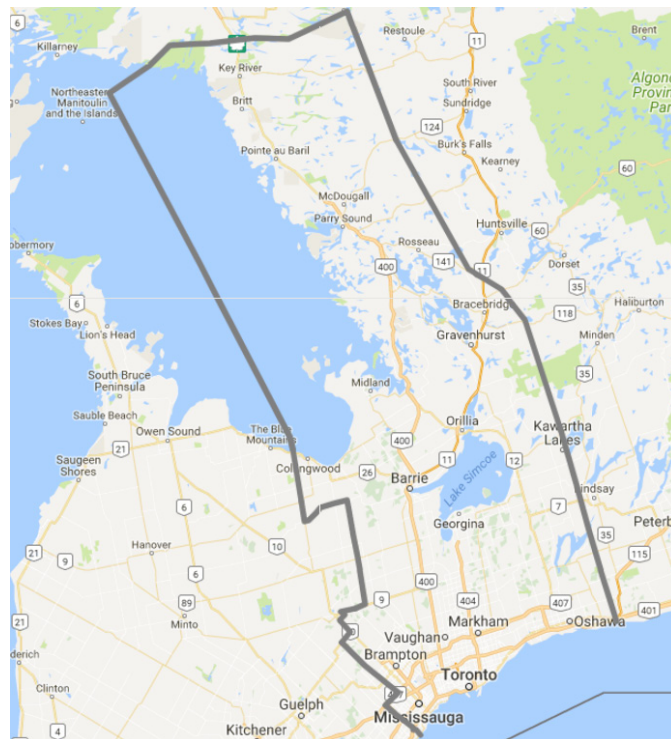
Effective September 5, 2017

The following is a confidential document for use by members of the Canadian Federation of Musicians and the American Federation of Musicians. Nothing in this document prevents Musicians from negotiating above the minimums as set out.

This document shall govern the minimum fees and conditions of work in the jurisdiction of Local 149 of the Canadian Federation of Musicians and American Federation of Musicians unless the work is covered by another TMA or CFM/AFM Agreement. Agreements apply to all recorded work and to live performances with certain ensembles and at certain venues. **For information on Agreements, contact the TMA office.**

All engagements under this Tariff are subject to the Constitution and Bylaws of the Toronto Musicians' Association and of the American Federation of Musicians, which documents shall prevail in the event of a conflict between them and this Tariff. Members are entitled to seek compensation at rates that exceed the minimum fees stated in the Tariff.

Until December 31, 2017, if a contract was previously negotiated under the 2010 scale, Leaders may petition the TMA to apply the rates that were previously contained in that negotiated contract, as long as supporting documentation is provided.



Jurisdiction of TMA 149



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Section 1 – Glossary

1.1 Calls

1.1.1 Call is the scheduled duration of the service. Some scales have a minimum call; for example, the minimum performance call for General Scale is three hours. There is no maximum call; calls may be set in increments of thirty minutes.

1.1.2 Minimum Call is the shortest duration for which a musician may be engaged under a particular scale.

1.1.3 In accordance with the TMA Bylaws, Section 30 (2), "Members may be ordered to report fifteen minutes before the start of a contracted engagement, however, this time shall not be used for preparing the programme."

1.2 Hired and Non-Hired Engagements

1.2.1 Hired Engagements are engagements where the engager, purchaser, or buyer negotiates the time, place, and content, pays the agreed fee for the service, and an arms-length relationship exists between the entity paying and the musician(s). In a Hired Engagement, the entity engaging the musicians assumes all risk and responsibility for the event and signs a TMA contract regarding the same.

1.2.2 Non-Hired Engagements are self-produced events by members of a self-contained group, or by a soloist, for the purpose of promoting their services or their products or both. In addition, the engaged member or members of Non-Hired Engagements assume all risk and profit and establish the performance details of the event, which include determining the time, place, and content of the event, as well as controlling the expenses and profits of the event.

1.3 A Self-Contained Group

is a group whose membership is fixed and may be covered by a band agreement between members.

1.4 A Service

is a single call. An engagement may have multiple services, each with its own call time.

1.5 The Signatory

to the contract shall be either the Leader or Contractor and shall assume full responsibility for signing the contract and ensuring that the engagement conforms to the terms of the relevant Tariff. The Signatory is also responsible for submitting all fees payable to the musicians, the TMA, and the Pension office in a timely manner in accordance with the Bylaws of the TMA and the CFM.

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Section 2 – Additional Payments Applying to All Sections

2.1 Premium Scales

The scale fee for the following positions is as follows:

Leader or Single Musician	an additional 100% of the basic scale fee
Contractor or Harp or Concertmaster	an additional 50% of the basic scale fee
Principal Musician	an additional 25% of the basic scale fee
Steward	an additional 10% of the basic scale fee

These premium fees are scale fees and shall be included in all calculations that refer to scale fees, such as pensions, work dues, overtime, etc. All premium fees are cumulative with other premium fees and with doubling (Section 2.2).

2.1.1 Leader. When eight or fewer musicians are engaged, one musician shall be designated as the Leader, unless only one musician is engaged, in which case the Single Musician rate shall apply. The Leader shall act as the signatory to the agreement if there is no Contractor, and the Leader shall assume responsibility for submitting all musicians fees, cartage, work dues, and pension as required by the contract.

2.1.2 Contractor. Engagements requiring more than eight musicians shall require a Contractor, who shall be responsible for engaging musicians. Contractors who are also engaged to perform shall be paid the applicable scale fee in addition to the fee paid for providing the services of Contractor. Where Contractors are engaged, they may act as signatories to agreements on behalf of the musicians.

2.1.3 Principal Musician. The designation of Principal Musician shall be made by the Leader or the Contractor in consultation with the Leader and with the agreement of the Engager (Purchaser), based on the requirements of the engagement.

2.1.4 Steward. On all engagements of three or more musicians, a Steward, who shall be a local member of the ensemble or as otherwise provided by the Board of Directors, shall be appointed by the Executive Director or the Senior Business Representative. In the event that no Steward has been appointed prior to the engagement owing to late filing, the Leader or Contractor shall pay the Steward's fee to the TMA as a contract handling fee.

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2.2 Doubling

occurs when a musician is contracted to play more than one instrument, except as provided for in sections 2.2.1 or 2.2.2. The following fees shall apply to doubling:

First double	an additional 50% of the applicable scale
Second double	an additional 25% of the applicable scale
Third and subsequent doubles	an additional 10% of the applicable scale

Doubling fees are scale fees and shall be included in all calculations that refer to scale fees, such as pensions, work dues, overtime, etc. All doubling fees are cumulative with premium fees (Section 2.1). Note that some Collective Agreements may have different rules for doubling which take precedence over this Tariff.

2.2.1 The following woodwind combinations are not subject to doubling payments:

2.2.1.1 B flat and A clarinets;

2.2.1.2 One clarinet and one saxophone, except for symphony, opera, ballet, or theatrical engagements.

2.2.2 Percussion instruments are divided into seven categories. Instruments played within a category do not qualify for doubling. Any instruments encompassing more than one category constitutes a double, each additional category is an additional double.

Category 1 Drum set and small percussion instruments

Category 2 Bass drum and cymbals and small percussion instruments

Category 3 Snare drums and small percussion instruments (street, military or tenor drum allowed as permissible with no additional fee)

Category 4 Timpani and small percussion instruments.

Category 5 Mallet instruments, any two of the following: xylophone, glockenspiel, vibraphone, marimba, chimes; and small percussion instruments. Three or more mallet instruments constitute an additional double.

Category 6 Hand drums and small percussion instruments.

Category 7 Electronic Musical Devices

2.2.2.1 "Small percussion instruments" include: tambourine, triangle, claves, castanets, finger cymbals, maracas, gourd, shaker, and other similar instruments that create sound effects.

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2.3 Overtime.

All required hours of each service are set in the contract prior to the first service. When an engagement extends beyond the call time contracted for a given service, overtime shall apply at the rate of an additional fifty percent of each musician's Scale Fees, prorated in fifteen-minute increments.

2.4 Statutory Holidays.

The scale fee for engagements on Ontario statutory holidays, which are New Year's Day, Family Day, Good Friday (except for religious performances in churches), Victoria Day, Canada Day, Labour Day (except for events organized by unions and affiliated groups), Thanksgiving Day, Christmas Day, and Boxing Day, as well as any portion of a service extending after 6:00 p.m. on New Year's Eve, shall be two times the applicable Scale Fees.

2.5 Cartage.

With the engager's advance approval, which shall not be unreasonably withheld, musicians engaged to play the following instruments may arrange to have said instruments transported to and from the place of engagement by private transportation supplied by the musician, a common carrier, or musicians' cartage service at the expense of the engager: harp, timpani, electric or acoustic keyboards, percussion instruments, double bass, and electric guitar or electric bass (when amplifiers and related electronic equipment are required.)

2.6 Librarians.

Playing Librarians shall be paid the Side Musician Scale plus fifty percent. Non-playing Librarians shall be paid Side Musician's Scale. The Librarian's call shall begin forty-five minutes prior to the engagement and end thirty minutes following the engagement. For other dues as required, the minimum call shall be one hour, with additional time prorated in thirty-minute increments.

Section 3 – Conditions Applying to All Sections

3.1 Breaks

3.1.1 Breaks in Rehearsals shall be ten minutes per hour; these breaks may be combined. No rehearsal shall continue for more than one and one-half hours without a break. For rehearsals longer than one hour, breaks may not be taken in the first or last half-hour of the rehearsal without the unanimous consent of the musicians present, except that rest breaks during overtime may be taken at any time at the discretion of the Leader, except that even if overtime applies, no musician shall be required to rehearse for more than two hours without a break. If a service includes both rehearsal and performance, the break requirements for rehearsals will apply.

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3.1.2 Breaks in Performances. Any performance exceeding one and three-quarters hours in duration shall include one fifteen-minute break. No musician shall be required to perform for more than two hours without a break. If a service includes both rehearsal and performance, the break requirements for rehearsals (3.1.1) will apply.

3.1.3 Penalty. If breaks do not occur as stipulated, the musician(s) shall be paid at the overtime rate, pro rata, for each half hour (or part thereof) until the break occurs.

3.2 Cancellation

of an engagement due to inclement weather (rain, snow, ice storm, etc.) shall in no way affect payment of the contracted fee to the musicians. This provision must be included in the terms of each agreement.

3.3 Work Dues.

All engagements in the jurisdiction of the Toronto Musicians' Association are subject to work dues based on all scale wages in the Tariff of Fees. Work Dues shall be deducted from each musician's scale fees and submitted by the Leader or Contractor to the TMA. Work dues on all engagements except MPTF engagements shall be three percent; work dues on MPTF engagements shall be five percent.

3.4 The Pension contribution,

unless stated otherwise, shall not be less than eight percent of scale and shall not be more than eighteen percent of scale. The Pension contribution shall be calculated on scale amounts and added to the contract price, and shall not be deducted from scale fees. Pension shall be submitted to the TMA by the Leader or Contractor.

Section 4 – General Scale

4.1 General Scale

shall apply to Hired Engagements where the main focus of the event is a performance that includes live music, including, but not limited to, concerts, operas, ballets, dances, and wedding receptions. All engagements subsidized by the MPTF, regardless of their nature, must use General Scale.

4.2 Minimum Calls

4.2.1 The minimum call for rehearsals is two hours.

4.2.2 The minimum call for performances is three hours.

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4.3 Fees (per hour)

For tables listing all General Scale fees for each year, including premium scales, see Appendix A.

As of:	Sept. 5, 2017	Sept. 4, 2018	Sept. 3, 2019	Sept. 8, 2020	Sept. 7, 2021
Rehearsal	\$44	\$46	\$48	\$49	\$50
Performance, Capacity up to 1000	\$53	\$55	\$57	\$59	\$60
Performance, Capacity 1001-3500	\$59	\$62	\$64	\$66	\$67
Performance, Capacity 3501 or greater	\$72	\$75	\$77	\$80	\$81

4.4 Premium scales

for Leaders, Contractors, single musicians, etc., as described in Section 2.1, shall apply to General Scale. For tables listing all scale fees for each year, including premium scales, see Appendix A.

4.5 Doubling,

as described in Section 2.2, shall apply to General Scale. For tables listing all scale fees for each year, including doubling, see Appendix A.

4.6 Work dues,

as described in Section 3.3, shall apply to General Scale.

4.7 Pension contributions,

as described in Section 3.4, shall apply to General Scale.

Section 5 – Incidental Scale

5.1 Incidental Scale

shall apply to Hired Engagements where the musical performance is part of but not the main focus of an event, including wedding or funeral ceremonies, fanfares, worship services, wandering clowns, National Anthems, haggis piping, musical demonstrations at trade shows or retail establishments, performances in seniors' homes, or similar events. Engagements subsidized by the MPTF, regardless of their nature, may not use Incidental Scale and must

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use General Scale. Incidental Scale shall not to be used where General Scale should apply. The decision of the Executive Director or designate shall resolve any dispute regarding the application of this scale.

5.2 Special conditions for Incidental Scale

5.2.1 The minimum call is one hour. Hourly rates vary depending on the length of the call.

5.2.2 The rate for rehearsal and performance is the same.

5.2.3 A single call may include both rehearsal and performance. If a service includes both rehearsal and performance, the break requirements for rehearsals (3.1.1.) will apply.

5.3 Fees (per Hour)

For tables listing all Incidental Scale fees for each year, including premium scales, see Appendix B.

As of:	Sept. 5, 2017	Sept. 4, 2018	Sept. 3, 2019	Sept. 8, 2020	Sept. 7, 2021
Venue Capacity up to 1000					
Call of less than 3 hours (per hour)	\$85	\$88	\$91	\$94	\$96
Call of 3 hours or more (per hour)	\$53	\$55	\$57	\$59	\$60
Venue Capacity 1001-3500					
Call of less than 3 hours (per hour)	\$94	\$99	\$103	\$106	\$107
Call of 3 hours or more (per hour)	\$59	\$62	\$64	\$66	\$67
Venue Capacity 3501 or greater					
Call of less than 3 hours (per hour)	\$115	\$120	\$124	\$128	\$130
Call of 3 hours or more (per hour)	\$72	\$75	\$77	\$80	\$81

5.4 Premium scales

for Leaders, Contractors, single musicians, etc., as described in Section 2.1, shall apply to Incidental Scale. For tables listing all scale fees for each year, including premium scales, see Appendix B.

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5.5 Doubling,

as described in Section 2.2, shall apply to Incidental Scale. For tables listing all scale fees for each year, including doubling, see Appendix B.

5.6 Work dues,

as described in Section 3.3, shall apply to Incidental Scale.

5.7 Pension contributions,

as described in Section 3.4, shall apply to Incidental Scale.

Section 6 – Accompanist or Collaborator Scale

6.1 Accompanist or Collaborator Scale

shall apply to Hired Engagements where the members provide the services of an Accompanist or Collaborator for rehearsal or educational purposes.

6.2 Public Performances.

This Section does not apply to public performances. When accompanists appear in public performances, such as recitals, showcases, and similar events, General or Incidental Scale shall apply. For the purposes of this Section, juries, examinations, auditions, and masterclasses shall not be deemed public performances.

6.3 Minimum calls

6.3.1 The minimum call for staging rehearsals is two hours.

6.3.2 The minimum call for other rehearsals is one hour.

6.4 Fees (per hour)

As of:	Sept. 5, 2017	Sept. 4, 2018	Sept. 3, 2019	Sept. 8, 2020	Sept. 7, 2021
Professional	\$70	\$73	\$76	\$78	\$80
Non-professional	\$44	\$46	\$48	\$49	\$50

The **non-professional** rate shall apply to all rehearsals associated with productions or performances that are amateur or educational in nature. (For clarity, if an AFM member who is also a student engages an accompanist for a student recital, the non-professional rate shall apply.) Otherwise, the **professional** rate shall apply.

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6.5 Regular engagements.

Where an engagement is for a minimum of twelve hours of call time per week and in the same venue OR an accompanist is engaged in advance by the same purchaser for regularly scheduled times over a one year period, the Engager or Leader may negotiate reduced rehearsal, doubling and call time requirements with the TMA, consistent with other Agreements in effect at the time.

Section 7 – Self-Production Scale

7.1 Self-Production Scale

may be used on Non-Hired Engagements by soloists or self-contained groups only, when the soloist or group sets the time, place, and program, and all costs and profits of the engagement are directed to the soloist or group. It is recommended that a band agreement be in place when performing engagements under Self-Production Scale. Engagements subsidized by the MPTF, regardless of their nature, may not use Self-Production Scale and must use General Scale. Self-Production Scale shall not to be used where any other Scale should apply. The decision of the Executive Director or designate shall resolve any dispute regarding the application of this scale. All engagements using Self-Production Scale are subject to Article 10, Sections 16, 17, and 18 of the AFM Bylaws, with respect to “Share plan engagements”.

7.2 Rates for members of Self-Contained Groups.

There is no minimum rate. The members of the Self-Contained Group agree to share among themselves any receipts or profits from the engagement in accordance with an agreement made among them.

7.3 Rates for non-Group members, substitutes, and extra players.

Unless they agree otherwise, the minimum fee per player from the applicable General or Incidental scale rate shall be paid to non-group members, substitutes, and extra players.

7.4 Premium scales

for Leaders, Contractors, single musicians, etc., as described in Section 2.1, may apply to Self-Production Scale at the discretion of the soloist or Group. Premium scales shall apply to non-Group members who are paid General or Incidental Scale.

7.5 Doubling,

as described in Section 2.2, may apply to Self-Production Scale at the discretion of the soloist or Group. Doubling shall apply to non-Group members who are paid General or Incidental Scale.

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7.6 Work dues,

as described in Section 3.3, shall apply to Self-Production Scale.

7.7 Pension contributions,

as described in Section 3.4, shall apply to Self-Production Scale.

Section 8 – Teacher Scale

Members who teach private lessons and wish to file contracts and make contributions to the Musicians' Pension Fund based on those earnings may use the special scale for teachers approved by the General Meeting of December 9, 2012. Contact the TMA office for more information.

Section 9 – Travel

9.1 Travel outside the TMA.

When musicians play engagements in the jurisdiction of another Local, such engagements shall be governed by the By-Laws of the AFM that regulate engagements in other Locals. If the AFM By-Laws indicate that the engagement occurs under the jurisdiction of the TMA, the following fees shall apply:

9.1.1 Travel Fees. If the Engager does not provide transportation, travel in personal vehicles shall be reimbursed at the rate of forty-five cents per kilometre for drivers. This distance shall be calculated from the customary performance venue of the group if applicable, or else from Toronto City Hall.

9.1.2 Meals. For all engagements outside the jurisdiction of the TMA, the conditions and fees in Section 9.3 shall apply.

9.1.3 Lodging. For engagements requiring travel of more than two hundred kilometres one way, lodging must be provided.

9.2 Travel within the jurisdiction of the TMA.

Travel within the area consisting of the City of Toronto, York Region, Peel Region, and Durham Region shall not be subject to additional fees. For travel outside this area, the Engager must either provide transportation or pay the following additional fees to the driver per round trip:

Simcoe County	\$115
District Municipality of Muskoka	\$170
Parry Sound District	\$220

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9.2.1 Local engagements in Simcoe County, the District Municipality of Muskoka, or Parry Sound District. Engagements in Simcoe County, the District Municipality of Muskoka, or Parry Sound District shall not be subject to additional Travel fees if the musicians on those engagements are engaged from the area in which the engagement occurs.

9.3 Meals.

For engagements in Simcoe County, the District Municipality of Muskoka, or Parry Sound District, the Engager must provide meals, pay the actual cost of meals, or pay meal allowances as follows:

Breakfast allowance	\$10.75
Lunch allowance	\$16.50
Dinner allowance	\$27.75

9.3.1 Local engagements in Simcoe County, the District Municipality of Muskoka, or Parry Sound District. Engagements in Simcoe County, the District Municipality of Muskoka, or Parry Sound District shall not be subject to additional Meal fees if the musicians on those engagements are engaged from the area in which the engagement occurs.

9.4 Lodging.

For engagements in the District Municipality of Muskoka or Parry Sound District (but not Simcoe County), lodging must be provided.

9.4.1 Local engagements in Simcoe County, the District Municipality of Muskoka, or Parry Sound District. Engagements in Simcoe County, the District Municipality of Muskoka, or Parry Sound District shall not be subject to Lodging requirements if the musicians on those engagements are engaged from the area in which the engagement occurs.

Section 10 – Amendments to the Tariff of Fees

10.1 Any member who desires a change in the Tariff of Fees shall submit the proposal in writing to the Secretary.

10.2 Any proposals received by mail or otherwise, shall be acknowledged by the Secretary and the date of postmark shall be considered as the date of arrival.

10.3 Any proposal to change the Tariff of Fees as outlined above must be signed by at least ten members in good standing and each of the members' printed names must be included alongside their signatures.

10.4 The Board of Directors shall review all the suggested changes and, if it is deemed necessary, proposals to amend the Tariff of Fees may be formulated by the Board of Directors while in proper session and without compliance of Articles 111(1) and (2) of the Association By-Laws.

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Appendix A – Table 1 – General Scale, 2017-2018

Rates are effective from September 5, 2017 through September 3, 2018.

All rates are **hourly rates**.

Minimum call for rehearsals is two hours. Minimum call for performances is three hours.

Work Dues for General Scale engagements are 3%, except MPTF engagements, for which Work Dues are 5%.

Pension (MPF) contributions are 8% to 18%.

	Rehearsals	Performances		
		Venue Capacity up to 1000	Venue Capacity 1001-3500	Venue Capacity 3501 or greater
Basic Rate	\$44.00	\$53.00	\$59.00	\$72.00
Leader or Single Musician (Basic Rate plus 100%)	\$88.00	\$106.00	\$118.00	\$144.00
Contractor, Harp, or Concertmaster (Basic Rate plus 50%)	\$66.00	\$79.50	\$88.50	\$108.00
Principal Musician (Basic Rate plus 25%)	\$55.00	\$66.25	\$73.75	\$90.00
Steward (Basic Rate plus 10%)	\$48.40	\$58.30	\$64.90	\$79.20
First Double – Additional fee (50% of Basic Rate)	\$22.00	\$26.50	\$29.50	\$36.00
Second Double – Additional fee (25% of Basic Rate)	\$11.00	\$13.25	\$14.75	\$18.00
Third and subsequent Doubles – Additional fee (10% of Basic Rate)	\$4.40	\$5.30	\$5.90	\$7.20

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Appendix A – Table 2 – General Scale, 2018-2019

Rates are effective from September 4, 2018 through September 2, 2019.

All rates are **hourly rates**.

Minimum call for rehearsals is two hours. Minimum call for performances is three hours.

Work Dues for General Scale engagements are 3%, except MPTF engagements, for which Work Dues are 5%.

Pension (MPF) contributions are 8% to 18%.

	Rehearsals	Performances		
		Venue Capacity up to 1000	Venue Capacity 1001-3500	Venue Capacity 3501 or greater
Basic Rate	\$46.00	\$55.00	\$62.00	\$75.00
Leader or Single Musician (Basic Rate plus 100%)	\$92.00	\$110.00	\$124.00	\$150.00
Contractor, Harp, or Concertmaster (Basic Rate plus 50%)	\$69.00	\$82.50	\$93.00	\$112.50
Principal Musician (Basic Rate plus 25%)	\$57.50	\$68.75	\$77.50	\$93.75
Steward (Basic Rate plus 10%)	\$50.60	\$60.50	\$68.20	\$82.50
First Double – Additional fee (50% of Basic Rate)	\$23.00	\$27.50	\$31.00	\$37.50
Second Double – Additional fee (25% of Basic Rate)	\$11.50	\$13.75	\$15.50	\$18.75
Third and subsequent Doubles – Additional fee (10% of Basic Rate)	\$4.60	\$5.50	\$6.20	\$7.50

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Appendix A – Table 3 – General Scale, 2019-2020

Rates are effective from September 3, 2019 through September 7, 2020.

All rates are **hourly rates**.

Minimum call for rehearsals is two hours. Minimum call for performances is three hours.

Work Dues for General Scale engagements are 3%, except MPTF engagements, for which Work Dues are 5%.

Pension (MPF) contributions are 8% to 18%.

	Rehearsals	Performances		
		Venue Capacity up to 1000	Venue Capacity 1001-3500	Venue Capacity 3501 or greater
Basic Rate	\$48.00	\$57.00	\$64.00	\$77.00
Leader or Single Musician (Basic Rate plus 100%)	\$96.00	\$114.00	\$128.00	\$154.00
Contractor, Harp, or Concertmaster (Basic Rate plus 50%)	\$72.00	\$85.50	\$96.00	\$115.50
Principal Musician (Basic Rate plus 25%)	\$60.00	\$71.25	\$80.00	\$96.25
Steward (Basic Rate plus 10%)	\$52.80	\$62.70	\$70.40	\$84.70
First Double – Additional fee (50% of Basic Rate)	\$24.00	\$28.50	\$32.00	\$38.50
Second Double – Additional fee (25% of Basic Rate)	\$12.00	\$14.25	\$16.00	\$19.25
Third and subsequent Doubles – Additional fee (10% of Basic Rate)	\$4.80	\$5.70	\$6.40	\$7.70

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Appendix A – Table 4 – General Scale, 2020-2021

Rates are effective from September 8, 2020 through September 6, 2021.

All rates are **hourly rates**.

Minimum call for rehearsals is two hours. Minimum call for performances is three hours.

Work Dues for General Scale engagements are 3%, except MPTF engagements, for which Work Dues are 5%.

Pension (MPF) contributions are 8% to 18%.

	Rehearsals	Performances		
		Venue Capacity up to 1000	Venue Capacity 1001-3500	Venue Capacity 3501 or greater
Basic Rate	\$49.00	\$59.00	\$66.00	\$80.00
Leader or Single Musician (Basic Rate plus 100%)	\$98.00	\$118.00	\$132.00	\$160.00
Contractor, Harp, or Concertmaster (Basic Rate plus 50%)	\$73.50	\$88.50	\$99.00	\$120.00
Principal Musician (Basic Rate plus 25%)	\$61.25	\$73.75	\$82.50	\$100.00
Steward (Basic Rate plus 10%)	\$53.90	\$64.90	\$72.60	\$88.00
First Double – Additional fee (50% of Basic Rate)	\$24.50	\$29.50	\$33.00	\$40.00
Second Double – Additional fee (25% of Basic Rate)	\$12.25	\$14.75	\$16.50	\$20.00
Third and subsequent Doubles – Additional fee (10% of Basic Rate)	\$4.90	\$5.90	\$6.60	\$8.00

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Appendix A – Table 5 – General Scale, 2021

Rates are effective September 7, 2021.

All rates are **hourly rates**.

Minimum call for rehearsals is two hours. Minimum call for performances is three hours.

Work Dues for General Scale engagements are 3%, except MPTF engagements, for which Work Dues are 5%.

Pension (MPF) contributions are 8% to 18%.

	Rehearsals	Performances		
		Venue Capacity up to 1000	Venue Capacity 1001-3500	Venue Capacity 3501 or greater
Basic Rate	\$50.00	\$60.00	\$67.00	\$81.00
Leader or Single Musician (Basic Rate plus 100%)	\$100.00	\$120.00	\$134.00	\$162.00
Contractor, Harp, or Concertmaster (Basic Rate plus 50%)	\$75.00	\$90.00	\$100.50	\$121.50
Principal Musician (Basic Rate plus 25%)	\$62.50	\$75.00	\$83.75	\$101.25
Steward (Basic Rate plus 10%)	\$55.00	\$66.00	\$73.70	\$89.10
First Double – Additional fee (50% of Basic Rate)	\$25.00	\$30.00	\$33.50	\$40.50
Second Double – Additional fee (25% of Basic Rate)	\$12.50	\$15.00	\$16.75	\$20.25
Third and subsequent Doubles – Additional fee (10% of Basic Rate)	\$5.00	\$6.00	\$6.70	\$8.10

TORONTO MUSICIANS' ASSOCIATION TARIFF OF FEES **2017-2021**

Appendix B – Table 1 – Incidental Scale, 2017-2018

Rates are effective from September 5, 2017 through September 3, 2018.

All rates are **hourly rates**. The rate for rehearsal and performance is the same. A single call may include both rehearsal and performance. **Minimum call** is one hour. **MPTF** engagements must be performed under General Scale.

Work Dues for Incidental Scale engagements are 3%.

Pension (MPF) contributions are 8% to 18%.

	Venue Capacity up to 1000		Venue Capacity 1001-3500		Venue Capacity 3501 or greater	
	Call shorter than 3 hours	Call of 3 hours or longer	Call shorter than 3 hours	Call of 3 hours or longer	Call shorter than 3 hours	Call of 3 hours or longer
Basic Rate	\$85.00	\$53.00	\$94.00	\$59.00	\$115.00	\$72.00
Leader or Single Musician (Basic Rate plus 100%)	\$170.00	\$106.00	\$188.00	\$118.00	\$230.00	\$144.00
Contractor, Harp, or Concertmaster (Basic Rate plus 50%)	\$127.00	\$79.50	\$141.00	\$88.50	\$172.50	\$108.00
Principal Musician (Basic Rate plus 25%)	\$106.25	\$66.25	\$117.50	\$73.75	\$143.75	\$90.00
Steward (Basic Rate plus 10%)	\$93.50	\$58.30	\$103.40	\$64.90	\$126.50	\$79.20
First Double – Additional fee (50% of Basic Rate)	\$42.50	\$26.50	\$47.00	\$29.50	\$57.50	\$36.00
Second Double – Additional fee (25% of Basic Rate)	\$21.25	\$13.25	\$23.50	\$14.75	\$28.75	\$18.00
Third and subsequent Doubles – Additional fee (10% of Basic Rate)	\$8.50	\$5.30	\$9.40	\$5.90	\$11.50	\$7.20

TORONTO MUSICIANS' ASSOCIATION TARIFF OF FEES **2017-2021**

Appendix B – Table 2 – Incidental Scale, 2018-2019

Rates are effective from September 4, 2018 through September 2, 2019.

All rates are **hourly rates**. The rate for rehearsal and performance is the same. A single call may include both rehearsal and performance. **Minimum call** is one hour. **MPTF** engagements must be performed under General Scale.

Work Dues for Incidental Scale engagements are 3%.

Pension (MPF) contributions are 8% to 18%.

	Venue Capacity up to 1000		Venue Capacity 1001-3500		Venue Capacity 3501 or greater	
	Call shorter than 3 hours	Call of 3 hours or longer	Call shorter than 3 hours	Call of 3 hours or longer	Call shorter than 3 hours	Call of 3 hours or longer
Basic Rate	\$88.00	\$55.00	\$99.00	\$62.00	\$120.00	\$75.00
Leader or Single Musician (Basic Rate plus 100%)	\$176.00	\$110.00	\$198.00	\$124.00	\$240.00	\$154.00
Contractor, Harp, or Concertmaster (Basic Rate plus 50%)	\$132.00	\$82.50	\$148.50	\$93.00	\$180.00	\$112.50
Principal Musician (Basic Rate plus 25%)	\$110.00	\$68.75	\$123.75	\$77.50	\$150.00	\$93.75
Steward (Basic Rate plus 10%)	\$96.80	\$60.50	\$108.90	\$68.20	\$132.00	\$82.50
First Double – Additional fee (50% of Basic Rate)	\$44.00	\$27.50	\$49.50	\$31.00	\$60.00	\$37.50
Second Double – Additional fee (25% of Basic Rate)	\$22.00	\$13.75	\$24.75	\$15.50	\$30.00	\$18.75
Third and subsequent Doubles – Additional fee (10% of Basic Rate)	\$8.80	\$5.50	\$9.90	\$6.20	\$12.00	\$7.50

TORONTO MUSICIANS' ASSOCIATION TARIFF OF FEES **2017-2021**

Appendix B – Table 3 – Incidental Scale, 2019-2020

Rates are effective from September 3, 2019 through September 7, 2020.

All rates are **hourly rates**. The rate for rehearsal and performance is the same. A single call may include both rehearsal and performance. **Minimum call** is one hour. **MPTF** engagements must be performed under General Scale.

Work Dues for Incidental Scale engagements are 3%.

Pension (MPF) contributions are 8% to 18%.

	Venue Capacity up to 1000		Venue Capacity 1001-3500		Venue Capacity 3501 or greater	
	Call shorter than 3 hours	Call of 3 hours or longer	Call shorter than 3 hours	Call of 3 hours or longer	Call shorter than 3 hours	Call of 3 hours or longer
Basic Rate	\$91.00	\$57.00	\$103.00	\$64.00	\$124.00	\$77.00
Leader or Single Musician (Basic Rate plus 100%)	\$182.00	\$114.00	\$206.00	\$128.00	\$248.00	\$154.00
Contractor, Harp, or Concertmaster (Basic Rate plus 50%)	\$136.00	\$85.50	\$154.50	\$96.00	\$186.00	\$115.50
Principal Musician (Basic Rate plus 25%)	\$113.75	\$71.25	\$128.75	\$80.00	\$155.00	\$96.25
Steward (Basic Rate plus 10%)	\$110.10	\$62.70	\$113.30	\$70.40	\$136.40	\$84.70
First Double – Additional fee (50% of Basic Rate)	\$45.50	\$28.50	\$51.50	\$32.00	\$62.00	\$38.50
Second Double – Additional fee (25% of Basic Rate)	\$22.75	\$14.25	\$25.75	\$16.00	\$31.00	\$19.25
Third and subsequent Doubles – Additional fee (10% of Basic Rate)	\$9.10	\$5.70	\$10.30	\$6.40	\$12.40	\$7.70

TORONTO MUSICIANS' ASSOCIATION TARIFF OF FEES **2017-2021**

Appendix B – Table 4 – Incidental Scale, 2020-2021

Rates are effective from September 8, 2020 through September 6, 2021.

All rates are **hourly rates**. The rate for rehearsal and performance is the same. A single call may include both rehearsal and performance. **Minimum call** is one hour. **MPTF** engagements must be performed under General Scale.

Work Dues for Incidental Scale engagements are 3%.

Pension (MPF) contributions are 8% to 18%.

	Venue Capacity up to 1000		Venue Capacity 1001-3500		Venue Capacity 3501 or greater	
	Call shorter than 3 hours	Call of 3 hours or longer	Call shorter than 3 hours	Call of 3 hours or longer	Call shorter than 3 hours	Call of 3 hours or longer
Basic Rate	\$94.00	\$59.00	\$106.00	\$66.00	\$128.00	\$80.00
Leader or Single Musician (Basic Rate plus 100%)	\$188.00	\$118.00	\$212.00	\$132.00	\$256.00	\$160.00
Contractor, Harp, or Concertmaster (Basic Rate plus 50%)	\$141.00	\$88.50	\$159.00	\$99.00	\$192.00	\$120.00
Principal Musician (Basic Rate plus 25%)	\$117.50	\$73.75	\$132.50	\$82.50	\$160.00	\$100.00
Steward (Basic Rate plus 10%)	\$103.40	\$64.90	\$116.60	\$72.60	\$140.80	\$88.00
First Double – Additional fee (50% of Basic Rate)	\$47.00	\$29.50	\$53.00	\$33.00	\$64.00	\$40.00
Second Double – Additional fee (25% of Basic Rate)	\$23.50	\$14.75	\$26.50	\$16.50	\$32.00	\$20.00
Third and subsequent Doubles – Additional fee (10% of Basic Rate)	\$9.40	\$5.90	\$10.60	\$6.60	\$12.80	\$8.00

TORONTO MUSICIANS' ASSOCIATION TARIFF OF FEES **2017-2021**

Appendix B – Table 5 – Incidental Scale, 2021

Rates are effective September 7, 2021.

All rates are **hourly rates**. The rate for rehearsal and performance is the same. A single call may include both rehearsal and performance. **Minimum call** is one hour. **MPTF** engagements must be performed under General Scale.

Work Dues for Incidental Scale engagements are 3%.

Pension (MPF) contributions are 8% to 18%.

	Venue Capacity up to 1000		Venue Capacity 1001-3500		Venue Capacity 3501 or greater	
	Call shorter than 3 hours	Call of 3 hours or longer	Call shorter than 3 hours	Call of 3 hours or longer	Call shorter than 3 hours	Call of 3 hours or longer
Basic Rate	\$96.00	\$60.00	\$107.00	\$67.00	\$130.00	\$81.00
Leader or Single Musician (Basic Rate plus 100%)	\$192.00	\$120.00	\$214.00	\$134.00	\$260.00	\$162.00
Contractor, Harp, or Concertmaster (Basic Rate plus 50%)	\$144.00	\$90.00	\$160.50	\$100.50	\$195.00	\$121.50
Principal Musician (Basic Rate plus 25%)	\$120.00	\$75.00	\$133.75	\$83.75	\$162.50	\$101.25
Steward (Basic Rate plus 10%)	\$105.60	\$66.00	\$117.70	\$73.70	\$143.00	\$89.10
First Double – Additional fee (50% of Basic Rate)	\$48.00	\$30.00	\$53.50	\$33.50	\$65.00	\$40.50
Second Double – Additional fee (25% of Basic Rate)	\$24.00	\$15.00	\$26.75	\$16.75	\$32.50	\$20.25
Third and subsequent Doubles – Additional fee (10% of Basic Rate)	\$9.60	\$6.00	\$10.70	\$6.70	\$13.00	\$8.10



TORONTO MUSICIANS' ASSOCIATION
LOCAL 149 OF THE CANADIAN FEDERATION OF MUSICIANS AND
AMERICAN FEDERATION OF MUSICIANS
CONTRACT #



LIVE PERFORMANCE CONTRACT FOR CANADA

Whereas this contract is entered into by the undersigned engager (herein referred to as the "Purchaser") for the personal services of the musician(s)/performer(s) named on the reverse (Side II) of this contract (herein referred to as the "Musicians") who are engaged severally through their representative, being the undersigned Leader. This contract confirms that, said Musician(s) will hold themselves available to perform according to the terms and conditions set out in herein.

Name of Act/Band/Orchestra/Group: _____ consisting of _____ Musician(s).
(state number)

AND WHEREAS, it is acknowledged by all parties named herein, that the Musician(s) (including their representative Leader) are members of Local(s) (herein referred to as the "Local") of the Canadian Federation of Musicians and American Federation of Musicians (herein referred to as the "AFM") and nothing in this contract shall ever be so construed as to interfere with any obligations which the Musicians may owe to their respective Local as provided under its rules, regulations, bylaws or constitution and those of the AFM which, under the circumstances, may be appropriate;

AND WHEREAS, said member Musician(s) (including the Leader) according to said rules, are bound to adhere to the professional standards (code of ethics) as established and maintained by the AFM and its Locals;

AND WHEREAS, the terms and conditions set out in (i) the recitals hereto and (ii) in SCHEDULE I on Side II hereof all of which form an integral part of this contract in conjunction with the details specified in these SECTIONS A, B and C and as in attached rider. Rider attached? Yes [] No []

NOW THEREFORE, for the good and valuable considerations set out herein, the parties expressly agree further as follows:

SECTION A - Particulars of Performance(s)

Purpose:

(Name of Performance and Category (General/Incidental/Self-Produced))

Venue:

(Name,Address,Telephone etc.)

Date(s) of performance(s):

Hours:

(Number of Performances/sets, Starting time, Finishing times etc.)

Special requirements:

FEE AGREED UPON: \$ _____ + 13% HST (as applicable on agreed upon fee or musicians fees) \$ _____ + % Pension Payable (on scale fees) \$ _____ = Total Payable \$ _____

Leader To Be Paid As Follows: (Please state: when payable and method of payment i.e. cash, certified cheque etc.)

DEPOSIT AMOUNT \$ _____ to be included with BALANCE \$ _____ TO BE PAID ON (non-refundable): _____ signed copy of contract; AMOUNT: _____ OR BEFORE: _____

Note: Unspecified overtime is subject to (i) availability of performing Musician(s) and, (ii) payment of additional fees to be paid at the rate of 50% extra over and above the pro rata amount of the Fee agreed upon, per quarter hour segment or less.

Purchaser's Name: _____ (Or state proper corporate name) Leader's Name: _____ (Or state proper corporate name of band/orchestra)

Mailing Address: _____ Mailing Address: _____

City: _____ City: _____

Province: _____ Postal Code: _____ Province: _____ Postal Code: _____

Phone: _____ Fax: _____ Phone: _____ Fax: _____

E-Mail: _____ E-Mail: _____

The Signatory to this contract accepts personal liability for the fees payable herein, unless said Signatory is the authorized representative of a purchaser who is financially solvent and has the legal capacity to be bound by all provisions hereof.

The Signatory/Leader in signing this contract acknowledges being the Musician(s)' representative who, on behalf of the Musician(s) named herein, agree to provide the performance(s) according to the terms set out above and in Schedule 1 (see Side II).

We, the signatory parties, confirm the terms detailed herein and in SCHEDULE 1 on the reverse or as attached:

Purchaser's Signature _____ month / day / year Leader's Signature _____ month / day / year

Section B - Musicians' Pension Fund of Canada Contributions

The Purchaser (named herein), designates the pension payable to the personal accounts of the Musicians performing herein pursuant to the terms and conditions of the Musicians' Pension Fund of Canada. The Purchaser shall choose whether to pay the fund directly or pay the leader who will in turn pay the fund on the Purchaser's behalf. In ALL CASES the payment shall come to the Local first, either in the form of a cheque made out to MPFC or direct deposit to the Local's escrow account.

Purchaser pays Musicians Pension Fund of Canada directly: [] OR

Purchaser pays Leader and Leader pays Musicians Pension Fund of Canada on behalf of Purchaser: []

Purchaser's initials confirms this designation of funds: []

Leader's initials confirms agreement herein: []

SECTION C - Musician(s) Details

Note: Pursuant to specific provisions of the Ontario Consumer Protection Act, the name and address of all musicians must be included in all duplicate copies of this executory form contract. Other Provinces and Territories may have similar statutes.

<u>Local</u>	<i>(For additional Musicians, attach a Continuation Sheet (or list))</i>		<u>Work Dues</u>	<u>Scale Fees</u>	<u>Pension Payable</u>
	<u>Surname</u>	<u>Given Name(s)</u>	<u>(3%)</u>		<u>(8-18 %)</u>
	(Leader)				
	(Address)				
	(Steward)				
	(Address)				
	(Musician)				
	(Address)				
	(Musician)				
	(Address)				
	(Musician)				
	(Address)				
	(Musician)				
	(Address)				
	(Musician)				
	(Address)				
	(Musician)				
	(Address)				
	(Musician)				
	(Address)				

SCHEDULE 1 - AFM/LOCAL REQUIREMENTS (AS THEY RELATE TO THE PERFORMANCE(S) CONTRACTED HEREIN):

No performance or rehearsal on the engagement shall be recorded, reproduced, broadcast or transmitted from the place of performance, in any manner or by any means or media whatsoever, in the absence of a specific written agreement with the American Federation of Musicians relating to and permitting such recording, reproduction, broadcast or transmission. This prohibition shall not be subject to any waivers or procedure of arbitration and the American Federation of Musicians may enforce this prohibition in any court of competent jurisdiction.

On behalf of the Purchaser, the Leader will distribute the amount received from the Purchaser to the Musicians, including himself, as indicated in this agreement. The amount paid to the Leader includes the costs of transportation, which will be reported by the Leader to the Purchaser. The Purchaser hereby authorizes the Leader on his behalf to replace any Musician who, by illness, absence, or for any other reason, does not perform any or all of the services provided for under this agreement. The agreement of the Musicians to perform is subject to proven detention by sickness, accidents or accidents to means of transportation, riots, strikes, epidemics, acts of God, or any other legitimate conditions, beyond the control of the Musicians. The Purchaser agrees that the Business Representative of the Musicians' Local, in whose jurisdiction the Musicians are playing, shall have access to the premises in which the Musicians perform for the purpose of conferring with the Musicians. The Musicians performing services under this agreement must be members of the American Federation of Musicians and nothing in this agreement shall ever be so construed as to interfere with any obligations which they may owe to the American Federation of Musicians.

The parties to this agreement will submit every claim, dispute, controversy or difference involving the musical services arising out of, or connected with this agreement, and the engagement covered thereby, to the appropriate Local for local engagements, or the Canadian office of the American Federation of Musicians for all travelling engagements. If a mutually acceptable settlement between the parties is not reached, either party to this agreement may proceed to the appropriate Canadian court of justice for an adjudication of the matters in dispute.

The Purchaser represents that there does not exist against him, in favour of any musician-member of the American Federation of Musicians, any claim of any kind arising out of musical services rendered for the said Purchaser. It is agreed that no musician-member of the American Federation of Musicians will be required to perform any provisions of the agreement, or to render any services for the said Purchaser, as long as any claim is unsatisfied or unpaid, in whole or in part. The Purchaser in signing this agreement for himself, or having same signed by a representative/designee, acknowledges his (her or their) authority to do so and hereby assumes liability for the amount stated herein.

Any member or members who are parties to or affected by this agreement, whose services thereunder or covered thereby, are prevented, suspended or stopped by reason of any strike, ban, unfair list order or requirement of the Federation, shall be free to accept other engagements of the same or similar character, or otherwise, for other purchasers of music or other persons without any restraint, hindrance, penalty, obligation or liability whatever, any other provisions of this agreement to the contrary notwithstanding.

The Purchaser hereby covenants and agrees to obtain and pay, prior to the engagement mentioned in this agreement, all and any licenses and fees required to be obtained by or to be paid to the Society of Composers, Authors and Music Publishers of Canada (SOCAN), or any other person, firm or corporation legally entitled to require licensing and/or payment of fees with respect hereto, and indemnify and save harmless the Musicians and their Representative of and from any and all claims now or hereinafter made by them or any one or more of them with respect to the said engagement.

No deduction from agreed price shall be made for holidays or other layoffs unless herein specified.

This contract cannot be cancelled without the express, written consent of both parties.

NOTICE: *This form of contract is protected by copyright. Its use to cover the services of any Musician(s) who are not members of the AFM is strictly prohibited and may subject the non-member user to legal sanctions.*

Revised: July 5, 2017 tmaedddropbox:live/general tariff Form document created by MMurray July 2017