

**American Federation of Musicians**  
**Sound Recording Scales (Non-Symphonic)**  
*Effective April 3, 2023 – February 4, 2024*

No Recording is Permitted without the Use of a Valid AFM Recording Agreement

**AFM Pension / Health and Welfare**

Pension: All Sessions AFM-EP Fund contribution 14.09% of Gross Scale  
(including overtime and doubling)

Contributions to Canadian Pension Fund 11.75%  
(including overtime and doubling)

Health and Welfare: \$28.00 per musician for the first original service and \$22.00  
for each additional service that day

Arranger/Orchestrator/Copyist: \$28.00 per service and \$22.00 each additional  
service per day

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

**BASIC SESSION SCALES**

3 Hours (15 min. recorded music) No. Sides - Basic Unlimited, Sweeten – 4 sides		
	Scale	AFM-EP Fund
Leader / Contractor	\$920.52	\$129.70
Sideman	\$460.26	\$64.85
½ Hour O.T.	\$153.42	\$21.62
¼ Hour O.T.	\$76.71	\$10.81
1 <sup>st</sup> Double (20% of scale)	\$92.05	\$12.97
2 <sup>nd</sup> Double & each thereafter (15% of scale)	\$69.04	\$9.73

3½ Hours (20 min. recorded music) No. Sides - Basic Unlimited, Sweeten – 5 sides		
	Scale	AFM-EP Fund
Leader / Contractor	\$1,227.36	\$172.94
Sideman	\$613.68	\$86.47
1 <sup>st</sup> Double (20% of scale)	\$122.74	\$17.29
2 <sup>nd</sup> Double & each thereafter (15% of scale)	\$92.05	\$12.97

\*The 14.09% AFM-EP Fund is required under the rehabilitation plan adopted by the Board of Trustees of the AFM-EP Fund as required by law. The contribution rate to the Canadian Pension is 11.75%.

**BASIC SESSION SCALES continued**

4 Hours (25 min. recorded music) No. Sides - Basic Unlimited, Sweeten – 6 sides		
	Scale	AFM-EP Fund
Leader/Contractor	\$1,534.20	\$216.17
Sideman	\$767.10	\$108.08
1st Double (20% of scale)	\$153.42	\$21.62
2nd Double & each thereafter (15% of scale)	\$115.07	\$16.21

4 ½ Hours (30 min. recorded music) No. Sides - Basic Unlimited, Sweeten – 7 sides		
	Scale	AFM-EP Fund
Leader/Contractor	\$1,841.04	\$259.40
Sideman	\$920.52	\$129.70
1st Double (20% of scale)	\$184.10	\$25.94
2nd Double & each thereafter (15% of scale)	\$138.08	\$19.46

5 Hours (35 min. recorded music) No. Sides - Basic Unlimited, Sweeten – 8 sides		
	Scale	AFM-EP Fund
Leader/Contractor	\$2,147.88	\$302.64
Sideman	\$1,073.94	\$151.32
1st Double (20% of scale)	\$214.79	\$30.26
2nd Double & each thereafter (15% of scale)	\$161.09	\$22.70

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 forms W-4's and I-9's are mailed to the company, they must be sent by certified mail, and return receipt requested.

**The Following Holidays – DOUBLE SCALE**

**In the United States:**

New Year's Day	President's Day	Memorial Day	Juneteenth
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**

3 Hours (15 min. recorded music) No. Sides - Basic Unlimited, Sweeten – 4 sides		
	Scale	AFM-EP Fund
Leader/Contractor	\$1,380.78	\$194.55
Sideman	\$690.39	\$97.28
½ Hour O.T.	\$230.13	\$32.43
¼ Hour O.T.	\$115.07	\$16.21
1st Double (20% of scale)	\$138.08	\$19.46
2nd Double & each thereafter (15% of scale)	\$103.56	\$14.59

3½ Hours (20 min. recorded music) No. Sides - Basic Unlimited, Sweeten – 5 sides		
	Scale	AFM-EP Fund
Leader/Contractor	\$1,841.04	\$259.40
Sideman	\$920.52	\$129.70
1st Double (20% of scale)	\$184.10	\$25.94
2nd Double & each thereafter (15% of scale)	\$138.08	\$19.46

**PREMIUM RECORDING SCALES continued**

4 Hours (25 min. recorded music) No. Sides - Basic Unlimited, Sweeten – 6 sides		
	Scale	AFM-EP Fund
Leader/Contractor	\$2,301.30	\$324.25
Sideman	\$1,150.65	\$162.13
1st Double (20% of scale)	\$230.13	\$32.43
2nd Double & each thereafter (15% of scale)	\$172.60	\$24.32

4½ Hours (30 min. recorded music) No. Sides - Basic Unlimited, Sweeten – 7 sides		
	Scale	AFM-EP Fund
Leader/Contractor	\$2,761.56	\$389.10
Sideman	\$1,380.78	\$194.55
1st Double add (20% of scale)	\$276.16	\$38.91
2nd Double & each thereafter (15% of scale)	\$207.12	\$29.18

5 Hours (35 min. recorded music) No. Sides - Basic Unlimited, Sweeten – 8 sides		
	Scale	AFM-EP Fund
Leader/Contractor	\$3,221.82	\$453.95
Sideman	\$1,610.91	\$226.98
1st Double (20% of scale)	\$322.18	\$45.40
2nd Double & each thereafter (15% of scale)	\$241.64	\$34.05

**SESSIONS WHICH INCLUDE PREMIUM TIME**

9:30 PM – 12:30 AM or Saturday 10:30AM – 1:30 PM		
	Scale	AFM-EP Fund
Leader/Contractor	\$997.23	\$140.51
Sidemician	\$498.62	\$70.25
1st Double (20% of scale)	\$99.72	\$14.05
2nd Double & each thereafter (15% of scale)	\$74.79	\$10.54

10:00 PM – 1:00 AM or Saturday 11:00 AM – 2:00 PM		
	Scale	AFM-EP Fund
Leader/Contractor	\$1,073.94	\$151.32
Sidemician	\$536.97	\$75.66
1st Double (20% of scale)	\$107.39	\$15.13
2nd Double & each thereafter (15% of scale)	\$80.55	\$11.35

10:30 PM – 1:30 AM or Saturday 11:30 AM – 2:30 PM		
	Scale	AFM-EP Fund
Leader/Contractor	\$1,150.65	\$162.13
Sidemician	\$575.33	\$81.06
1st Double (20% of scale)	\$115.07	\$16.21
2nd Double & each thereafter (15% of scale)	\$86.30	\$12.16

11:00 PM – 2:00 AM or Saturday 12:00 AM – 3:00 PM		
	Scale	AFM-EP Fund
Leader/Contractor	\$1,227.36	\$172.94
Sidemician	\$613.68	\$86.47
1st Double (20% of scale)	\$122.74	\$17.29
2nd Double & each thereafter (15% of scale)	\$92.05	\$12.97

11:30 PM – 2:30 AM or Saturday 12:30 AM – 3:30 PM		
	Scale	AFM-EP Fund
Leader/Contractor	\$1,304.07	\$183.74
Sidemician	\$652.04	\$91.87
1st Double (20% of scale)	\$130.41	\$18.37
2nd Double & each thereafter (15% of scale)	\$97.81	\$13.78

**SPECIAL SESSION SCALES**

1½ Hours (7½ min. recorded music) No. Sides - 2		
	Scale	AFM-EP Fund
Leader/Contractor	\$607.58	\$85.61
Sideman	\$303.79	\$42.80
½ Hour O.T.	\$101.26	\$14.27
¼ Hour O.T.	\$50.63	\$7.13
1st Double (20% of scale)	\$60.76	\$8.56
2nd Double & each thereafter (15% of scale)	\$45.57	\$6.42

2 Hours No. Sides- 2		
	Scale	AFM-EP Fund
Leader/Contractor	\$810.10	\$114.14
Sideman	\$405.05	\$57.07
½ Hour O.T.	\$153.42*	\$21.62
¼ Hour O.T.	\$76.71*	\$10.81
1st Double (20% of scale)	\$81.01	\$11.41
2nd Double & each thereafter (15% of scale)	\$60.76	\$8.56

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

**TRADITIONAL MUSIC VIDEOS**

For non-royalty artists appearing on camera (“sidelining”)

10 Hours		
	Scale	AFM-EP Fund
Leader/Contractor	\$827.10	\$116.54
Sideman	\$413.55	\$58.27
½ Hour O.T.	\$62.03	\$8.74