

Local 374 Wage Scale

Adopted December 17, 2025

GENERAL INFORMATION

All scales are *minimums*. Members are encouraged to quote any price above minimum that may be commensurate with the ability of the member and/or market value of the musical services provided. Minimum scales include all applicable travel allowances, cartage fees, doubling fees, and leader's and contractor's fees as well as the basic pay scales.

Any price scale not provided for in this booklet may be determined by the Local 374 Executive Board or by the President. Scales so determined may remain in effect until revisions are made by the Board, the President, or the membership.

Local 374 Geographical Jurisdiction

All of the following counties in New Hampshire: Coos, Grafton, Carroll, Belknap, Sullivan, and Merrimack

Work Dues

All Local 374 members, as a condition of membership, are required to pay dues based on earnings (Work dues) for all musical services performed at the rate of 4% of wage scales. Work dues are due and payable no later than the 15th day of the month following the month in which services were performed. Members failing to do so subject themselves to a fine of not less than \$10 nor more than \$100 and/or expulsion from the AFM. Work contracted for, not performed but paid, *is* subject to work dues.

An annual work dues buyout option is available to Local 374 members who do not wish to track and report musical services performed on a monthly basis. These members may make a single annual payment of \$25 (Due by the end of January each year).

Traveling Work Dues

Any AFM member from another local who performs an engagement or engagements within Local 374's jurisdiction is required to pay work dues to Local 374 at the rate of 4% of wage scales for each engagement.

Relevant sections from Article 9 of the AFM Bylaws:

- SECTION 34: "For the purpose of this Article, the Work Dues paid on the scale wages of traveling musicians, other than those covered by a scale established by the AFM or a Local other than the Local in which an engagement takes place, shall be based upon the minimum Local wages of the Local where the engagement takes place."
- SECTION 35: "All Work Dues shall be due and payable no later than the 15th day of the month following the month during which the services were performed. Any member violating the provision of this Section shall be subject to a fine of not less than \$10 nor more than \$100 and/or expulsion from the AFM."
- SECTION 36(a): TRAVELING ENGAGEMENTS PERFORMED IN U.S.: "In connection with any Traveling Engagement within the United States (except those covered by a Federation CBA) each member, at or prior to the time of payment for the Traveling Engagement, shall either (1) execute and deliver a written authorization to the leader on the engagement to deduct from such member's wages the amount of all monies (including Federation and Local work dues) owed or to be owed by the member to any Local by reason of and in connection with the engagement and to deliver the monies to the Local in behalf of such member; or (2) make all payments directly to the Local. Leaders shall immediately transmit to the Local where the Traveling Engagement was performed all authorizations received by them (or a certification that they have received the authorizations) and all monies authorized to be deducted. Leaders shall immediately report to the Local the names, addresses, and Local numbers of any members who have failed to sign and deliver the authorization."
- SECTION 36(c): "Any member who shall fail to comply with the requirements set forth in Sections (a) and (b) above shall be subject to a fine of not less than \$10 nor more than \$100 for each offense and/or to expulsion from the AFM."

MISCELLANEOUS PROVISIONS

Rehearsals

A two-hour rehearsal minimum shall apply except when the rehearsal occurs immediately prior to the performance, in which case a one-hour minimum shall apply. When a rehearsal is held immediately prior to performance, the elapsed time between the end of rehearsal and the beginning of performance cannot be more than one hour or less than fifteen minutes. Rehearsal Intermission - Intermissions are to be scheduled at rehearsals in the aggregate amount of TEN (10) MINUTES each hour. Preferably, intermissions are to be scheduled at the end of each hour. If problems of production interfere with the scheduling of intermissions, then the contractor or leader should ensure that the proper amount of intermission is granted during the rehearsal service.

Overtime

When a call is made for overtime, a Sideperson is required to perform one hour beyond time originally contracted at the overtime rate. If a call is made to play beyond the one-hour overtime, the Sideperson has the option of accepting or rejecting the call.

Doubling

Fees are applicable for rehearsals and performances on each instrument beyond the principal instrument for which a member has been engaged. The playing of additional mallet or keyboards instruments such as timpani, orchestra bells, vibes, chimes, etc. IS considered doubling.

Premium Pay

Scale plus 50% is to be paid for the following holidays: Labor Day, Thanksgiving, Christmas Eve and Christmas.

New Year's Eve

Double the applicable scale for Sideperson and leader. When New Year's Eve falls on Sunday, double scale shall apply on Saturday, December 30, and Sunday, December 31 on Single Engagements.

Wage Scale Minimum for Leader

Shows, Single Engagements and Public Ballroom: Leader receives Sideperson scale plus 50%

When two or more musicians are engaged, one shall be designated as leader and receive leader's fee. This practice shall apply to all engagement categories unless specifically stated otherwise. Leaders are to pay Sidepersons upon completion of the engagement. If a leader has received payment for an engagement and does not pay the Sidepersons within seven (7) days of the engagement, the leader shall then pay an automatic tardy fee of \$5.00 to each Sideperson.

Single Engagement Subs

Leaders and Sidepersons engaged as substitutes to perform any portion of a single engagement shall receive at least the applicable wage scale minimum for such engagement.

A Sideperson cannot send a sub for all or any part of a performance for which s/he has been engaged without the permission of the leader. When permission is given by the leader, the sub must be acceptable to the leader.

Engagement Cancellation

A Sideperson engaged to perform a single engagement cannot be disengaged, nor can a Sideperson cancel an engagement for the purpose of taking another engagement; however, engagement may be canceled by mutual agreement between the leader and the Sideperson.

For all steady engagements, agreements between leaders and Sidepersons may be canceled by either party by giving two (2) weeks written notice.

Vocalists

For every engagement, a charge equal to that of a Sideperson must be included in the purchaser's contract price and paid to each vocalist. Contracts or engagement reports submitted to Local 374 must include the name of each vocalist performing the engagement.

Booking Agents

Without becoming party to the AFM's Booking Agent Agreement, AFM members may act as booking agents (A) for engagements to be performed within the jurisdiction of the local in which they hold membership and reside and (B) if such activity is incidental and not a continuing practice, for engagements to be performed outside the jurisdiction of such local.

Rates of Commission

- SINGLE ENGAGEMENTS (one-nighters, different purchasers, different locations) a maximum of 20% of the gross contract price.
- STEADY ENGAGEMENTS (two or more consecutive days per week) a maximum of 15% of the gross contract price.
- PERSONAL MANAGEMENT AGREEMENTS negotiated between signatory booking agents and AFM members allow for an ADDITIONAL commission payment of 5% of the gross contract price.
- IN NO EVENT, HOWEVER, shall the payment of any such commission for any engagement result in the AFM member retaining less than the applicable minimum scale of the local having jurisdiction over the engagement.

WAGE SCALES

Club Date Engagements (Restaurants, Bars, Nightclubs, etc.)

	Up to 3 Hours	Over 3 Hours
Weeknights	\$100	\$40/hour
Weekends (Friday, Saturday)	\$125	\$40/hour

Single Engagements (Private Parties/Functions, Corporate Events, Community Summer Concerts, etc.)

Rehearsal, per hour (2 hour minimum pay)	\$50
Up to 3 hour performance (Minimum pay)	\$180
4 hour performance (Also the minimum pay for up to 3 hour performances on Friday or Saturday evenings)	\$240
Doubling per additional instrument	10%
Overtime beyond 4 hours (Per half hour)	\$45
Cartage	See "Cartage" section of this document

Public Ballroom Engagements (Big Band Swing Dances, etc.)

Up to 3 hours	\$100
3 1/2 hours	\$120
Doubling, per additional instrument	10%

Senior Citizens Engagements

Performed in rest homes, retirement centers and/or institutions for sick and disabled persons.

Sidepersons (Not to exceed 2 hours)	\$80
Sidepersons (3 hours)	\$100
Leader	Plus 50%

Shows

Ticketed shows, trade shows, etc.

2 hour performance (Venues of 399 seats or less)	\$200
3 hour performance (Minimum pay for venues seating 400 or more)	\$225
Arena performance (Minimum pay for venues seating 4000 or more)	\$250
Overtime (Per half hour after 3 hours)	\$50
Rehearsal, per hour (2 hour minimum for full rehearsal, 1 hour minimum for sound check/run-through)	\$50
Doubling	10%
Cartage	See "Cartage" section of this document

Continuous Engagements

Continuous engagements are defined as any engagement, including rehearsals, during which a musician is required to perform in excess of 90 minutes without a rest period away from the bandstand; or, any engagement or rehearsal performed without an intermission. Wage scale for continuous single or casual engagements - double the applicable single engagement scale. Continuous show engagements or show rehearsals - a 25% premium of the minimum applicable non-continuous rate for the engagement shall be paid for each hour of continuous performance after the first hour. Each musician must be advised prior to an engagement that the engagement involves continuous music.

Rest Periods for Continuous Engagements

There will be a mandatory rest period of 10 minutes away from the bandstand in each hour for each musician.

Educational Programs and School Concerts

Up to 2 hours (Minimum pay)	\$115
Over time per half-hour	\$25
Leader	Plus 50%

Steady Engagements

With respect to all steady engagements, a work week shall consist of not less than three (3) days of not less than 12 hours per week. Single engagement scale shall apply to all engagements of less than three (3) days and/or less than 12 hours per week. The minimum call for each workday shall be 4 hours.

Leader	\$50 per hour
Sideperson	\$40 per hour
Doubling	Plus 10%
Cartage	See "Cartage" section of this document

Steady Engagement Subs: Leaders and Sidepersons engaged as substitutes to perform any portion of a steady engagement shall receive at least the applicable wage scale minimum for such engagement.

Engagement Cancellation: For all steady engagements, agreements between leaders and Sidepersons may be canceled by either party by giving two weeks written notice to the other.

Cultural Engagements (Classical Music)

Cultural engagements are defined as non-theatrical engagements that are orchestral or symphonic in nature (Such as symphony orchestras, chamber ensembles and concert bands), and are performed in concert halls, churches, auditoriums, and similar venues.

	Principal	Section
2 hours	\$160	\$150
3 hours	\$190	\$175
Rehearsal, per hour	\$55	\$50
Doubling	10%	10%
Cartage	See "Cartage" section of this document	See "Cartage" section of this document

Composition of the Ensemble

- In ensembles of ten (10) players or less, each player shall be considered a principal and receive principal pay.
- In ensembles of eleven (11) players or more, the first musician in a section shall be considered a principal and receive principal pay. The remaining musicians shall be considered non-principals and receive non-principal pay.
- The following sections shall require a principal: first violin, second violin, viola, cello, double bass, flute, oboe, clarinet, bassoon, French horn, trumpet, trombone, tuba, timpani, percussion, keyboard and harp.
- When only one (1) musician is required in any of the sections listed above, that musician shall be considered a principal.
- The above guidelines shall not apply for Church Worship Service scale.

Minimum Wages for Contractors

- With respect to cultural engagements, the fee for contractor shall be that of a principal.
- Playing contractors shall receive, in addition to the contractor's fee, the minimum wages applicable to the position in the orchestra for which they are engaged.

Church Worship Services

A worship service shall be defined as any service within a regular religious calendar of a church that takes place during a customary church event (Sunday morning or evening, Wednesday evening, church holiday, Mass or similar) that is less than one hour and 30 minutes in length, and during which there are prayers, offerings or sermons where music and/or theatre do not comprise a majority of the content of the service.

1 1/2 hour service	\$145
Overtime, per 1/4 hour	\$40
Rehearsal, per hour*	\$55
Additional services within the same 4 hour period	\$75
Doubling	10%
Cartage	See "Cartage" section of this document

* A 2-hour minimum applies to rehearsals unless it occurs just prior to the worship service in which case a 1-hour minimum applies.

Wedding Ceremonies (Private party rates apply to wedding receptions)

1 hour	\$140
Each additional half hour (Up to 2 hours)	\$25
Overtime beyond 2 hours, per half hour	\$40
Cartage	See "Cartage" section of this document

Musical Theater

Includes Broadway touring productions, locally produced musicals, and musicals produced by educational institutions (e.g. universities, public and private secondary schools)

	National Tours (Those not covered by a CBA)	Local Productions	Educational Productions
Rehearsal, per hour (2 hour minimum, including sound check)	\$50	\$50	\$40
Performance (Up to 3 hours)	\$225	\$175	\$125
Overtime, per half hour	\$40	\$40	\$30
Doubling	20% first double 15% second double 10% each additional	20% first double 15% second double 10% each additional	20% first double 15% second double 10% each additional
Cartage	See "Cartage" section of this document	See "Cartage" section of this document	See "Cartage" section of this document

Cartage

Fees are also applicable to rehearsals when rehearsals are held at a location different from that of the performance or if the rehearsal is held on a different day. Cartage fees are not applicable for both rehearsal and performance if services are in the same location and instruments remain in place between services.

Non Percussion Cartage Table		Percussion Cartage Table	
Acoustic Bass	\$25	Bass drum	\$30
Baritone Saxophone	\$15	Bells (Glockenspiel, xylophone)	\$30
Bass Saxophone	\$20	Chimes	\$75
Cello	\$15	Crotales (Per octave)	\$30
Cimbasso	\$20	Drum set	\$40
Contra Bassoon	\$20	Field drum or extra tom, conga, etc.	\$15
Contrabass Clarinet	\$20	Group of six auxiliary percussion instruments	\$30
External Amplifier or PA System	\$25	Marimba (4.5 to 5 octave)	\$100
Harp	\$50	Marimba (4 to 4.3 octave)	\$75
Harp tuning fee (per service)	\$5	Marimba (Under 4 octave)	\$35
Keyboard/Synthesizer	\$25	Gong/Tam-Tam	\$30
Large Hammond Organ	\$75	Timpani (Per kettle)	\$30
Equipment Manager	\$20	Toms, congas, timbales, bongos (Per pair)	\$15
Tuba	\$20	Vibes	\$40

Partial List of Concert Venues within Local 374's Jurisdiction

BankNH Pavilion, Gilford

9000 seats

Capitol Center for the Arts, Concord

Chubb Theatre: 1300 seats

BankNH Stage: Open floor 424, Fully seated 296 seats

Great Waters Music Festival, Wolfeboro

Kingswood Arts Center, 850 seats

Anderson Hall (Brewster Academy), 332 seats

Concert in the Clouds (Tent), 500 seats

City Auditorium, Concord

835 Seats

Lebanon Opera House, Lebanon

800 Seats

Claremont Opera House, Claremont

783 Seats

Colonial Theatre, Laconia

761 Seats

Newport Opera House, Newport

675 Seats

Flying Monkey, Plymouth

492 Seats

Littleton Opera House, Littleton

430 Seats

Blow-Me-Down Farm (Opera North), Cornish

400 Seats (Tent)

Medallion Opera House, Gorham

224 Seats

Lakeport Opera House, Laconia

200 Seats