Industrial Film Agreement (non-theatrical, non-television, non-symphonic)

Effective April 15, 2012;
H&W rates effective 7/31/11
Expires November 30, 2008 (extended)

Basic Scales	
Regular Session (per sidemusician per 2 hr. service) - (Double for one musician alone, and for leader).	195.39
Each 15 minutes or fraction thereof of overtime immediately following a Regular Session	24.42

Pension Contribution	13.08%
Health & Welfare Contributions	21.00
Orchestra Manager/Contractor	Required if 10 or more musicians. Must be present at all recording sessions during entire engagement. Minimum pay double minimum rate applicable to non-doubling side musician.
Doubling	50% for the first double and 20% for each double thereafter.
Cartage	Harp, String Bass, Timpani, Kyboards $30.00; all other instruments $12.00.
Rest Periods	10 minutes per hour.
Advance Notice	No musician shall be required to remain longer than one hour overtime unless a longer time requirement was specified at the time he/she accepted the engagement.
Cancellation	A session, once called, shall not be cancelled, postponed, or otherwise rescheduled less than 96 hours prior to the date of the session.

Sideline Musicians:

	Scale (per hour)	Overtime (15 minutes)
Minimum pay for 8 hours	197.58	9.26
One person alone	232.84	10.92

General Rules - If the Employer shall employ the services of non-recording single musician, arrangers, orchestrators, copyists, proofreaders or librarians, the wage scales, hours of employment, and working conditions of the Theatrical Motion Picture Agreement shall govern such employment.

Night Premiums - For hours between 12:00 midnight and 1:00 A.M. - 10% additional per hour. For hours between 1:00 A.M. and 6:00 A.M. - 20% additional per hour

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Holidays - Double time scale shall prevail for work on the following legal holidays:
In the United States: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.
In Canada: New Year's Day, Good Friday, Easter Monday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day.

Payment Penalty - Due within 15 business days. The following penalty shall apply when payment is received late:

15th - 30th business days after due date - 5%
31st - 60th business days after due date - 10%
After 60th business days, with notice - 50%
A 10% penalty shall occur for each 30 days thereafter.