

# *Greater Idaho Musicians' Association*

AFM LOCAL 423

## NEWSLETTER

Quarter 3 & 4, 2021



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## Message From the Local 423 Executive Board

While the pandemic is constantly changing the performing landscape, we appear to be on track to performing in person again, with the Boise Philharmonic holding in person concerts at the Morrison Center and Brandt Center in October. After the BP's opening concert was canceled in September due to the spike in cases locally, it appears that with more safety measures on the audience side, venues like the Morrison Center will be able to continue operating. The audience safety requirements adopted by the Boise Phil are fairly close to the most recent [requirements](#) that were released by the City of Boise for events of 250+ people, including masking and showing proof of vaccination/proof of a negative test.

### Recent Activities of the Executive Board

- In September, the Musicians of the Boise Phil, represented by their Orchestra Committee and members of the GIMA board, negotiated a Covid-19 Health and Safety Side Letter to their current CBA. The agreement covers the 21-22 season only and will be up for renegotiating in the future. A key component for the BP management was the requirement of a vaccine to work this season. The musicians were polled and were very much in favor of this and other safety measures, which made the negotiation fairly straightforward.
- Our board members have been taking part in many online training meetings with the national AFM and other local officers on topics such as helping freelance musicians, advanced organizing, political lobbying and more. The upside of the pandemic is that we have easy access to lots of great information from our colleagues around the country.
- The Musicians of the Boise Philharmonic are new members of the Regional Orchestra Players Association (ROPA) which is a player conference within the AFM made up of similar smaller/medium size budget orchestras. **Phyllis Saunders** was elected ROPA delegate for the 20-21 season and attended some of the conference online, as did some of the GIMA board. She gave a report on the conference at our most recent quarterly meeting. Please contact her if you would like notes from the 2021 conference. Recently, **Lauren Folkner** was elected to be the next ROPA delegate for the 2021-2022 season with **Kate Jarvis** being chosen as the alternate.
- The terms for the positions of **Secretary Treasurer** and **Vice President** are coming to a close on December 31, 2021. At our next **quarterly meeting (October 17 at 4:30 pm at Flying M Nampa)** nominations will take place for these positions. If needed, an election will follow per our bylaws (Article III).

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## Relief Fund for GIMA musicians

The financial repercussions of this year will be felt for a long time, even as we return to a more normal work environment. If you are experiencing financial hardship, you are encouraged to apply for the newly formed **GIMA Relief Fund**. To apply for relief funds click here to fill out and submit this simple application:

[https://docs.google.com/forms/u/2/d/154yrlwnrOutLrkLkRd-mtOjGk\\_VSnHiA\\_Vd7RD9znQ/edit](https://docs.google.com/forms/u/2/d/154yrlwnrOutLrkLkRd-mtOjGk_VSnHiA_Vd7RD9znQ/edit)

If you have a relief fund inquiry, you can email: [local423afm@gmail.com](mailto:local423afm@gmail.com). Communications will be kept CONFIDENTIAL.

This fund is sustained only through individual donations, and not supported by membership dues. If any members are interested in helping their fellow musicians, please reach out to **donate to the GIMA relief fund!**

## Wage Scales Approved

The Wage Scale committee of **Carmen Izzo, Kate Jarvis, and Thomas Paul** presented the work of their committee to the recent quarterly membership meeting in September. A motion to amend the GIMA Bylaws to include the new Wage Scales was approved by the members and went into effect immediately. A copy of the Wage Scales is at the end of this newsletter. Also, the Wage Scales will be on our website [afm423.org](http://afm423.org), and are in the most recent copy of our GIMA Bylaws, which you can request from the Secretary Treasurer.

Many kinds of work were considered in drafting the Wage Scales. Of course it is impossible to predict all possible gigs. In the future, the Wage Scales can be amended as we move forward. Most importantly, we now have a set of guidelines to look to when establishing pay scales for a gig. This should hopefully help our musicians have an industry standard for our region when negotiating with an employer.

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## Auditing Committee Report

The auditing committee (**Brendan Grzanic, Colleen McElroy, Debra Ellis**) has been working on a bylaws amendment to update salaries for the Secretary Treasurer and President. **VP Lindsay Bohl** presented their report at the Q3 membership meeting. After discussion on the wording of the proposed bylaw, the motion to amend the bylaws was tabled and will be revisited in the future.

## Upcoming Events

All members are encouraged to attend the **Quarter 4 Membership Meeting: October 17 at 4:30 PM at Flying M Coffee in Nampa!** We will be holding nominations for vacancies on the executive board.

## Membership update

Recent auditions for the Boise Philharmonic resulted in 12 new hires! We are looking forward to welcoming these new players as members of our Local. Updates to follow in the next newsletter.

## Highlighting Recent/Upcoming Projects by GIMA Members

**Carmen Izzo** will present a clarinet recital on **November 13th 2021 at 7:00pm** at The College of Idaho, Langroise Recital Hall

If you would like your event or project to be shared, contact the local board at:  
[local423afm@gmail.com](mailto:local423afm@gmail.com)

Or you can speak to any of the GIMA Executive Board members directly:

President- Carmen Izzo  
Vice President- Lindsay Bohl  
Secretary Treasurer- Kim Ganong  
Executive Board Member- Thomas Paul  
Executive Board Member- Michael Maier

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# Our New Wage Scales (adopted by membership at the Quarter 3 meeting in September 2021)

## Exhibit A

### Minimum Wage Scales

The rates below are the minimum wage scales within the jurisdiction of Local 423. It is the right of all musicians to negotiate a higher wage as much above scale as possible. All professional work under these categories is subject to work dues. Please do not perform professional work for less than these minimum rates.

#### **Section I - GENERAL WORK**

**A. Major Events:** Wedding services, funerals, rallies, sporting events, private parties, corporate events, casinos, etc. Rates, as follows, are per musician. **1. Solo**

Up to 1 hour..... \$200.00

Up to 2 hours..... \$250.00

Up to 3 hours..... \$300.00

**2. Duo**

Up to 1 hour..... \$125.00

Up to 2 hours..... \$175.00

Up to 3 hours..... \$200.00

**3. Trio and above**

Up to 1 hour..... \$100.00

Up to 2 hours..... \$150.00

Up to 3 hours..... \$175.00

**B. Bar/Winery/Brewery/Restaurant/Pub/Cocktail/Lounge – Venues that serve alcohol:**

Up to 1 hour..... \$100.00

Up to 2 hours..... \$150.00

**C. Coffee House – A venue that does not serve alcohol:**

Up to 1 hour..... \$75.00

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**D. Community Facilities – Hospitals, nursing homes, retirement, rehab & convalescent centers, etc:**

Leader/Soloist/Side Musician..... \$50.00, Flat rate, one hour

**E. Cameo Performances:** Appearances where a musician is featured on a limited portion of a program, not over 15 minutes.

Flat Rate - \$50.00 per Musician

**F. Holidays:**

1. Easter, Memorial Day, Fourth of July, Labor Day, Christmas Eve, Christmas Day, Thanksgiving, New Year's Day, and any other Federal holidays - 150% of Scale
2. New Year's Eve (covers all gigs concluding after 6:00 p.m.) - 200% of Scale

**Section 2 - Symphonic, Opera, Ballet, Musical Theatre**

The following rates are for symphony orchestra, pit orchestra, wind ensemble, large jazz ensemble/jazz orchestra, or similarly orchestrated ensembles.

Orchestras/ensembles covered under this section are designated as ensembles with more than one player per part, and a Concertmaster/band leader shall be designated. The rates listed are on a per-service basis.

Services include rehearsals, dress rehearsals, and performances.

**1. Base Orchestral Rate:**

- a. 2.5 hours: \$100.00
- b. 3 hours: \$120.00

**2. Premium / Overscale:**

- a. Concertmaster - 175%
- b. Principal - 125%
- c. Asst. Principal - 120%

**3. Contractor fee:** a minimum of 15% of the total price of the engagement defined

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as the total of musicians' fees, cartage instrument/equipment rentals, travel (transportation tickets and mileage compensation).

4. **Doublings:** Musicians required in the same rehearsal/performance to play one or more instruments in addition to the one for which they are contracted to play will receive extra pay.
- a. The rates shall be as follows: As a percentage of the base scale, add 1st 20%, 2nd – 15%, and each double thereafter – 15%.
  - b. The following four (4) groups of percussion instruments shall each be considered a separate instrument: 1) drum-set; 2) timpani; 3) keyboard mallet instruments; 4) all accessories and “battery” percussion.
  - c. The following are exceptions to Doubling pay:
    - i. A and B-flat Clarinet
    - ii. C and B-flat Trumpet
    - iii. Piano and celeste

5. **Double and Triple Service Days:** The first two services called in any calendar day shall be compensated pursuant to the rates specified herein. The following four half-hour segments occurring that day shall be compensated at not less than 150% of the otherwise applicable rate, and any subsequent such segments at 200% thereof. In all events, after a single rehearsal or performance exceeds four (4) hours, all subsequent half-hour segments thereof shall be compensated at not less than 150% of the otherwise applicable rate.

### **Section 3- Premiums and Allowances**

**A. Cartage:** Any musician transporting by common carrier: Harp, Tympani, Celeste, Chimes, Concert Bass Drum, Orchestra Bells, Vibes, Marimba, Xylophone, Latin Percussion (including set of congas), a standard Drum Set, organ or keyboard (including an amp), Guitar amp, Bass amp, Electronic Rack, or a Complete PA System shall receive reimbursement for actual cartage charges at not more than the usual and customary rates provided by local companies. Any musician personally transporting any of the instruments listed

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above shall receive a roundtrip cartage allowance of \$25 per instrument. Additional cartage monies may apply as per additional transportation or other instrument/equipment requirements. Cartage fees may not be waived by any parties.

**B. Mileage:** Upon submission of documentation, mileage will be provided to and from destinations to all musicians engaged to perform services outside a 35-mile radius from the musician'(s) residence. All mileage is reimbursed at the standard mileage rate published by the IRS for each calendar year. Any employer or contractor may provide transportation in lieu of paying mileage.

**C. Per Diem:** Musicians will be paid a maximum per Diem of \$40.00 per day (\$10.00 for breakfast, \$10.00 for lunch, and \$20.00 for dinner) for:

- i. Two services of 2.5 hours or greater in length with less than two hours between them.
- ii. Any service of 2.5 hours or greater in length occurring at a distance of 35 miles or greater from a musician's residence upon submission of documentation.
- iii. Upon agreement between a musician and employer, a meal may be provided to musicians in lieu of paying per diem.