

Pension and Work Dues Policy (April 19, 2010; revised April 12, 2016)

The current office policy for calculating pension and work dues for:

1. **Section 1 – Theatre** will be on the base rate plus all step-ups including:
 - Section Leaders (+30%)
 - Lead Trumpet (+40%)
 - Concertmaster (+50/30%)
 - All Single Instrument Sections (non doubling) (+20%)
 - Leader (+100%)
 - Contractor (playing/non playing) (+100/0%) (+20 musicians - +150%)
 - Steward (+15%)
 - Doubling (+50/25%)
 - Local Productions (>1000 seats +10%)
 - Musicians on stage or in costume (+15%)
 - Scheduled overtime
 - Out of town step-ups
 - Sound check
 - The sum of these fees and step-ups will be considered scale wages.
 - Pension and work dues remittances will be based on those scale wages.
 - Should a show have a normal running time that is longer than the time allotted for in the Tariff of Fees, estimated overtime fees for all participants are to be included in the quote to the employer and in the pension and work dues calculations.
 - Unscheduled overtime will not require pension or work dues remittances (Leader or Contractor will be expected to renegotiate the proper payments for the musicians). Cartage, parking or transportation rates are also not eligible for pension or work dues remittances.
 - The Tariff of Fees has no grace period, so overtime is in effect when the musicians are asked to perform past the call time.
 - Pension would be calculated at 10% and work dues at 2%; pension is over and above scale wages and paid by separate cheque to Musicians' Pension Fund of Canada by the employer; work dues are deducted from musicians' fees and paid to the Calgary Musicians Association.
2. **Section 5 – Orchestral Concerts** will be on the base rate only for all musicians contracted with no remittances on step-ups, over time (scheduled or non- scheduled) or the 10% increase for venues over 1500 seats.
 - e.g. - \$116.00 X # of services X 10% = pension amount; \$116.00 X # of services X 2% = work dues amount; pension is over and above minimum fees and paid by separate cheque to Musicians' Pension Fund of Canada by the employer; work dues are deducted from musicians' fees and paid to the Calgary Musicians Association.
 - Should a show have a normal running time that is longer than the time allotted for in the Tariff of Fees, estimated overtime fees for all participants are to be included in the quote to the employer.
 - The Tariff of Fees has no grace period, so overtime is in effect when the musicians are asked to perform past the call time. For non-scheduled overtime, the Leader or Contractor will be expected to renegotiate the proper payments for the musicians.
3. Consult your Tariff of Fees or the Sec-Treasurer for more information.
4. The Sec-Treasurer is available to assist with spreadsheets and contract forms.