



# MILWAUKEE MUSICIANS' ASSOCIATION

Local No. 8, American Federation of Musicians  
Affiliated with the AFL-CIO

8330 N. Teutonia Avenue, Suite #204 • Brown Deer, WI 53209-1550 • (414) 362-9800 • FAX (414) 433-1931  
E-mail: office@milwaukeeemusicians.com • Website: www.milwaukeeemusicians.com

April 18, 2014

Ms. Ellen Berg  
Acting Executive Director  
Wisconsin Philharmonic  
234 West Main Street, Suite 9  
Waukesha WI 53186

Dear Ms. Berg:

This letter is to inform you that the bylaws of the Milwaukee Musicians Association and the American Federation of Musicians of the United States and Canada require that any member of the AFM who is engaged to perform with *Il Volo* at the Milwaukee Theatre on June 21, 2014 must be paid at least the minimum wages set by the Milwaukee Musicians Association. I have enclosed a copy of the most recent Minimum Scale Wages.

In the case of this engagement, the relevant scale is (7) Show Scale as increased because *Il Volo* are considered "name entertainers." The base scale for side musicians is thus \$173 per performance (of three hours or less) and \$116 per rehearsal (of 150 minutes or less). There is also a pension payment of 7.5% required on all wages paid.

We are happy to help with any computations or clarifications.

Please understand that our bylaws are binding on our members, and that it is a violation of our bylaws for members to play below scale. We intend to enforce those bylaws as vigorously as necessary in order to ensure our members are paid at least the minimums that the membership itself has set. We also intend to inform our members of our intention to do so if required.

We appreciate your cooperation in this matter. Please let us know if you have any questions.

Sincerely,

A handwritten signature in black ink, appearing to read 'Robert Levine', is written over a horizontal line.

Robert Levine  
President

cc: Gabe Ceci, Waukesha Musicians' Association

*Live Music Is Best*