

Division of Apprenticeship Standards (DAS)

Apprenticeship Program Summary Sheet

To: Adele Burnes, Chief
From: Miguel Silva
CC: Program Planning and Review
Date: December 3, 2024

Program Name: Musicians At Play
Industry: Arts, Media & Entertainment
DAS File No.: 101328
Grant Awardee: ☒ No ☐ Yes

Actions:

- ☒ Proposed new apprentice program
- ☐ Existing apprenticeship program adding new occupations
- ☐ Existing apprenticeship program expanding area of operations
- ☐ Existing apprenticeship program changing work processes on approved occupations.

Labor Organizations Representing Any of the Apprentices:

None

Request for Approval under Labor Code 3075:

Musicians At Play is not intended to train in the building and construction trades and is not eligible to dispatch apprentices to projects with public works, prevailing wage or skilled and trained workforce requirements within the meaning of Labor Code sections 1720 and 3075 and will not train or dispatch apprentices in the building and construction trades or firefighters occupations.

Comments:

The Musicians at Play Apprenticeship Program is dedicated to high school and undergraduate students enrolled in instrumental music, the entertainment industry, or those who have demonstrated strong proficiency on an instrument or a keen interest in music recording for film, TV, and video games. This program offers young, aspiring musicians and entertainment industry students a unique opportunity to immerse themselves in the world of music scoring for film, television, live performance, video games, and audio-visual media. Students will gain foundational skills, understand key responsibilities, and acquire valuable hands-on experience in their chosen field.

Musicians At Play will oversee the apprenticeship program herein and seeks approval from the Department of Industrial Relations, Division of Apprenticeship Standards for the following:

Proposed Occupation, Wage Rate & O*Net Code:

- Session Musician O*Net: 27-2042.00
Professional Worker Wage: \$40.00 per hour
Proposed Apprentice Wage: \$21.42 per hour
Proposed No. of Apprentices: 1
- (Musician) String Section O*Net: 27-2042.00
Professional Worker Wage: \$40.00 per hour
Proposed Apprentice Wage: \$21.42 per hour
Proposed No. of Apprentices: 1
- (Musician) Brass Section O*Net: 27-2042.00
Professional Worker Wage: \$40.00 per hour
Proposed Apprentice Wage: \$21.42 per hour
Proposed No. of Apprentices: 1
- (Musician) Percussion Section O*Net: 27-2042.00
Professional Worker Wage: \$40.00 per hour
Proposed Apprentice Wage: \$21.42 per hour
Proposed No. of Apprentices: 1
- (Musician) Music Preparation O*Net: 27-2042.00
Professional Worker Wage: \$40.00 per hour
Proposed Apprentice Wage: \$21.42 per hour
Proposed No. of Apprentices: 1
- (Musician) Wind Section O*Net: 27-2042.00
Professional Worker Wage: \$40.00 per hour
Proposed Apprentice Wage: \$21.42 per hour
Proposed No. of Apprentices: 1
- (Musician) Composer O*Net: 27-2042.00
Professional Worker Wage: \$40.00 per hour
Proposed Apprentice Wage: \$21.42 per hour
Proposed No. of Apprentices: 1
- (Musician) Conductor O*Net: 27-2042.00
Professional Worker Wage: \$40.00 per hour
Proposed Apprentice Wage: \$21.42 per hour
Proposed No. of Apprentices: 1

- Lyricist
 - Professional Worker Wage: \$40.00 per hour
 - Proposed Apprentice Wage: \$21.42 per hour
 - Proposed No. of Apprentices: 1

O*Net: 27-2042.00

- Music Editor
 - Professional Worker Wage: \$40.00 per hour
 - Proposed Apprentice Wage: \$21.42 per hour
 - Proposed No. of Apprentices: 1

O*Net: 27-4014.00

- Music Royalty Administration
 - Professional Worker Wage: \$40.00 per hour
 - Proposed Apprentice Wage: \$21.42 per hour
 - Proposed No. of Apprentices: 1

O*Net: 13-1111.00

- Audio/Sound Engineer
 - Professional Worker Wage: \$40.00 per hour
 - Proposed Apprentice Wage: \$21.42 per hour
 - Proposed No. of Apprentices: 1

O*Net: 27-4014.00

Proposed Employers:

- Musicians At Play - Woodland Hills Corporate Center, ATTN: Musicians At Play, 21031 Ventura Blvd, Suite 200, Office 14, Woodland Hills, CA 91364

Musicians At Play Program Standards

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Article I Purpose and Policy

The parties hereto declare it to be their purpose and policy to establish an organized, planned system of apprenticeship, conducted as an education sponsored, employer-based undertaking.

These standards have, therefore, been adopted and agreed upon under the Shelley-Maloney Apprentice Labor Standards Act of 1939, as amended, to govern the employment and training of apprentices in the trade, craft or occupation defined herein, to become effective upon their approval.

Article II Craft, Trade or Occupation, Related and Supplemental Instruction, Term of Apprenticeship, Ratio, Wage Schedule and Work Training

Occupation	O*Net Code	Attachment
Session Musician	27-2042.00	Attachment B-1
(Musician) String Section	27-2042.00	Attachment B-2
(Musician) Brass Section	27-2042.00	Attachment B-3
(Musician) Percussion Section	27-2042.00	Attachment B-4
(Musician) Music Preparation	27-2042.00	Attachment B-5
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(Musician) Composer	27-2042.00	Attachment B-7
(Musician) Conductor	27-2042.00	Attachment B-8
Lyricist	27-2042.00	Attachment B-9
Music Editor	27-4014.00	Attachment B-10
Music Royalty Administration	13-1111.00	Attachment B-11
Audio/Sound Engineer	27-4014.00	Attachment B-12

Article III Organization

For each employer participating in this program, an "Employer Agreement" (See Attachment D) will be provided to specify the information particular to that employer as noted herein, including the option to waive or offer participation on the committee, employer committee members will be selected as outlined in the rules & regulations.

Article IV Jurisdiction

These standards shall apply to the employer and employee organizations signatory hereto; their members, to other employers who subscribe hereto or who are party to a collective bargaining agreement with an employee organization(s) signatory hereto, and to all apprentice agreements hereunder.

Article V Functions

The functions of the apprenticeship committee shall be to:

- 1) develop an efficient program of apprenticeship through systematic on-the-job training with related and supplemental instruction and periodic evaluation of each apprentice;
- 2) serve in an advisory capacity with employers and employees in matters pertaining to these standards;
- 3) ensure the program's ability, including financial ability, and commitment to meet and carry out its responsibilities under federal and state law and regulations applicable to the apprenticeable occupation and for the welfare of the apprentice;
- 4) aid in the adjustment of apprenticeship disputes;
- 5) develop fair and impartial selection procedures and an affirmative action plan in accordance with existing laws and regulations and apply them uniformly in the selection of applicants for apprenticeship.

Article VI Responsibilities

The responsibilities of the apprenticeship committee shall be to:

- 1) supervise the administration and enforcement of these standards;
- 2) adopt such rules and regulations as are necessary to govern the program provided that the rules and regulations do not conflict with these standards;
- 3) conduct orientations, workshops or other educational sessions for employers to explain the apprenticeship program's standards and the operation of the apprenticeship program;
- 4) pass upon the qualification of employers and, when appropriate, to suspend or withdraw approval;
- 5) conduct on-going evaluation of the interest and capacity of employers to participate in the apprenticeship program and to train apprentices on the job;
- 6) make periodic evaluations of each apprentices on-the-job training and related and supplemental instruction;
- 7) ensure safe work site facilities, skilled workers as trainers at the work site, and safe equipment sufficient to train apprentices;

- 8) determine the qualifications of apprentice applicants and ensure fair and impartial treatment of applicants for apprenticeship selected through uniform selection procedures;
- 9) file a signed copy, written or electronic, of each apprentice agreement with the Division of Apprenticeship Standards, within 30 days of execution, with copies to all parties to the agreement;
- 10) establish and utilize a procedure to record and maintain all records of the apprentice's worksite job progress and progress in related and supplemental instruction;
- 11) establish and utilize a system for the periodic review and evaluation of the apprentice's progress in job performance and related instruction;
- 12) discipline apprentices, up to and including termination, for failure to fulfill their obligations on-the-job or in related instruction, including provisions for fair hearings;
- 13) annually prepare and submit a Self-Assessment Review as well as a Program Improvement Plan to the Chief of the Division of Apprenticeship Standards;
- 14) ensure training and supervision, both on the job and in related instruction, in first aid, safe working practices and the recognition of occupational health and safety hazards;
- 15) ensure training in the recognition of illegal discrimination and sexual harassment;
- 16) establish an adequate mechanism to be used for the rotation of the apprentice from work process to work process to ensure the apprentice of complete training in the apprenticeable occupation including mobility between employers when essential to provide exposure and training in various work processes in the apprenticeable occupation;
- 17) establish an adequate mechanism that will be used to provide apprentices with reasonably continuous employment in the event of a lay-off or the inability of one employer to provide training in all work processes as outlined in the standards;
- 18) comply with meaningful representation requirements for the interests of apprentices in the management of the program where apprentices are at least equally represented on an advisory panel established by the apprenticeship committee responsible for the operation of the program;
- 19) adopt changes to these standards, as necessary, subject to the approval of the parties hereto and the Chief of the Division of Apprenticeship Standards.

Article VII Definition of an Apprentice

An apprentice is a person at least 16 years of age, who has met the requirements for selection under the selection procedures of participating employer, who is engaged in learning a designated craft or trade and who has entered into a written apprentice agreement under the provisions of these standards.

Article VIII Duties of an Apprentice

Each apprentice shall satisfactorily perform all work and learning assignments both on the job and in related instruction and shall comply with the rules, regulations and decisions of the apprenticeship committee.

Article IX Apprentice Agreement

- 1) Each apprentice agreement shall conform to the State law governing apprentice agreements, and shall be signed by the employer, by the program sponsor, and by the apprentice and must be approved by the apprenticeship committee.
- 2) Each apprentice shall be furnished with a copy of or be given an opportunity to study these standards before registration. These standards shall be considered a part of the apprentice agreement as though expressly written therein.
- 3) If the apprentice is under 18 years of age, the agreement must be signed by the apprentice's parent or guardian. When the period of training extends beyond 18, the apprentice agreement shall likewise be binding to such a period as may be covered.

Article X Termination and Transfer of Agreements

- 1) During the probationary period, an apprentice agreement shall be terminated by the apprenticeship committee at the request in writing of either party. After such probationary period, an apprentice agreement may be terminated by the Administrator by mutual agreement of all the parties thereto or cancelled by the Administrator for good and sufficient reason.
- 2) If an employer is unable to fulfill his/her obligations to train under any apprentice agreement or in the event of a layoff, the apprenticeship committee may, with the approval of the Administrator, transfer such agreement to any other employer if the apprentice consents, and such other employer agrees to assume the obligation of said apprentice agreement.

Article XI Lay-off

- 1) If for any reason a lay-off of an apprentice occurs, the apprentice agreement shall remain in effect unless cancelled by the Administrator. However, credit for related instruction shall be given when the apprentice continues such instruction during the lay-off.
- 2) There shall be no liability on the part of the employer, the program, or the committee for an injury sustained by an apprentice engaged in schoolwork at a time when the apprentice is unemployed.

Article XII Controversies

All controversies or differences concerning apprentice agreements that cannot be adjusted locally by the apprenticeship committee or otherwise shall be submitted to the Administrator for determination.

Article XIII Certificate of Completion

- 1) In addition to previous on-the-job training and related school instruction, which is of an approved nature, the Apprentice shall have completed not less than an additional six (6) months as an apprentice under the laws of the State of California and demonstrated mastery of the skills and knowledge of the prescribed program.
- 2) In recognition of unusual ability and progress, the apprenticeship committee may decrease the term of apprenticeship for an individual apprentice not more than twelve and one-half percent (12½%).
- 3) Upon evidence of satisfactory completion of apprenticeship, and upon the recommendation of the apprenticeship committee, each apprentice will be issued a Certificate of Completion by the authority of the Chief of the Division of Apprenticeship Standards and the Interagency Advisory Committee on Apprenticeship.

Article XIV Equal Opportunity in Apprenticeship

The recruitment, selection, employment and training of apprentices during their apprenticeship shall be without discrimination because of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation or veteran or military status.

Musicians At Play will ensure selection procedures meet objective standards and maintain a fair and equitable selection process for all applicants.

Article XV Written Applications

Written applications can be requested and submitted via email:

info@MusiciansAtPlay.org

Article XVI Records

All records will be maintained, in written or electronic form, for five (5) years and kept at:

Musicians At Play
Woodland Hills Corporate Center, ATTN: Music At Play
21031 Ventura Blvd, Suite 200, Office 14,
Woodland Hills, CA 91364

Article XVII Annual Compliance

Musicians At Play will submit an annual compliance report to the Division of Apprenticeship Standards as requested by the Division.

Musicians At Play agrees to accept electronic signatures for the Division of Apprenticeship Standards and all related Division of Apprenticeship Standards documents.

The foregoing standards are hereby agreed to and adopted by Musicians At Play on November 5, 2024 (Committee approval date).

Employer Organization

Musicians At Play

Woodland Hills Corporate Center, ATTN: Musicians At Play, 21031 Ventura Blvd, Suite 200, Office 14, Woodland Hills, CA 91364

April Williams, Executive Director-President

Date

The foregoing apprenticeship standards, being in conformity with the applicable California Labor Code, California Code of Regulations and Federal Regulations, are hereby approved

_____.
(DAS approval date)

Adele Burnes, Chief
Division of Apprenticeship Standards

Date

Attachment B-1

Training Schedule and Working Conditions

Musicians At Play

Occupation

Occupation: Session Musician

O*Net Code: 27-2042.00

Article I Term of Apprenticeship and Probation

The standard term of apprenticeship shall be competency based with 144 related and supplemental instruction (RSI) hours and completed within approximately 12 months.

The period of probation shall be reasonable in relation to the full apprenticeship term, with full credit given for such period toward completion of the apprenticeship, and in no event shall exceed the shorter of 25 percent of the length of the program or one (1) year. The period of probation shall be three (3) months.

Article II Wage Schedule

Professional Worker Wage:

\$ 40.00 per hour effective 11/4/2024.

Apprentice Wage and Advancement Schedule:

In no case shall an Apprentice receive a starting wage that is less than the applicable federal, state or local entity (city or county) minimum wage, whichever is higher for the county or city where the apprentice is working. The applicable minimum wage law shall establish the effective date of the minimum wage.

To advance from one period to the next, the apprentice shall have met the following requirements:

1st period	0% Competencies	\$ 21.42 /hour
2nd period	25% Competencies	\$ 25.00 /hour
3rd period	50% Competencies	\$ 35.00 /hour
4th period	75% Competencies	\$ 37.00 /hour
End Wage	100% Competencies	\$ 40.00 /hour

Hours of Work and Working Conditions and Overtime Provision:

Eight (8) hours of labor constitutes a day's work. Employment beyond eight (8) hours in any workday or more than six (6) days in any workweek requires the employee to be compensated for the overtime at not less than one and one-half times the employee's regular rate of pay for all hours worked in excess of eight (8) hours, up to and including 12 hours in any workday, and for the first eight (8) hours worked on the seventh consecutive day of work in a workweek; and double the employee's regular rate of pay for all hours worked in excess of 12 hours in any workday and for all hours worked in excess of eight (8) on the seventh consecutive day of work in a workweek. If employers utilize an alternative workweek schedule in accordance with the California Industrial Welfare Commission Orders, the overtime will be determined and paid in accordance with the applicable alternative workweek provisions.

The workday and workweek and all other conditions of employment for apprentices shall conform to all applicable laws and regulations and shall not be greater than for those of a professional worker.

Overtime shall not be allowed if it will interfere with or impair the training or be detrimental to the health and safety of the apprentice.

ARTICLE III Work-Training

- 1) The employer shall see that all apprentices are under the supervision of a qualified professional worker or instructor and shall provide the necessary diversified experience and training in order to develop the apprentice into a proficiently skilled worker, as outlined herein.
- 2) Each apprentice shall be trained in the use of new equipment, materials and processes as they come into use in the occupation.
- 3) The major categories in which apprentices will be trained (although not necessarily in the order listed) are as follows:

Competency Check List

Demonstrates Fundamentals: Apprentice can perform the task with some coaching.

Proficient in Task: Apprentice performs task properly and consistently.

Completion Date: Date apprentice completes final demonstration of competency.

Detailed Work Activities: Initial and date each task when Competency Check List has been completed.

1. Technical Proficiency:

- Focus on instrument mastery, sight-reading, intonation, and rhythm essential for professional performance.

2. Musicality:

- Develop expressiveness, score interpretation, and dynamics to align with the conductor's vision.

3. Ensemble Skills:

- Enhance listening, synchronization, and adaptability to work cohesively within an orchestra.

4. Communication:

- Learn to respond to non-verbal cues from conductors and collaborate effectively with other musicians.

5. Discipline and Professionalism:

- Emphasize preparation, punctuality, and adherence to rehearsal protocols.

6. Resilience and Focus:

- Train for concentration and stress management during long performances and high-pressure environments.

7. Continuous Learning:

- Expand repertoire knowledge and adaptability to feedback, encouraging ongoing professional growth.

8. Physical and Mental Stamina:

- Develop endurance and maintain proper posture to prevent injury during extended performances.

9. Cultural and Historical Awareness:

- Gain understanding of stylistic practices and historical context relevant to different musical works.

ARTICLE IV Related Instruction

Apprentices shall satisfactorily complete prescribed courses of related and supplemental instruction, which will not be less than 144 hours per year. Related and supplemental instruction will be provided by Musicians At Play and overseen by San Diego County Office of Education.

Time spent in related and supplemental instruction may be compensated.

<u>Course Title</u>	<u>Hours</u>
Technical Proficiency	18
Musicality	18
Ensemble Skills	18
Communication	18
Discipline and Professionalism	18
Resilience and Focus	18
Continuous Learning	18
Physical and Mental Stamina	18
Total RSI	144

ARTICLE V Ratio

The ratio of apprentices to professional workers shall be:

- 1) Ratio #1: Each professional worker may supervise one (1) apprentice(s)

Attachment B-2

Training Schedule and Working Conditions

Musicians At Play

Occupation

Occupation: (Musician) String Section

O*Net Code: 27-2042.00

Article I Term of Apprenticeship and Probation

The standard term of apprenticeship shall be competency based with 144 related and supplemental instruction (RSI) hours and completed within approximately 12 months.

The period of probation shall be reasonable in relation to the full apprenticeship term, with full credit given for such period toward completion of the apprenticeship, and in no event shall exceed the shorter of 25 percent of the length of the program or one (1) year. The period of probation shall be three (3) months.

Article II Wage Schedule

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\$ 40.00 per hour effective 11/4/2024.

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3rd period	50% Competencies	\$ 35.00 /hour
4th period	75% Competencies	\$ 37.00 /hour
End Wage	100% Competencies	\$ 40.00 /hour

Hours of Work and Working Conditions and Overtime Provision:

Eight (8) hours of labor constitutes a day's work. Employment beyond eight (8) hours in any workday or more than six (6) days in any workweek requires the employee to be compensated for the overtime at not less than one and one-half times the employee's regular rate of pay for all hours worked in excess of eight (8) hours, up to and including 12 hours in any workday, and for the first eight (8) hours worked on the seventh consecutive day of work in a workweek; and double the employee's regular rate of pay for all hours worked in excess of 12 hours in any workday and for all hours worked in excess of eight (8) on the seventh consecutive day of work in a workweek. If employers utilize an alternative workweek schedule in accordance with the California Industrial Welfare Commission Orders, the overtime will be determined and paid in accordance with the applicable alternative workweek provisions.

The workday and workweek and all other conditions of employment for apprentices shall conform to all applicable laws and regulations and shall not be greater than for those of a professional worker.

Overtime shall not be allowed if it will interfere with or impair the training or be detrimental to the health and safety of the apprentice.

ARTICLE III Work-Training

- 1) The employer shall see that all apprentices are under the supervision of a qualified professional worker or instructor and shall provide the necessary diversified experience and training in order to develop the apprentice into a proficiently skilled worker, as outlined herein.
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Competency Check List

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Proficient in Task: Apprentice performs task properly and consistently.

Completion Date: Date apprentice completes final demonstration of competency.

Detailed Work Activities: Initial and date each task when Competency Check List has been completed.

1. Technical Proficiency:

- Focus on instrument mastery, sight-reading, intonation, and rhythm essential for professional performance.

2. Musicality:

- Develop expressiveness, score interpretation, and dynamics to align with the conductor's vision.

3. Ensemble Skills:

- Enhance listening, synchronization, and adaptability to work cohesively within an orchestra.

4. Communication:

- Learn to respond to non-verbal cues from conductors and collaborate effectively with other musicians.

5. Discipline and Professionalism:

- Emphasize preparation, punctuality, and adherence to rehearsal protocols.

6. Resilience and Focus:

- Train for concentration and stress management during long performances and high-pressure environments.

7. Continuous Learning:

- Expand repertoire knowledge and adaptability to feedback, encouraging ongoing professional growth.

8. Physical and Mental Stamina:

- Develop endurance and maintain proper posture to prevent injury during extended performances.

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Time spent in related and supplemental instruction may be compensated.

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Technical Proficiency	18
Musicality	18
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Communication	18
Discipline and Professionalism	18
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Total RSI	144

ARTICLE V Ratio

The ratio of apprentices to professional workers shall be:

- 1) Ratio #1: Each professional worker may supervise one (1) apprentice(s)

Attachment B-3

Training Schedule and Working Conditions

Musicians At Play

Occupation

Occupation: (Musician) Brass Section

O*Net Code: 27-2042.00

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- Enhance listening, synchronization, and adaptability to work cohesively within an orchestra.

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- Learn to respond to non-verbal cues from conductors and collaborate effectively with other musicians.

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Physical and Mental Stamina	18
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ARTICLE V Ratio

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- 1) Ratio #1: Each professional worker may supervise one (1) apprentice(s)

Attachment B-4

Training Schedule and Working Conditions

Musicians At Play

Occupation

Occupation: (Musician) Percussion Section

O*Net Code: 27-2042.00

Article I Term of Apprenticeship and Probation

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Article II Wage Schedule

Professional Worker Wage:

\$ 40.00 per hour effective 11/4/2024.

Apprentice Wage and Advancement Schedule:

In no case shall an Apprentice receive a starting wage that is less than the applicable federal, state or local entity (city or county) minimum wage, whichever is higher for the county or city where the apprentice is working. The applicable minimum wage law shall establish the effective date of the minimum wage.

To advance from one period to the next, the apprentice shall have met the following requirements:

1st period	0% Competencies	\$ 21.42 /hour
2nd period	25% Competencies	\$ 25.00 /hour
3rd period	50% Competencies	\$ 35.00 /hour
4th period	75% Competencies	\$ 37.00 /hour
End Wage	100% Competencies	\$ 40.00 /hour

Hours of Work and Working Conditions and Overtime Provision:

Eight (8) hours of labor constitutes a day's work. Employment beyond eight (8) hours in any workday or more than six (6) days in any workweek requires the employee to be compensated for the overtime at not less than one and one-half times the employee's regular rate of pay for all hours worked in excess of eight (8) hours, up to and including 12 hours in any workday, and for the first eight (8) hours worked on the seventh consecutive day of work in a workweek; and double the employee's regular rate of pay for all hours worked in excess of 12 hours in any workday and for all hours worked in excess of eight (8) on the seventh consecutive day of work in a workweek. If employers utilize an alternative workweek schedule in accordance with the California Industrial Welfare Commission Orders, the overtime will be determined and paid in accordance with the applicable alternative workweek provisions.

The workday and workweek and all other conditions of employment for apprentices shall conform to all applicable laws and regulations and shall not be greater than for those of a professional worker.

Overtime shall not be allowed if it will interfere with or impair the training or be detrimental to the health and safety of the apprentice.

ARTICLE III Work-Training

- 1) The employer shall see that all apprentices are under the supervision of a qualified professional worker or instructor and shall provide the necessary diversified experience and training in order to develop the apprentice into a proficiently skilled worker, as outlined herein.
- 2) Each apprentice shall be trained in the use of new equipment, materials and processes as they come into use in the occupation.
- 3) The major categories in which apprentices will be trained (although not necessarily in the order listed) are as follows:

Competency Check List

Demonstrates Fundamentals: Apprentice can perform the task with some coaching.

Proficient in Task: Apprentice performs task properly and consistently.

Completion Date: Date apprentice completes final demonstration of competency.

Detailed Work Activities: Initial and date each task when Competency Check List has been completed.

1. Technical Proficiency:

- Focus on instrument mastery, sight-reading, intonation, and rhythm essential for professional performance.

2. Musicality:

- Develop expressiveness, score interpretation, and dynamics to align with the conductor's vision.

3. Ensemble Skills:

- Enhance listening, synchronization, and adaptability to work cohesively within an orchestra.

4. Communication:

- Learn to respond to non-verbal cues from conductors and collaborate effectively with other musicians.

5. Discipline and Professionalism:

- Emphasize preparation, punctuality, and adherence to rehearsal protocols.

6. Resilience and Focus:

- Train for concentration and stress management during long performances and high-pressure environments.

7. Continuous Learning:

- Expand repertoire knowledge and adaptability to feedback, encouraging ongoing professional growth.

8. Physical and Mental Stamina:

- Develop endurance and maintain proper posture to prevent injury during extended performances.

9. Cultural and Historical Awareness:

- Gain understanding of stylistic practices and historical context relevant to different musical works.

ARTICLE IV Related Instruction

Apprentices shall satisfactorily complete prescribed courses of related and supplemental instruction, which will not be less than 144 hours per year. Related and supplemental instruction will be provided by Musicians At Play and overseen by San Diego County Office of Education.

Time spent in related and supplemental instruction may be compensated.

<u>Course Title</u>	<u>Hours</u>
Technical Proficiency	18
Musicality	18
Ensemble Skills	18
Communication	18
Discipline and Professionalism	18
Resilience and Focus	18
Continuous Learning	18
Physical and Mental Stamina	18
Total RSI	144

ARTICLE V Ratio

The ratio of apprentices to professional workers shall be:

- 1) Ratio #1: Each professional worker may supervise one (1) apprentice(s)

Attachment B-5

Training Schedule and Working Conditions

Musicians At Play

Occupation

Occupation: (Musician) Music Preparation

O*Net Code: 27-2042.00

Article I Term of Apprenticeship and Probation

The standard term of apprenticeship shall be competency based with 144 related and supplemental instruction (RSI) hours and completed within approximately 12 months.

The period of probation shall be reasonable in relation to the full apprenticeship term, with full credit given for such period toward completion of the apprenticeship, and in no event shall exceed the shorter of 25 percent of the length of the program or one (1) year. The period of probation shall be three (3) months.

Article II Wage Schedule

Professional Worker Wage:

\$ 40.00 per hour effective 11/4/2024.

Apprentice Wage and Advancement Schedule:

In no case shall an Apprentice receive a starting wage that is less than the applicable federal, state or local entity (city or county) minimum wage, whichever is higher for the county or city where the apprentice is working. The applicable minimum wage law shall establish the effective date of the minimum wage.

To advance from one period to the next, the apprentice shall have met the following requirements:

1st period	0% Competencies	\$ 21.42 /hour
2nd period	25% Competencies	\$ 25.00 /hour
3rd period	50% Competencies	\$ 35.00 /hour
4th period	75% Competencies	\$ 37.00 /hour
End Wage	100% Competencies	\$ 40.00 /hour

Hours of Work and Working Conditions and Overtime Provision:

Eight (8) hours of labor constitutes a day's work. Employment beyond eight (8) hours in any workday or more than six (6) days in any workweek requires the employee to be compensated for the overtime at not less than one and one-half times the employee's regular rate of pay for all hours worked in excess of eight (8) hours, up to and including 12 hours in any workday, and for the first eight (8) hours worked on the seventh consecutive day of work in a workweek; and double the employee's regular rate of pay for all hours worked in excess of 12 hours in any workday and for all hours worked in excess of eight (8) on the seventh consecutive day of work in a workweek. If employers utilize an alternative workweek schedule in accordance with the California Industrial Welfare Commission Orders, the overtime will be determined and paid in accordance with the applicable alternative workweek provisions.

The workday and workweek and all other conditions of employment for apprentices shall conform to all applicable laws and regulations and shall not be greater than for those of a professional worker.

Overtime shall not be allowed if it will interfere with or impair the training or be detrimental to the health and safety of the apprentice.

ARTICLE III Work-Training

- 1) The employer shall see that all apprentices are under the supervision of a qualified professional worker or instructor and shall provide the necessary diversified experience and training in order to develop the apprentice into a proficiently skilled worker, as outlined herein.
- 2) Each apprentice shall be trained in the use of new equipment, materials and processes as they come into use in the occupation.
- 3) The major categories in which apprentices will be trained (although not necessarily in the order listed) are as follows:

Competency Check List

Demonstrates Fundamentals: Apprentice can perform the task with some coaching.

Proficient in Task: Apprentice performs task properly and consistently.

Completion Date: Date apprentice completes final demonstration of competency.

Detailed Work Activities: Initial and date each task when Competency Check List has been completed.

1. Technical Proficiency:

- Focus on instrument mastery, sight-reading, intonation, and rhythm essential for professional performance.

2. Musicality:

- Develop expressiveness, score interpretation, and dynamics to align with the conductor's vision.

3. Ensemble Skills:

- Enhance listening, synchronization, and adaptability to work cohesively within an orchestra.

4. Communication:

- Learn to respond to non-verbal cues from conductors and collaborate effectively with other musicians.

5. Discipline and Professionalism:

- Emphasize preparation, punctuality, and adherence to rehearsal protocols.

6. Resilience and Focus:

- Train for concentration and stress management during long performances and high-pressure environments.

7. Continuous Learning:

- Expand repertoire knowledge and adaptability to feedback, encouraging ongoing professional growth.

8. Physical and Mental Stamina:

- Develop endurance and maintain proper posture to prevent injury during extended performances.

9. Cultural and Historical Awareness:

- Gain understanding of stylistic practices and historical context relevant to different musical works.

ARTICLE IV Related Instruction

Apprentices shall satisfactorily complete prescribed courses of related and supplemental instruction, which will not be less than 144 hours per year. Related and supplemental instruction will be provided by Musicians At Play and overseen by San Diego County Office of Education.

Time spent in related and supplemental instruction may be compensated.

<u>Course Title</u>	<u>Hours</u>
Technical Proficiency	18
Musicality	18
Ensemble Skills	18
Communication	18
Discipline and Professionalism	18
Resilience and Focus	18
Continuous Learning	18
Physical and Mental Stamina	18
Total RSI	144

ARTICLE V Ratio

The ratio of apprentices to professional workers shall be:

- 1) Ratio #1: Each professional worker may supervise one (1) apprentice(s)

Attachment B-6

Training Schedule and Working Conditions

Musicians At Play

Occupation

Occupation: (Musician) Wind Section

O*Net Code: 27-2042.00

Article I Term of Apprenticeship and Probation

The standard term of apprenticeship shall be competency based with 144 related and supplemental instruction (RSI) hours and completed within approximately 12 months.

The period of probation shall be reasonable in relation to the full apprenticeship term, with full credit given for such period toward completion of the apprenticeship, and in no event shall exceed the shorter of 25 percent of the length of the program or one (1) year. The period of probation shall be three (3) months.

Article II Wage Schedule

Professional Worker Wage:

\$ 40.00 per hour effective 11/4/2024.

Apprentice Wage and Advancement Schedule:

In no case shall an Apprentice receive a starting wage that is less than the applicable federal, state or local entity (city or county) minimum wage, whichever is higher for the county or city where the apprentice is working. The applicable minimum wage law shall establish the effective date of the minimum wage.

To advance from one period to the next, the apprentice shall have met the following requirements:

1st period	0% Competencies	\$ 21.42 /hour
2nd period	25% Competencies	\$ 25.00 /hour
3rd period	50% Competencies	\$ 35.00 /hour
4th period	75% Competencies	\$ 37.00 /hour
End Wage	100% Competencies	\$ 40.00 /hour

Hours of Work and Working Conditions and Overtime Provision:

Eight (8) hours of labor constitutes a day's work. Employment beyond eight (8) hours in any workday or more than six (6) days in any workweek requires the employee to be compensated for the overtime at not less than one and one-half times the employee's regular rate of pay for all hours worked in excess of eight (8) hours, up to and including 12 hours in any workday, and for the first eight (8) hours worked on the seventh consecutive day of work in a workweek; and double the employee's regular rate of pay for all hours worked in excess of 12 hours in any workday and for all hours worked in excess of eight (8) on the seventh consecutive day of work in a workweek. If employers utilize an alternative workweek schedule in accordance with the California Industrial Welfare Commission Orders, the overtime will be determined and paid in accordance with the applicable alternative workweek provisions.

The workday and workweek and all other conditions of employment for apprentices shall conform to all applicable laws and regulations and shall not be greater than for those of a professional worker.

Overtime shall not be allowed if it will interfere with or impair the training or be detrimental to the health and safety of the apprentice.

ARTICLE III Work-Training

- 1) The employer shall see that all apprentices are under the supervision of a qualified professional worker or instructor and shall provide the necessary diversified experience and training in order to develop the apprentice into a proficiently skilled worker, as outlined herein.
- 2) Each apprentice shall be trained in the use of new equipment, materials and processes as they come into use in the occupation.
- 3) The major categories in which apprentices will be trained (although not necessarily in the order listed) are as follows:

Competency Check List

Demonstrates Fundamentals: Apprentice can perform the task with some coaching.

Proficient in Task: Apprentice performs task properly and consistently.

Completion Date: Date apprentice completes final demonstration of competency.

Detailed Work Activities: Initial and date each task when Competency Check List has been completed.

1. Technical Proficiency:

- Focus on instrument mastery, sight-reading, intonation, and rhythm essential for professional performance.

2. Musicality:

- Develop expressiveness, score interpretation, and dynamics to align with the conductor's vision.

3. Ensemble Skills:

- Enhance listening, synchronization, and adaptability to work cohesively within an orchestra.

4. Communication:

- Learn to respond to non-verbal cues from conductors and collaborate effectively with other musicians.

5. Discipline and Professionalism:

- Emphasize preparation, punctuality, and adherence to rehearsal protocols.

6. Resilience and Focus:

- Train for concentration and stress management during long performances and high-pressure environments.

7. Continuous Learning:

- Expand repertoire knowledge and adaptability to feedback, encouraging ongoing professional growth.

8. Physical and Mental Stamina:

- Develop endurance and maintain proper posture to prevent injury during extended performances.

9. Cultural and Historical Awareness:

- Gain understanding of stylistic practices and historical context relevant to different musical works.

ARTICLE IV Related Instruction

Apprentices shall satisfactorily complete prescribed courses of related and supplemental instruction, which will not be less than 144 hours per year. Related and supplemental instruction will be provided by Musicians At Play and overseen by San Diego County Office of Education.

Time spent in related and supplemental instruction may be compensated.

<u>Course Title</u>	<u>Hours</u>
Technical Proficiency	18
Musicality	18
Ensemble Skills	18
Communication	18
Discipline and Professionalism	18
Resilience and Focus	18
Continuous Learning	18
Physical and Mental Stamina	18
Total RSI	144

ARTICLE V Ratio

The ratio of apprentices to professional workers shall be:

- 1) Ratio #1: Each professional worker may supervise one (1) apprentice(s)

Attachment B-7

Training Schedule and Working Conditions

Musicians At Play

Occupation

Occupation: (Musician) Composer

O*Net Code: 27-2042.00

Article I Term of Apprenticeship and Probation

The standard term of apprenticeship shall be competency based with 144 related and supplemental instruction (RSI) hours and completed within approximately 12 months.

The period of probation shall be reasonable in relation to the full apprenticeship term, with full credit given for such period toward completion of the apprenticeship, and in no event shall exceed the shorter of 25 percent of the length of the program or one (1) year. The period of probation shall be three (3) months.

Article II Wage Schedule

Professional Worker Wage:

\$ 40.00 per hour effective 11/4/2024.

Apprentice Wage and Advancement Schedule:

In no case shall an Apprentice receive a starting wage that is less than the applicable federal, state or local entity (city or county) minimum wage, whichever is higher for the county or city where the apprentice is working. The applicable minimum wage law shall establish the effective date of the minimum wage.

To advance from one period to the next, the apprentice shall have met the following requirements:

1st period	0% Competencies	\$ 21.42 /hour
2nd period	25% Competencies	\$ 25.00 /hour
3rd period	50% Competencies	\$ 35.00 /hour
4th period	75% Competencies	\$ 37.00 /hour
End Wage	100% Competencies	\$ 40.00 /hour

Hours of Work and Working Conditions and Overtime Provision:

Eight (8) hours of labor constitutes a day's work. Employment beyond eight (8) hours in any workday or more than six (6) days in any workweek requires the employee to be compensated for the overtime at not less than one and one-half times the employee's regular rate of pay for all hours worked in excess of eight (8) hours, up to and including 12 hours in any workday, and for the first eight (8) hours worked on the seventh consecutive day of work in a workweek; and double the employee's regular rate of pay for all hours worked in excess of 12 hours in any workday and for all hours worked in excess of eight (8) on the seventh consecutive day of work in a workweek. If employers utilize an alternative workweek schedule in accordance with the California Industrial Welfare Commission Orders, the overtime will be determined and paid in accordance with the applicable alternative workweek provisions.

The workday and workweek and all other conditions of employment for apprentices shall conform to all applicable laws and regulations and shall not be greater than for those of a professional worker.

Overtime shall not be allowed if it will interfere with or impair the training or be detrimental to the health and safety of the apprentice.

ARTICLE III Work-Training

- 1) The employer shall see that all apprentices are under the supervision of a qualified professional worker or instructor and shall provide the necessary diversified experience and training in order to develop the apprentice into a proficiently skilled worker, as outlined herein.
- 2) Each apprentice shall be trained in the use of new equipment, materials and processes as they come into use in the occupation.
- 3) The major categories in which apprentices will be trained (although not necessarily in the order listed) are as follows:

Competency Check List

Demonstrates Fundamentals: Apprentice can perform the task with some coaching.

Proficient in Task: Apprentice performs task properly and consistently.

Completion Date: Date apprentice completes final demonstration of competency.

Detailed Work Activities: Initial and date each task when Competency Check List has been completed.

1. Technical Proficiency:

- Focus on instrument mastery, sight-reading, intonation, and rhythm essential for professional performance.

2. Musicality:

- Develop expressiveness, score interpretation, and dynamics to align with the conductor's vision.

3. Ensemble Skills:

- Enhance listening, synchronization, and adaptability to work cohesively within an orchestra.

4. Communication:

- Learn to respond to non-verbal cues from conductors and collaborate effectively with other musicians.

5. Discipline and Professionalism:

- Emphasize preparation, punctuality, and adherence to rehearsal protocols.

6. Resilience and Focus:

- Train for concentration and stress management during long performances and high-pressure environments.

7. Continuous Learning:

- Expand repertoire knowledge and adaptability to feedback, encouraging ongoing professional growth.

8. Physical and Mental Stamina:

- Develop endurance and maintain proper posture to prevent injury during extended performances.

9. Cultural and Historical Awareness:

- Gain understanding of stylistic practices and historical context relevant to different musical works.

ARTICLE IV Related Instruction

Apprentices shall satisfactorily complete prescribed courses of related and supplemental instruction, which will not be less than 144 hours per year. Related and supplemental instruction will be provided by Musicians At Play and overseen by San Diego County Office of Education.

Time spent in related and supplemental instruction may be compensated.

<u>Course Title</u>	<u>Hours</u>
Technical Proficiency	18
Musicality	18
Ensemble Skills	18
Communication	18
Discipline and Professionalism	18
Resilience and Focus	18
Continuous Learning	18
Physical and Mental Stamina	18
Total RSI	144

ARTICLE V Ratio

The ratio of apprentices to professional workers shall be:

- 1) Ratio #1: Each professional worker may supervise one (1) apprentice(s)

Attachment B-8

Training Schedule and Working Conditions

Musicians At Play

Occupation

Occupation: (Musician) Conductor

O*Net Code: 27-2042.00

Article I Term of Apprenticeship and Probation

The standard term of apprenticeship shall be competency based with 144 related and supplemental instruction (RSI) hours and completed within approximately 12 months.

The period of probation shall be reasonable in relation to the full apprenticeship term, with full credit given for such period toward completion of the apprenticeship, and in no event shall exceed the shorter of 25 percent of the length of the program or one (1) year. The period of probation shall be three (3) months.

Article II Wage Schedule

Professional Worker Wage:

\$ 40.00 per hour effective 11/4/2024.

Apprentice Wage and Advancement Schedule:

In no case shall an Apprentice receive a starting wage that is less than the applicable federal, state or local entity (city or county) minimum wage, whichever is higher for the county or city where the apprentice is working. The applicable minimum wage law shall establish the effective date of the minimum wage.

To advance from one period to the next, the apprentice shall have met the following requirements:

1st period	0% Competencies	\$ 21.42 /hour
2nd period	25% Competencies	\$ 25.00 /hour
3rd period	50% Competencies	\$ 35.00 /hour
4th period	75% Competencies	\$ 37.00 /hour
End Wage	100% Competencies	\$ 40.00 /hour

Hours of Work and Working Conditions and Overtime Provision:

Eight (8) hours of labor constitutes a day's work. Employment beyond eight (8) hours in any workday or more than six (6) days in any workweek requires the employee to be compensated for the overtime at not less than one and one-half times the employee's regular rate of pay for all hours worked in excess of eight (8) hours, up to and including 12 hours in any workday, and for the first eight (8) hours worked on the seventh consecutive day of work in a workweek; and double the employee's regular rate of pay for all hours worked in excess of 12 hours in any workday and for all hours worked in excess of eight (8) on the seventh consecutive day of work in a workweek. If employers utilize an alternative workweek schedule in accordance with the California Industrial Welfare Commission Orders, the overtime will be determined and paid in accordance with the applicable alternative workweek provisions.

The workday and workweek and all other conditions of employment for apprentices shall conform to all applicable laws and regulations and shall not be greater than for those of a professional worker.

Overtime shall not be allowed if it will interfere with or impair the training or be detrimental to the health and safety of the apprentice.

ARTICLE III Work-Training

- 1) The employer shall see that all apprentices are under the supervision of a qualified professional worker or instructor and shall provide the necessary diversified experience and training in order to develop the apprentice into a proficiently skilled worker, as outlined herein.
- 2) Each apprentice shall be trained in the use of new equipment, materials and processes as they come into use in the occupation.
- 3) The major categories in which apprentices will be trained (although not necessarily in the order listed) are as follows:

Competency Check List

Demonstrates Fundamentals: Apprentice can perform the task with some coaching.

Proficient in Task: Apprentice performs task properly and consistently.

Completion Date: Date apprentice completes final demonstration of competency.

Detailed Work Activities: Initial and date each task when Competency Check List has been completed.

1. Technical Proficiency:

- Focus on instrument mastery, sight-reading, intonation, and rhythm essential for professional performance.

2. Musicality:

- Develop expressiveness, score interpretation, and dynamics to align with the conductor's vision.

3. Ensemble Skills:

- Enhance listening, synchronization, and adaptability to work cohesively within an orchestra.

4. Communication:

- Learn to respond to non-verbal cues from conductors and collaborate effectively with other musicians.

5. Discipline and Professionalism:

- Emphasize preparation, punctuality, and adherence to rehearsal protocols.

6. Resilience and Focus:

- Train for concentration and stress management during long performances and high-pressure environments.

7. Continuous Learning:

- Expand repertoire knowledge and adaptability to feedback, encouraging ongoing professional growth.

8. Physical and Mental Stamina:

- Develop endurance and maintain proper posture to prevent injury during extended performances.

9. Cultural and Historical Awareness:

- Gain understanding of stylistic practices and historical context relevant to different musical works.

ARTICLE IV Related Instruction

Apprentices shall satisfactorily complete prescribed courses of related and supplemental instruction, which will not be less than 144 hours per year. Related and supplemental instruction will be provided by Musicians At Play and overseen by San Diego County Office of Education.

Time spent in related and supplemental instruction may be compensated.

<u>Course Title</u>	<u>Hours</u>
Technical Proficiency	18
Musicality	18
Ensemble Skills	18
Communication	18
Discipline and Professionalism	18
Resilience and Focus	18
Continuous Learning	18
Physical and Mental Stamina	18
Total RSI	144

ARTICLE V Ratio

The ratio of apprentices to professional workers shall be:

- 1) Ratio #1: Each professional worker may supervise one (1) apprentice(s)

Attachment B-9

Training Schedule and Working Conditions

Musicians At Play

Occupation

Occupation: Lyricist

O*Net Code: 27-2042.00

Article I Term of Apprenticeship and Probation

The standard term of apprenticeship shall be competency based with 144 related and supplemental instruction (RSI) hours and completed within approximately 12 months.

The period of probation shall be reasonable in relation to the full apprenticeship term, with full credit given for such period toward completion of the apprenticeship, and in no event shall exceed the shorter of 25 percent of the length of the program or one year. The period of probation shall be three (3) months.

Article II Wage Schedule

Professional Worker Wage:

\$ 40.00 per hour effective 11/4/2024.

Apprentice Wage and Advancement Schedule:

In no case shall an Apprentice receive a starting wage that is less than the applicable federal, state or local entity (city or county) minimum wage, whichever is higher for the county or city where the apprentice is working. The applicable minimum wage law shall establish the effective date of the minimum wage.

To advance from one period to the next, the apprentice shall have met the following requirements:

1st period	0% Competencies	\$ 21.42 /hour
2nd period	25% Competencies	\$ 25.00 /hour
3rd period	50% Competencies	\$ 35.00 /hour
4th period	75% Competencies	\$ 37.00 /hour
End Wage	100% Competencies	\$ 40.00 /hour

Hours of Work and Working Conditions and Overtime Provision:

Eight (8) hours of labor constitutes a day's work. Employment beyond eight (8) hours in any workday or more than six (6) days in any workweek requires the employee to be compensated for the overtime at not less than one and one-half times the employee's regular rate of pay for all hours worked in excess of eight (8) hours, up to and including 12 hours in any workday, and for the first eight (8) hours worked on the seventh consecutive day of work in a workweek; and double the employee's regular rate of pay for all hours worked in excess of 12 hours in any workday and for all hours worked in excess of eight (8) on the seventh consecutive day of work in a workweek. If employers utilize an alternative workweek schedule in accordance with the California Industrial Welfare Commission Orders, the overtime will be determined and paid in accordance with the applicable alternative workweek provisions.

The workday and workweek and all other conditions of employment for apprentices shall conform to all applicable laws and regulations and shall not be greater than for those of a professional worker.

Overtime shall not be allowed if it will interfere with or impair the training or be detrimental to the health and safety of the apprentice.

ARTICLE III Work-Training

- 1) The employer shall see that all apprentices are under the supervision of a qualified professional worker or instructor and shall provide the necessary diversified experience and training in order to develop the apprentice into a proficiently skilled worker, as outlined herein.
- 2) Each apprentice shall be trained in the use of new equipment, materials and processes as they come into use in the occupation.
- 3) The major categories in which apprentices will be trained (although not necessarily in the order listed) are as follows:

Competency Check List

Demonstrates Fundamentals: Apprentice can perform the task with some coaching.

Proficient in Task: Apprentice performs task properly and consistently.

Completion Date: Date apprentice completes final demonstration of competency.

Detailed Work Activities: Initial and date each task when Competency Check List has been completed.

1. Philosophy and Program Overview:

- Introduction to the Apprenticeship Program, its goals, and the role of historically underrepresented composers and musicians.

2. Fundamentals Lyric Writing:

- Comprehensive training on the understanding the fundamentals of lyric writing.

3. Rehearsal Techniques and Leadership:

- Understanding efficient Rehearsal Planning: Learn how to plan and structure rehearsals to maximize productivity and address musical challenges effectively.
- Communication and Motivation: Develop leadership skills to inspire and communicate clearly with musicians, fostering a collaborative and respectful rehearsal environment.
- Problem-Solving in Rehearsals: Identify and address common issues in rehearsals, such as tuning, balance, and ensemble cohesion, ensuring the ensemble performs at its best.

4. Interpretation and Artistic Vision:

- Learn how to develop a unique artistic vision while staying true to the composer's intentions, bringing a personal touch to performances.
- Collaborating with Soloists and Composers: Understand the dynamics of working with soloists and living composers, balancing their input with your artistic direction.

5. Conducting Small Ensembles and Orchestra:

- Practical experience through mock scoring for film and TV, Actual hands-on experience with composing opportunities.

6. Evaluation and Feedback:

- Regular evaluations, feedback sessions, and strategies for continuous improvement during the program tenure.

ARTICLE IV Related Instruction

Apprentices shall satisfactorily complete prescribed courses of related and supplemental instruction, which will not be less than 144 hours per year. Related and supplemental instruction will be provided by Musicians At Play and overseen by San Diego County Office of Education.

Time spent in related and supplemental instruction may be compensated.

<u>Course Title</u>	<u>Hours</u>
Foundations of Lyric Writing	30
Storytelling and Emotional Expression in Lyrics	30
Collaboration with Composers and Performers	30
Lyric Writing for Different Contexts	30
Professional Development and Industry Skills	24
Total RSI	144

ARTICLE V Ratio

The ratio of apprentices to professional workers shall be:

- 1) Ratio #1: Each professional worker may supervise one (1) apprentice(s)

Attachment B-10

Training Schedule and Working Conditions

Musicians At Play

Occupation

Occupation: Music Editor

O*Net Code: 27-4014.00

Article I Term of Apprenticeship and Probation

The standard term of apprenticeship shall be competency based with 144 related and supplemental instruction (RSI) hours and completed within approximately 24 months.

The period of probation shall be reasonable in relation to the full apprenticeship term, with full credit given for such period toward completion of the apprenticeship, and in no event shall exceed the shorter of 25 percent of the length of the program or one (1) year. The period of probation shall be three (3) months.

Article II Wage Schedule

Professional Worker Wage:

\$ 40.00 per hour effective 11/4/2024.

Apprentice Wage and Advancement Schedule:

In no case shall an Apprentice receive a starting wage that is less than the applicable federal, state or local entity (city or county) minimum wage, whichever is higher for the county or city where the apprentice is working. The applicable minimum wage law shall establish the effective date of the minimum wage.

To advance from one period to the next, the apprentice shall have met the following requirements:

1st period	0% Competencies	\$ 21.42 /hour
2nd period	25% Competencies	\$ 25.00 /hour
3rd period	50% Competencies	\$ 35.00 /hour
4th period	75% Competencies	\$ 37.00 /hour
End Wage	100% Competencies	\$ 40.00 /hour

Hours of Work and Working Conditions and Overtime Provision:

Eight (8) hours of labor constitutes a day's work. Employment beyond eight (8) hours in any workday or more than six (6) days in any workweek requires the employee to be compensated for the overtime at not less than one and one-half times the employee's regular rate of pay for all hours worked in excess of eight (8) hours, up to and including 12 hours in any workday, and for the first eight (8) hours worked on the seventh consecutive day of work in a workweek; and double the employee's regular rate of pay for all hours worked in excess of 12 hours in any workday and for all hours worked in excess of eight (8) on the seventh consecutive day of work in a workweek. If employers utilize an alternative workweek schedule in accordance with the California Industrial Welfare Commission Orders, the overtime will be determined and paid in accordance with the applicable alternative workweek provisions.

The workday and workweek and all other conditions of employment for apprentices shall conform to all applicable laws and regulations and shall not be greater than for those of a professional worker.

Overtime shall not be allowed if it will interfere with or impair the training or be detrimental to the health and safety of the apprentice.

ARTICLE III Work-Training

- 1) The employer shall see that all apprentices are under the supervision of a qualified professional worker or instructor and shall provide the necessary diversified experience and training in order to develop the apprentice into a proficiently skilled worker, as outlined herein.
- 2) Each apprentice shall be trained in the use of new equipment, materials and processes as they come into use in the occupation.
- 3) The major categories in which apprentices will be trained (although not necessarily in the order listed) are as follows:

Competency Check List

Demonstrates Fundamentals: Apprentice can perform the task with some coaching.

Proficient in Task: Apprentice performs task properly and consistently.

Completion Date: Date apprentice completes final demonstration of competency.

Detailed Work Activities: Initial and date each task when Competency Check List has been completed.

1. Philosophy and Program Overview:

- Introduction to the Apprenticeship Program, its goals, and the role of historically underrepresented industry workers.

2. Fundamentals of Music Editing:

- Comprehensive training on the understanding the fundamentals of music editing.

3. Working with Film and Television Soundtracks:

- Spotting Sessions: Learn how to participate in spotting sessions with directors and composers, identifying where music should be placed in a scene and discussing its purpose.
- Temp Tracks and Score Assembly: Understand how to create effective temp tracks that guide the final score, and how to assemble the final music tracks in sync with the picture.
- Editing Pre-Existing Music: Gain skills in editing and adapting pre-existing music to fit the timing, mood, and structure of a scene, ensuring smooth transitions and emotional impact.

4. Collaboration with the Creative Team:

- Working with Composers and Directors: Develop strategies for communicating effectively with composers, directors, and producers, balancing creative input with technical execution.
- Managing Revisions and Feedback: Learn to efficiently manage revisions based on feedback, ensuring the music meets the creative vision and technical requirements of the project.
- Music Licensing and Rights: Understand the basics of music licensing, rights management, and how to ensure all music used in a project is properly cleared and licensed.

5. Technical Mastery and Sound Design Integration:

- Advanced DAW Techniques: Explore advanced techniques in DAWs like Pro Tools, Logic Pro, or Cubase, including automation, EQ, and mixing to enhance the quality of the music track.
- Integrating Music with Sound Design: Learn how to blend music seamlessly with sound effects and dialogue, ensuring that all elements of the soundtrack work together harmoniously.
- Conforming Music to Picture Changes: Master the process of conforming music tracks to updated edits of the picture, ensuring that all cues remain in sync after changes to the film or episode.

6. Evaluation and Feedback:

- Regular evaluations, feedback sessions, and strategies for continuous improvement during the program tenure.

ARTICLE IV Related Instruction

Apprentices shall satisfactorily complete prescribed courses of related and supplemental instruction, which will not be less than 144 hours per year. Related and supplemental instruction will be provided by Musicians At Play and overseen by San Diego County Office of Education.

Time spent in related and supplemental instruction may be compensated.

<u>Course Title</u>	<u>Hours</u>
Fundamentals of Music Editing	30
Working with Film and Television Soundtracks	30
Collaboration with the Creative Team	30
Technical Mastery and Sound Design Integration	30
Professional Practices and Career Development	24
Total RSI	144

ARTICLE V Ratio

The ratio of apprentices to professional workers shall be:

- 1) Ratio #1: Each professional worker may supervise one (1) apprentice(s)

Attachment B-11

Training Schedule and Working Conditions

Musicians At Play

Occupation

Occupation: Music Royalty Administration

O*Net Code: 13-1111.00

Article I Term of Apprenticeship and Probation

The standard term of apprenticeship shall be competency based with 144 related and supplemental instruction (RSI) hours and completed within approximately 12 months.

The period of probation shall be reasonable in relation to the full apprenticeship term, with full credit given for such period toward completion of the apprenticeship, and in no event shall exceed the shorter of 25 percent of the length of the program or one (1) year. The period of probation shall be three (3) months.

Article II Wage Schedule

Professional Worker Wage:

\$ 40.00 per hour effective 11/4/2024.

Apprentice Wage and Advancement Schedule:

In no case shall an Apprentice receive a starting wage that is less than the applicable federal, state or local entity (city or county) minimum wage, whichever is higher for the county or city where the apprentice is working. The applicable minimum wage law shall establish the effective date of the minimum wage.

To advance from one period to the next, the apprentice shall have met the following requirements:

1st period	0% Competencies	\$ 21.42 /hour
2nd period	25% Competencies	\$ 25.00 /hour
3rd period	50% Competencies	\$ 35.00 /hour
4th period	75% Competencies	\$ 37.00 /hour
End Wage	100% Competencies	\$ 40.00 /hour

Hours of Work and Working Conditions and Overtime Provision:

Eight (8) hours of labor constitutes a day's work. Employment beyond eight (8) hours in any workday or more than six (6) days in any workweek requires the employee to be compensated for the overtime at not less than one and one-half times the employee's regular rate of pay for all hours worked in excess of eight (8) hours, up to and including 12 hours in any workday, and for the first eight (8) hours worked on the seventh consecutive day of work in a workweek; and double the employee's regular rate of pay for all hours worked in excess of 12 hours in any workday and for all hours worked in excess of eight (8) on the seventh consecutive day of work in a workweek. If employers utilize an alternative workweek schedule in accordance with the California Industrial Welfare Commission Orders, the overtime will be determined and paid in accordance with the applicable alternative workweek provisions.

The workday and workweek and all other conditions of employment for apprentices shall conform to all applicable laws and regulations and shall not be greater than for those of a professional worker.

Overtime shall not be allowed if it will interfere with or impair the training or be detrimental to the health and safety of the apprentice.

ARTICLE III Work-Training

- 1) The employer shall see that all apprentices are under the supervision of a qualified professional worker or instructor and shall provide the necessary diversified experience and training in order to develop the apprentice into a proficiently skilled worker, as outlined herein.
- 2) Each apprentice shall be trained in the use of new equipment, materials and processes as they come into use in the occupation.
- 3) The major categories in which apprentices will be trained (although not necessarily in the order listed) are as follows:

Competency Check List

Demonstrates Fundamentals: Apprentice can perform the task with some coaching.

Proficient in Task: Apprentice performs task properly and consistently.

Completion Date: Date apprentice completes final demonstration of competency.

Detailed Work Activities: Initial and date each task when Competency Check List has been completed.

1. Philosophy and Program Overview:

- Introduction to the Apprenticeship Program, its goals, and the role of historically underrepresented composers and musicians.

2. Learn basics of catalog setup, royalty collection, and statement processing:

- Skills Covered: Excel, data management, problem-solving, royalty software (Music Maestro, Record Maestro).

3. Practical Experience:

- Assist with day-to-day tasks in the Royalties Department.
- Tasks: Set up songs/masters/products
- Input royalty statements and sales files
- Prepare and review royalty statements
- Create reports and manual statements
- Analyze 3rd party statements
- Resolve royalty inquiries
- Liaise with publishing administrator
- Handle quarter-end tasks
- Analyze artist and composer contracts

4. Professional Development and Industry Knowledge:

- Develop Skills Advanced Microsoft Excel (vlookups, sumif, pivottables)
- Mathematical abilities
- Analytical and organizational skills
- Ability to meet deadlines and work under pressure
- Benefits: Gain hands-on experience in the music industry

5. Evaluation and Feedback:

- Regular evaluations, feedback sessions, and strategies for continuous improvement during the program.

ARTICLE IV Related Instruction

Apprentices shall satisfactorily complete prescribed courses of related and supplemental instruction, which will not be less than 144 hours per year. Related and supplemental instruction will be provided by Musicians At Play and overseen by San Diego County Office of Education.

Time spent in related and supplemental instruction may be compensated.

<u>Course Title</u>	<u>Hours</u>
Learn the basics of catalog setup, royalty collection, and statement processing.	48
Practical Experience	48
Professional Development and Industry Knowledge	48
Total RSI	144

ARTICLE V Ratio

The ratio of apprentices to professional workers shall be:

- 1) Ratio #1: Each professional worker may supervise one (1) apprentice(s)

Attachment B-12

Training Schedule and Working Conditions

Musicians At Play

Occupation

Occupation: Audio/Sound Engineer

O*Net Code: 27-4014.00

Article I Term of Apprenticeship and Probation

The standard term of apprenticeship shall be competency based with 144 related and supplemental instruction (RSI) hours and completed within approximately 24 months.

The period of probation shall be reasonable in relation to the full apprenticeship term, with full credit given for such period toward completion of the apprenticeship, and in no event shall exceed the shorter of 25 percent of the length of the program or one (1) year. The period of probation shall be three (3) months.

Article II Wage Schedule

Professional Worker Wage:

\$ 40.00 per hour effective 11/4/2024.

Apprentice Wage and Advancement Schedule:

In no case shall an Apprentice receive a starting wage that is less than the applicable federal, state or local entity (city or county) minimum wage, whichever is higher for the county or city where the apprentice is working. The applicable minimum wage law shall establish the effective date of the minimum wage.

To advance from one period to the next, the apprentice shall have met the following requirements:

1st period	0% Competencies	\$ 21.42 /hour
2nd period	25% Competencies	\$ 25.00 /hour
3rd period	50% Competencies	\$ 35.00 /hour
4th period	75% Competencies	\$ 37.00 /hour
End Wage	100% Competencies	\$ 40.00 /hour

Hours of Work and Working Conditions and Overtime Provision:

Eight (8) hours of labor constitutes a day's work. Employment beyond eight (8) hours in any workday or more than six (6) days in any workweek requires the employee to be compensated for the overtime at not less than one and one-half times the employee's regular rate of pay for all hours worked in excess of eight (8) hours, up to and including 12 hours in any workday, and for the first eight (8) hours worked on the seventh consecutive day of work in a workweek; and double the employee's regular rate of pay for all hours worked in excess of 12 hours in any workday and for all hours worked in excess of eight (8) on the seventh consecutive day of work in a workweek. If employers utilize an alternative workweek schedule in accordance with the California Industrial Welfare Commission Orders, the overtime will be determined and paid in accordance with the applicable alternative workweek provisions.

The workday and workweek and all other conditions of employment for apprentices shall conform to all applicable laws and regulations and shall not be greater than for those of a professional worker.

Overtime shall not be allowed if it will interfere with or impair the training or be detrimental to the health and safety of the apprentice.

ARTICLE III Work-Training

- 1) The employer shall see that all apprentices are under the supervision of a qualified professional worker or instructor and shall provide the necessary diversified experience and training in order to develop the apprentice into a proficiently skilled worker, as outlined herein.
- 2) Each apprentice shall be trained in the use of new equipment, materials and processes as they come into use in the occupation.
- 3) The major categories in which apprentices will be trained (although not necessarily in the order listed) are as follows:

Competency Check List

Demonstrates Fundamentals: Apprentice can perform the task with some coaching.

Proficient in Task: Apprentice performs task properly and consistently.

Completion Date: Date apprentice completes final demonstration of competency.

Detailed Work Activities: Initial and date each task when Competency Check List has been completed.

1. Philosophy and Program Overview:

- Introduction to the Apprenticeship Program, its goals, and the role of historically underrepresented composers and musicians.

2. Digital Audio Workstations and Editing:

- Comprehensive training on the understanding the fundamentals of audio recording.

3. Recording Techniques for Different Settings:

- Studio Recording: Learn the intricacies of recording in a studio environment, including setting up sessions, optimizing acoustics, and managing multiple tracks and instruments.
- Live Sound Engineering: Understand the challenges of live sound engineering, including setting up and operating sound systems for concerts, events, and broadcasts, while managing feedback and ensuring clear audio.
- Field Recording: Explore techniques for capturing high-quality audio in various outdoor and on-location settings, including handling environmental noise and using portable recording equipment.

4. Mixing and Mastering:

- Mixing Essentials: Gain a deep understanding of the mixing process, including balancing levels, panning, EQ, and creating depth and space within a mix.
- Advanced Mixing Techniques: Explore advanced mixing concepts such as parallel processing, side chain compression, and mix bus processing to achieve professional-quality results.
- Mastering for Different Formats: Learn the final stage of audio production—mastering, ensuring that tracks are optimized for various formats (e.g. ,streaming, vinyl, CD) and consistent across all playback systems.

5. Professional Development and Industry Knowledge:

- Building a Portfolio: Learn how to create a professional portfolio that show cases your audio engineering work across different genres and projects, including music, film, and live events.
- Networking and Career Building: Develop strategies for networking with artists, producers, and industry professionals, and learn how to market your skills to secure freelance and full-time opportunities.
- Ethics and Client Relations: Understand the importance of professionalism, including how to manage client relationships, communicate effectively, and maintain ethical standards in all aspects of audio production.

6. Evaluation and Feedback:

- Regular evaluations, feedback sessions, and strategies for continuous improvement during the program tenure.

ARTICLE IV Related Instruction

Apprentices shall satisfactorily complete prescribed courses of related and supplemental instruction, which will not be less than 144 hours per year. Related and supplemental instruction will be provided by Musicians At Play and overseen by San Diego County Office of Education.

Time spent in related and supplemental instruction may be compensated.

<u>Course Title</u>	<u>Hours</u>
Core Principles of Audio Engineering	30
Digital Audio Workstations and Editing	30
Recording Techniques for Different Settings	30
Mixing and Mastering	30
Professional Development and Industry Knowledge	24
Total RSI	144

ARTICLE V Ratio

The ratio of apprentices to professional workers shall be:

- 1) Ratio #1: Each professional worker may supervise one (1) apprentice(s)