



**Local 180: Musicians’ Association of Ottawa-Gatineau,
Including Sudbury and Huntsville**

2025 Price List and Regulations

In effect from January 1 to December 31, 2025

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Overview

Local 180 members should always consult the latest version of the price list available on the [Local 180 website](#) to ensure they have up-to-date information on prices and regulations. This price list can be revised at any time by the Executive Board where no membership vote is required.

Note to contractors

All contractors are **obligated** to confirm contracts with the Local 180 office **before an engagement** to ensure that appropriate scale fees, pension contributions, work dues and administration fees (if applicable) are applied.

Contractors are personally liable for any errors and omissions in the contracts they administer.

Contractors are encouraged to contact the Local 180 office for anything they need before they finalize their contracts.

General Production Agreement is required for live streams and performances publicly posted online

A General Production Agreement (GPA) is mandatory for:

- any engagement that is live-streamed
- any live engagement that is posted online for public viewing

Such engagements often use clause 4B (miscellaneous community orchestras), but any engagement that uses a clause in Local 180's price list must have a GPA in place where the performance will be live-streamed or posted publicly.

A GPA is essential to protect the digital image of members if a third party exploits a performance that is publicly available online. To protect members, contractors **must**:

- ask clients whether the engagement will be live-streamed, posted publicly, or be kept for archival purposes (no GPA is required for strictly archival purposes; however, Local 180 has a report form that contractors must complete)
- contact the Secretary-Treasurer of Local 180 to set up a GPA when an engagement will be live-streamed or posted publicly

If a client live-streams or posts a performance publicly and no GPA is in place, contractors should contact the Secretary-Treasurer promptly to seek the protection of members.

Musicians' Pension Fund of Canada

There is a **minimum 12% contribution** to a **maximum 18% contribution** on all clauses except where specified.

Work dues

- Work dues for regular engagements (live with no recording): 3%
- Work dues for regular engagements paid through the Local 180 office (live with no recording): 5%

Overtime

To be calculated on a pro rata basis.

Temporary members

3% work dues (unless otherwise specified) + 10% fee of scale wages (except for clauses 1C and 9C); may be used only three times per year. Please call the Local 180 office when hiring a temporary member. Fees paid will be applied to yearly membership dues.

Promotion through social media

Clients may use up to two minutes of music from a recorded performance or rehearsal to promote an event through social media, provided copyright is respected. A union contract must be in place for protection of members in case the recording is exploited. In addition:

- the client is responsible for administering mechanical and synchronization rights, as applicable
- the contractor should advise the client to call the Local 180 office for clarification of the client's legal obligations

Travel (for all engagements)

See the explanation of geographical zones in [Appendix C](#). Pension contributions may be calculated for amounts paid for travel to geographical zones.

Zone A: Regular scale wages Zone B: Add \$14.50 to scale wages	Zone C: Add \$22.00 to scale wages Zone D (anything outside Zone C): Add \$30.00 to scale wages
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Liability insurance

Upon request, Local 180 can obtain liability insurance of \$2 million for members' engagements. For clients who request proof of liability insurance, Local 180 will provide an insurance certificate from its insurance provider, which involves documenting the venue, venue owner, corporate address and other details. The cost to engagement leaders for this service is \$150 to cover staff time in obtaining the certificate. Members can incorporate this cost into their contracts.

Other requirements (for all engagements)

- Additional fees (meals, lodging, mileage, etc.) negotiated on a per-contract basis.
- Members required by a leader to use their own vehicles for engagements in Zones C and D (see [Appendix C](#)) must be paid by the employer at a rate of \$0.70 per km.
- Cartage fees for large or heavy instruments: see [Appendix A](#).

Notice to members

Any member not clearly understanding the regulations governing price (or for any class of business that is not provided for in this price list) must contact the Local 180 office. All prices in this price list apply to engagements within the jurisdiction of Local 180 only.

Percentage rates used to calculate fees for leadership roles

For all clauses, the percentages provided in the following are **over and above musicians' scale fees** when members have a leadership role.

For all engagements

Steward Musician's scale + 10%	Principal player Musician's scale + 10%	Librarian Musician's scale + 50%
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9 or fewer musicians

Leader Musician's scale + 50% = (musician's scale × 1.5)	Non-playing contractor Same as musician's scale
Concertmaster Musician's scale + 50% = (musician's scale × 1.5)	Playing contractor Musician's scale + 50% = (musician's scale × 1.5)

10 or more musicians

Leader Musician's scale + 100% = (musician's scale × 2)	Non-playing contractor Same as musician's scale
Concertmaster Musician's scale + 100% = (musician's scale × 2)	Playing contractor Musician's scale + 100% = (musician's scale × 2)

Clause 1A: Miscellaneous engagements

Three-hour call • Rehearsals: same rate as performance • Minimum 12% to maximum 18% pension • Any performance or rehearsal contracted under clause 1A and scheduled on a holiday shall be paid double the rate for that service. Holidays are defined as follows:

- New Year's Day
- Good Friday
- Easter Sunday
- Canada Day
- Labour Day
- Thanksgiving
- Christmas Eve (after 6 pm)
- Christmas Day
- Boxing Day
- New Year's Eve (after 6 pm)

Musician: \$67.00 per hour	Leader: \$100.50 per hour
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Clause 1B: Miscellaneous engagements that finish before 9 pm

Minimum 12% to maximum 18% pension • Any performance or rehearsal contracted under clause 1B and scheduled on a holiday shall be paid double the rate for that service. Holidays are defined as follows:

- New Year's Day
- Good Friday
- Easter Sunday
- Canada Day
- Labour Day
- Thanksgiving
- Christmas Eve (after 6 pm)
- Christmas Day
- Boxing Day
- New Year's Eve (after 6 pm)

1.5 hours Musician: \$115.00 Leader: \$172.50	2 hours Musician: \$144.00 Leader: \$216.00
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Clause 1C: Miscellaneous engagements where no admission is charged

Two-hour call • 5% work dues • 25% temporary membership fee • Performances of a patriotic, charitable, educational, civic and general public nature where no admission is charged. • Includes musical performances considered Music Performance Trust Fund (MPTF) engagements or engagements coordinated by the Local 180 office. • Minimum 12% to maximum 18% pension

Musician: \$139.00 per service	Leader: \$208.50 per service
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Clause 1D: Miscellaneous engagements at retirement / long-term care facilities

One-hour call • Minimum 12% to maximum 18% pension

\$95.00 per musician (no leader's fee applicable)

Clause 2A: Accompaniment for solo recital performances

Two-hour call • Minimum 12% to maximum 18% pension

\$154.00 per hour

Clause 2B: Piano/instrumental accompaniment for auditions or competitions

No minimum call • Minimum 12% to maximum 18% pension

\$97.00 per hour

Clause 2C: Community group or choir accompaniment / student accompanist

Three-hour call • Minimum 12% to maximum 18% pension

\$139.00 per service or \$59.00 per hour
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Clause 2D: Emerging artists' showcase engagements coordinated by the Local

Three-hour call • 5% work dues • Minimum 12% to maximum 18% pension

Musician: \$86.00 per service	Leader: \$129.00 per service
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Clause 3A: Professional shows

Rehearsals: same rates as performances • Minimum 12% to maximum 18% pension • Any performance or rehearsal contracted under clause 3A (for any of the three sizes of venues) and scheduled on a holiday shall be paid double the rate for that service. Holidays are defined as follows:

- New Year's Day
- Good Friday
- Easter Sunday
- Canada Day
- Labour Day
- Thanksgiving
- Christmas Eve (after 6 pm)
- Christmas Day
- Boxing Day
- New Year's Eve (after 6 pm)

Venues of 1,000 seats or fewer

9 or fewer musicians

Musician: \$213.00 per service Leader: \$319.50 per service Non-playing contractor: \$213.00 per service	Playing contractor: \$319.50 per service Steward: \$234.30 per service
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10 or more musicians

Musician: \$213.00 per service Leader: \$426.00 per service Non-playing contractor: \$213.00 per service	Playing contractor: \$426.00 per service Steward: \$234.30 per service
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Venues of 1,001 to 3,500 seats

9 or fewer musicians

Musician: \$239.00 per service Leader: \$358.50 per service Non-playing contractor: \$239.00 per service	Playing contractor: \$358.50 per service Steward: \$262.90 per service
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10 or more musicians

Musician: \$239.00 per service Leader: \$478.00 per service Non-playing contractor: \$239.00 per service	Playing contractor: \$478.00 per service Steward: \$262.90 per service
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Venues of 3,501+ seats

9 or fewer musicians

Musician: \$287.00 per service Leader: \$430.50 per service Non-playing contractor: \$287.00 per service	Playing contractor: \$430.50 per service Steward: \$315.70 per service
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10 or more musicians

Musician: \$287.00 per service Leader: \$574.00 per service Non-playing contractor: \$287.00 per service	Playing contractor: \$574.00 per service Steward: \$315.70 per service
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Clause 4A: Amateur theatre

Three-hour call • 12 or more services • Rehearsals: same as performance • Minimum 12% to maximum 18% pension • 15% premium for any player who appears on stage as part of the production

Prior permission from the Local 180 office is required for the use of this clause for other purposes. Note that for keyboardists, doubling applies if the musician supplies patches.

9 or more musicians

Musician: \$127.00 per service Non-playing contractor: \$127.00 per service Playing contractor: \$190.50 per service Non-playing music director: \$254.00 per service (musician's scale × 2)	Playing music director: \$317.50 per service (musician's scale × 2.5) Steward: \$139.70 per service
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10 or more musicians

Musician: \$127.00 per service Non-playing contractor: \$127.00 per service Leader: \$254.00 per service Playing contractor: \$254.00 per service	Non-playing music director: \$254.00 per service (musician's scale × 2) Playing music director: \$381.00 per service (musician's scale × 3) Steward: \$139.70 per service
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Clause 4B: Miscellaneous community orchestras

Three-hour call • Rehearsals: same as performance • Minimum 12% to maximum 18% pension

- Prior permission from the Local 180 office is required for the use of this clause and for a determination of any overtime fees.
- **Contractors must contact the Secretary-Treasurer to administer a General Production Agreement when an engagement will be live-streamed or posted online publicly (see note under "[Overview](#)" on page 3).**

9 or fewer musicians

Musician: \$130.00 per service Playing contractor: \$195.00 per service	Non-playing contractor: \$130.00 per service Leader: \$195.00 per service Steward: \$143.00 per service
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10 or more musicians

Musician: \$130.00 per service Playing contractor: \$260.00 per service	Non-playing contractor: \$130.00 per service Leader: \$260.00 per service Steward: \$143.00 per service
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Clause 4C: Chamber music concerts

Minimum 12% to maximum 18% pension

Musician: \$330.00 per performance

Clause 4E: Professional theatre

Rehearsals: same rates as performances • Minimum 12% to maximum 18% pension • 25% premium for any player who appears on stage as part of the production • Any performance or rehearsal contracted under clause 4E (for any of the three classes of houses) and scheduled on a holiday shall be paid double the rate for that service. Holidays are defined as follows:

- | | | |
|------------------|------------------------------|-------------------------------|
| • New Year's Day | • Labour Day | • Boxing Day |
| • Good Friday | • Thanksgiving | • New Year's Eve (after 6 pm) |
| • Easter Sunday | • Christmas Eve (after 6 pm) | |
| • Canada Day | • Christmas Day | |

Class A houses of 1,000 seats and over

Three-hour call

Musician: \$1,594.00 per week (to a maximum of 8 services)	Leader: \$2,391.00 per week (to a maximum of 8 services) Steward: \$1,753.40 (to a maximum of 8 services)
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Individual/additional services

Musician: \$224.00 per service Leader (9 or fewer musicians): \$336.00 per service	Leader (10 or more musicians): \$448.00 per service Steward: \$246.40 per service
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Class B houses of 500 to 999 seats

Three-hour call

Musician: \$1,437.00 per week (to a maximum of 8 services)	Leader: \$2,155.50 per week (to a maximum of 8 services) Steward: \$1,580.70 (to a maximum of 8 services)
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Individual/additional services

Musician: \$201.00 per service Leader (9 or fewer musicians): \$301.50 per service	Leader (10 or more musicians): \$402.00 per service Steward: \$221.10 per service
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Class C houses of 499 seats and under

Three-hour call

Musician: \$1,244.00 per week (to a maximum of 8 services)	Leader: \$1,866.00 per week (to a maximum of 8 services) Steward: \$1,368.40 (to a maximum of 8 services)
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Individual/additional services

Musician: \$176.00 per service Leader: \$264.00 per service	Leader (10 or more musicians): \$352.00 per service Steward: \$193.60 per service
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Clause 5A: Miscellaneous engagements in bars, taverns and dining lounges open to the public

One-hour call minimum • Minimum 12% to maximum 18% pension

1 to 2 musicians Musician: \$51.00 per hour Leader: \$76.50 per hour	6 to 9 musicians Musician: \$35.00 per hour Leader: \$52.50 per hour
3 to 5 musicians Musician: \$40.00 per hour Leader: \$60.00 per hour	10 musicians and over Musician: \$30.00 per hour Leader: \$45.00 per hour

Clause 5B: Continuous weekly engagements in bars, taverns and dining lounges open to the public

Three-hour call (using 6 or more musicians) • Minimum 12% to maximum 18% pension

Musician: \$36.00 per hour	Leader: \$54.00 per hour
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Clause 5C: Miscellaneous engagements in bars, taverns and dining lounges open to the public and seating of 75 or fewer

One-hour call minimum • Minimum 12% to maximum 18% pension

Musician: \$36.00 per hour	Leader: \$54.00 per hour
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Clause 6A: Casino engagements

Three-hour call • Minimum 12% to maximum 18% pension • Use clause 1A rates

Clause 7A: Copying, orchestrating and composing music

CBC rates shall apply. Please call the Local 180 office for rates.

Clause 7B: Lead sheets, transcriptions, music preparation, music sound consultant, researcher, coordinator

Minimum 12% to maximum 18% pension

\$98.00 per hour

Clause 7C: Coaching, teaching, miscellaneous educational services and workshops

Minimum 12% to maximum 18% pension

Coaching of professionals: \$94.00 per hour Regular students: \$58.00 per hour	Students under 10 years: \$27.00 per half hour
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Clause 8A: Sound and instrument technician

Same as contracted musician.

Clause 8B: Sound recording engineer

Minimum 12% to maximum 18% pension

\$98.00 per hour

Clause 9A: Limited press recordings (3,000 copies or fewer)

Two-hour call • Minimum 12% to maximum 18% pension • 5% work dues

Musician: \$65.00 per hour	Leader: \$97.50 per hour
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Please call the Local 180 office to correctly complete the Limited Pressings and Digital Distribution Agreement for Canada. For all other recordings, CBC rates shall apply.

Clause 9B: Local radio, TV, cable remotes and webcasts

Minimum 12% to maximum 18% pension • 5% work dues

Musician: \$60.00 per hour	Leader: \$90.00 per hour
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Clause 9C: Live-streaming engagements coordinated by the Local 180 office

Three-hour call • 25% temporary membership fee • Mandatory 10% image fee • Minimum 12% to maximum 18% pension • 5% work dues

Live-streaming engagements of a patriotic, charitable, educational, civic and/or general public nature where no admission is charged. Includes musical performances considered Music Performance Trust Fund (MPTF) engagements or engagements coordinated by the Local 180 office. All Local 180 performance premiums (e.g., doubling fee, principal fee) apply.

Please call the Local 180 office prior to performing under this clause. Although live streaming is authorized, capture for the purposes of subsequent copies, broadcast or transmission is not permitted in the absence of a signatory to the appropriate AFM agreement.

Example

Leader and/or technician: \$84.00 per hour × 3 = \$252.00	Musician: \$56.00 per hour × 3 = \$168.00
Image fee (10%): \$25.20	Image fee (10%): \$16.80
Total scale fee: \$277.20	Total scale fee: \$184.80
Pension (12%): \$33.26	Pension (12%): \$22.18
Work dues (5%): \$13.86	Work dues (5%): \$9.24
Total cost to employer: \$310.46	Total cost to employer: \$206.98
Total net pay to musician: \$263.34	Total net pay to musician: \$175.56

Doubling

Doubling shall not apply to miscellaneous dances or engagements in lounges, bars or nightclubs. For all other engagements where a player is required to play more than one instrument, an additional fee over and above the regular basic scale must be charged as follows:

- 1st additional instrument: 50% above musician's scale
- 2nd additional instrument: 25% above musician's scale
- 3rd additional instrument and over: 15% above musician's scale

The following combinations of instruments are **not** considered doubles:

Woodwinds

- Alto and tenor saxophones
- Bb clarinet and A clarinet

Trumpets

- Any two of Bb trumpet, C trumpet, cornet
- Any two of D trumpet, Eb trumpet, piccolo trumpet

Percussion

If a member is required to play instruments listed in more than one of the following categories, the extra instrument(s) would constitute doubling or tripling.

Category 1

Drum set (drum kit, trap set): A set of cymbals and drums, including pedal(s), played together by a single player in a stylistically unified way. The use of some additional small percussion instruments played with drumsticks (e.g., wood blocks, cowbells) as part of the drum set does not constitute doubling.

Category 2

Timpani

Category 3

Mallet instruments: instruments of a keyboard or chromatic nature, excluding bell tree, such as:

- Orchestra bells / glockenspiel
- Xylophone
- Vibraphone
- Marimba
- Chimes / tubular bells
- Crotales

Category 4

Hand drums: drums that are played with bare hands, such as:

- Congas
- Bongos
- Djembés

Category 5

Other percussion: Any percussion instrument not listed in categories 1 to 4 above; includes whistles and instruments used for sound effects

Professional showcases, jamborees, festivals and fundraising events

All rates for engagements not specifically covered by any other clause must be approved by the Executive Board and the Local 180 office and be received at least two weeks prior to the proposed date of the engagement. The Executive Board and the Local 180 office also reserve the right to define certain conditions for performances.

Professional sound equipment

100% of musician's scale (3-hour minimum) • Minimum 12% to maximum 18% pension

Includes equipment such as speakers, monitors, microphones, wires provided by the leader or any musician.

Appendix A: Cartage fees for large or heavy instruments

After consulting with other Locals in Canada, Local 180 suggests the following fees for cartage:

- Concert pedal harp: \$90 per trip (one way)
- Timpani: \$90 per trip (one way) for a pair; \$30 per trip (one way) for each additional drum
- Concert bass drum: \$50 per trip (one way)
- Mallet percussion (excluding glockenspiel): \$60 per trip (one way)
- Tubular bells; 5-octave marimba: \$120 per trip (one way)
- Celeste or keyboard glockenspiel: \$90 per trip (one way)
- Drum set: from \$50 per trip (one way)

If the total weight of instruments required by a player exceeds 50 kg (i.e., multiple percussion, multiple wind instruments, etc.): \$90 per trip (one way)

Cartage fees for other large instruments should be negotiated.

Cartage fees **may not be included** in calculations for pension contributions.

Note on rental and cartage fees

Rental and cartage of instruments are two distinct services that involve two separate fees. Where a member plays a large or heavy instrument that they own, a rental fee is not normally charged but a cartage fee normally applies.

Appendix B: Glossary of terms

annual membership dues

A fixed sum payable annually by a Local 180 member in accordance with Local 180 by-laws.

arranger

Musician who transforms an existing musical work to be performed in another form. The arranger's work involves the re-harmonizing, paraphrasing and/or development of a musical work in order to highlight its melodies, harmonies and rhythms in the form of a musical score.

assistant concertmaster

In classical music, a violinist who plays the same part as the concertmaster and who is called upon to fill in if the concertmaster is absent.

audition accompanist

Musician who accompanies a candidate for an audition.

background music

Performance played in the background before the public, with the goal of creating an atmosphere of musical ambiance.

break

Rest period in the course of a musical service.

cartage

The fee charged by a musician to the engager for the transportation of heavy instruments and/or cumbersome gear to a rehearsal or performance.

chamber music ensemble

In classical music, an ensemble composed of two or more musicians who each play a distinct musical part, without a leader (conductor).

concertmaster

Violinist who acts as the principal player of the entire string section of an orchestra. This musician is also responsible for indicating bowings.

continuous engagement

An engagement consisting of performances, repeated at least once a week over a period of consecutive weeks or months at the same location.

contractor

Musician whose mandate, among other tasks, is to recruit musicians, verify their status with the Local 180, and to complete and sign the standard contract on behalf of other musicians. They may be playing or non-playing contractors. Playing contractors are paid the same as the leader on an engagement; non-playing contractors are paid the same as a musician on the engagement.

copyist

Musician who extracts and reproduces instrumental parts from a musical score.

educational concert

A concert that includes educational components and ongoing commentary including, among other topics, the instruments being played, the music being performed, etc.

fee

A sum of money payable to the musician and ensuing from his or her standard contract, which may include remuneration superior to the minimum scale established by the Local 180. The fee does not include lodging, travel, meal allowances, instrument transport charges or any applicable tax.

image fee

An image fee, as referred to in AFM media agreements, is additional remuneration required when a visual capture of a performance is used to enhance an audio recording and is synchronized with it.

instrument doubling

The addition of one or more instruments played by the same musician in the course of an engagement.

instrument transport allowance

Sum allotted to compensate for the costs of transporting a musical instrument or necessary gear.

leader

Musician who directs other musicians for the performance of musical works. In classical music, the non-playing leader is referred to as the conductor.

minimum fee

A minimum remuneration that the producer must pay to the musician upon hiring their services. The minimum fee includes all additional percentages (pension, work dues, etc.) relative to the function fulfilled. The minimum fee does not include lodging, travel, meal allowances, instrument transport charges or any applicable tax.

miscellaneous engagement

An engagement of musical services on an occasional basis that cannot be classified in any other clause.

music director

The person responsible for the musical aspects of a performance, production or organization.

music librarian

Musician who manages the musical parts written for performances.

musician

Any artist for whom the Local 180 negotiates minimum working conditions, including the leader (conductor), arranger, orchestrator, copyist, contractor, music librarian and any other person who plays an instrumental part during a performance.

orchestrator

Musician who adapts a musical work for specific instrumentation, without changing the melodies, countermelodies, harmonies or rhythms of that work.

overtime

Time exceeding the maximum duration of a show or concert, or the maximum duration of a performance provided for in the standard contract.

patch

A synthesizer patch is an overall sound setting. When a synthesizer patch is uploaded to a personal computer that has patch editing software installed, the user can alter the parameters of the patch and download it back to the synthesizer.

pension fund contribution

Contribution paid by the engager to the Musicians' Pension Fund of Canada for every musician on a contract.

performance

Musical services, including a show, a concert, a rehearsal and background music. All musical services executed by an arranger, copyist, music librarian and orchestrator are also regarded as a performance.

principal player

In classical music, a musician who, in a section made up of more than one identical instrument (with the exception of the first violin section), plays the first part and is responsible for the section. Also considered a principal player is the musician alone in his or her section, along with those who play one of the following instruments without doubling: piccolo, English horn, Eb clarinet, bass clarinet, contrabass clarinet, contrabassoon, piccolo trumpet, alto trombone, bass trombone, contrabass trombone, euphonium and tuba.

pro rata

Divided in a proportional way; calculated on a pro-rated basis. For example, one hour of overtime would be pro-rated (calculated) as one third of the fee charged for a three-hour service (\$300 for a three-hour service would be pro-rated at \$100 per hour).

recital accompanist

Musician who plays with a recitalist in order to harmonically support the recitalist's performance.

recitalist

In classical music, the musician featured in a recital, with or without an accompanist.

rehearsal

The hours of work that a musician devotes to the preparation of a show or concert, or of background music.

rehearsal accompanist

Musician who accompanies one or more artists during rehearsals.

show or concert

Public or private performance during which one or more musical works are played.

signatory

Playing musician responsible for the signing of the standard contract.

soloist

In classical music, a musician who interprets in solo a work or movement of a work, accompanied by an orchestra.

sound check

Rehearsal intended for the sole purpose of assessing or testing the sound system or the acoustics of a hall.

standard contract

Form provided by Local 180 outlining the conditions of an agreed-upon engagement between the musicians and the producer.

steward

A union representative, union steward or shop steward is an employee of an organization or company who represents and defends the interests of her or his fellow employees but who is also a labour union official. Rank-and-file members of the union hold this position voluntarily (through democratic election by fellow workers or sometimes by appointment of a higher union body) while maintaining their role as an employee. As a result, the union steward becomes a significant link and conduit of information between the union leadership and rank-and-file workers.

strolling musician

A musician who is required to roam in the course of his or her performance.

temporary member

Musicians who are not members of the AFM/CFM but are contracted upon certain terms and conditions, by members in good standing. When a musician reaches the maximum limit of 3 engagements per year, they must join the Local. Temporary member fees paid during that year will go toward either the initiation fee or the membership fee, whichever is applicable.

work dues

A percentage, payable by every musician whether a member of the Local 180 or not, of the minimum fee.

Appendix C: Mileage allowances, charges for travel to geographical zones, and per diem rates

Mileage allowances

Members may charge \$0.70 per km¹ (round trip) to compensate for vehicle wear and tear when they drive for distances that are 35 km or more from the city hall of their community (Ottawa, Gatineau, Huntsville or Sudbury).

Mileage allowances **may not be included** in calculations for pension contributions.

Geographical zones

Geographical zones are used to calculate the fee that members may charge for travel time for distances that are 35 km or more from the city halls of their community (Ottawa, Gatineau, Huntsville or Sudbury). Amounts paid for travel to a geographical zone:

- may be used for any clause
- **may be included** in calculations for pension contributions

Zone A (fewer than 35 km from city hall): Regular scale wages

Zone B (more than 35 km from city hall): Add \$14.50 to scale wages

Zone C (more than 70 km from city hall): Add: \$22.00 to scale wages

Zone D (more than 90 km from city hall): Add \$30.00 to scale wages

Example: Calculation of mileage and zone amounts for an engagement 70 km from city hall

Mileage amount (**may not be added** to amount for pension calculation)

- $\$0.70 \times 70 \text{ km} \times 2$ (round trip) = \$98.00

Zone (**may be added** to amount for pension calculation)

- Zone C (more than 70 km from city hall): add \$22.00

For more information regarding zones and mileage allowances, please call the Local 180 office.

Per diem rates

Some employers offer a per diem rate, which is in addition to contract fees and the mileage allowance. Call the Local 180 office for information.

¹ See [Automobile allowance rates](#), Canada Revenue Agency website. The rate for mileage allowances in 2024 was \$0.70. The rate for 2025 will be posted after January 1, 2025, on the CRA's [Meal and vehicle rates used to calculate travel expenses](#) web page.