

HARLEQUIN

2024 Compensation Rates for Artists and Gig-Workers

Since 2019, Harlequin has embarked on an effort to provide living wages for our artists, gig-workers, and staff. In an effort to continue our compensation rates trending upward, and in the interest of transparency, we have standardized our production compensation. All compensation is pegged to the corresponding union rate. We continue to commit to bringing these rates up year over year as capacity allows, until all our wages are fair, equitable, and reasonable.

CREATIVE TEAM

Director (SDC member)	SDC Tier Contract Scale*
Director (Professional, non-union)	100% SDC Tier Contract Scale*
Musical Director	60% of the Director rate for the production
Assistant / Associate Director	50% of the Director rate for the production
Choreographer	40% of the Director rate for the production
Intimacy / Fight Directors	25% of the Director rate for the production
Designers (Scenic, Costume, Lighting, Sound, Video, Props)	TIER 1 SHOW: 50% of USA SDA Minimum** TIER 2 SHOW: 33% of USA SDA Minimum TIER 3 SHOW: 25% of USA SDA Minimum
Designers (Hair / Makeup)	20% of USA SDA Minimum
Consultants	<i>as negotiated</i>

PERFORMERS

Actor (AEA member)	AEA GA Tier II Scale***
Actor (non-union, <i>principal</i>)	40% of AEA GA Tier II Scale
Actor (non-union, <i>chorus/children</i>)	\$600/flat rate honorarium
Musician	\$250/rehearsals + \$75/performance honorarium
Other Performer	<i>as negotiated</i>

RUNNING CREW

Stage Manager (Professional, non-union)	\$450/wk honorarium
Assistant Stage Manager	\$300/wk honorarium
Sound Engineer	\$250/rehearsals + \$75/performance honorarium
Other Run Crew (Board Operator, Wardrobe, Spot Operator, Stagehand, etc)	\$175/wk honorarium

PRODUCTION CREW

All Production Crew (Carpenters, Painters, Electricians, etc)	Hourly, starting at minimum wage (\$16.28/hr for 2024)
--	--

***SDC = Stage Directors and Choreographers Society.** Harlequin operates on an SDC Tier Contract, the level determined by the venue capacity, the average ticket price, and the number of performances. For most productions, Harlequin is tier 3, 4, or 5 depending on ticket price and number of performances.

****USA = United Scenic Artists,** the professional union for all theatrical production design (scenic, costumes, lighting, sound, video, props) in America. Harlequin pays designers benchmarked to the USA Standard Design Agreement (SDA). USA member designers will be paid the same rate on a Project Only Agreement (including pension and health care).

*****AEA = Actors' Equity Association.** Harlequin hires AEA actors on a Guest Artist (GA) Tier II contract.