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**American Federation  
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Employers' Pension Fund**

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### **Suggested Rehab Update Compliant CBA Language**

For a collective bargaining agreement ('CBA') to be compliant with the Fund's June 2018 Update to the Rehabilitation Plan, the CBA must contain all the points specified in the Fund document "[Requirements for Approving Collective Bargaining Agreements/Employers](#)". Additionally, the correct all-inclusive contribution rate must also be stated in the CBA. The Fund recommends the rate be stated as follows:

"The Employer will contribute [x%\*] of scale wages, inclusive of all amounts required by the Fund's Rehabilitation Plan. The Fund will not consider 9.09% of these contribution payments when calculating future benefits."

NOTE: Please replace the x% shown above with the all-inclusive contribution rate for your employer  
\*where x equals 110% of the total pre-Rehab Update contribution rate.

For a chart of Rehab Update contribution rates and components [click here](#).

For a Rehab Update compliant Participation Agreement [click here](#).