

LOCAL USA 829 BROADWAY CBA 101

Assistant Designers Get to Know

The Broadway Design Membership Candidate (DMC) Program

The Broadway Design Membership Candidate (DMC) Program provides on the job training to inexperienced designers by allowing them to work alongside experienced designers in their design category. Under the Program, DMCs receive all the protections of a Union contract (including minimum salary and benefits contributions.).

To familiarize you with the DMC Program, the Union offers the below FAQs. Of course, you may email the Live Performance Department at LiveDesignJob@usa829.org with any additional questions.

1. Are DMCs guaranteed a minimum salary and benefits contributions?

Yes. DMCs are guaranteed a minimum weekly salary and benefits contributions.

- DMCs are guaranteed no less than
 - \$1,244 per week as of December 29, 2026
 - \$1,282 per week as of January 4, 2027
 - \$1,320 per week as of January 3, 2028
- Benefits contributions are paid on all compensation at Broadway Assistant rates (currently: 8% Pension; 14.25% Welfare; and 4.5% Annuity).

2. Can Producers hire unlimited DMCs and displace Assistants?

No. The intention of the DMC Program is to allow inexperienced designers to work alongside experienced designers (including Assistants) in their design category. The maximum period of employment for a DMC is calculated based on the number of Assistant weeks contracted in a particular Design Category on the production. Generally, two (2) weeks of Assistant employment allows for one (1) week of DMC employment. Additionally, there must be a minimum number of Assistants working in a Department in order for a DMC to be working in that same week. For more information, see the table in the DMC Sideletter to the Broadway CBA.

3. Can DMCs be hired daily?

No. DMCs may only be employed weekly (Monday through Sunday). Daily pro ration is not allowed for DMCs.

4. How long may a DMC participate in the Program?

An individual may work as a DMC on a maximum of three (3) Broadway productions or for two (2) calendar years from the date of first employment, whichever comes first. At the end of their participation in the Program, the DMC must complete their application for membership in the Union by taking the next available exam for their membership category. Of course, a DMC may elect to leave the Program and complete their application by taking the Union membership exam at any time after enrolling in the Program.

5. **Are DMCs entitled to “7th Day Pay” when required to work on a 7th consecutive day in one workweek (Monday to Sunday)?**

No. DMCs should never be required to work more than six (6) consecutive days without a day off.

6. **Are DMCs guaranteed timely payment of their weekly salary?**

Yes.

- During the pre-production period
 - Salary for pre-approved work must be paid no later than the *2nd Friday* following the week in which the work is performed
- Beginning with load-in
 - Salary for pre-approved work must be paid no later than the *1st Friday* following the week in which the work is performed.

7. **Can Union members work as DMCs?**

No. The DMC Program is only available to *non-member* designers.

8. **What if a Broadway DMC works as an Off-Broadway DMC?**

The Off-Broadway Agreement has its own DMC Program, which does not currently connect to the Broadway DMC Program. Candidates may work simultaneously under both Programs, subject to each Program’s separate and distinct rules and regulations. For more information on the Off-Broadway DMC Program, email the Live Performance Department at LiveDesignJob@usa829.org.

9. **What if a Broadway DMC works under the Union’s LORT DMC Program?**

When a LORT Theatre agrees to file the “LORT Assistant Designer’s Agreement,” an individual may be engaged under the “DMC Program for LORT Theatres” on LORT Categories “A” through “D” productions. For more information on the DMC Program for LORT Theatres, [click here](#). For LORT A+ productions, DMCs may work under the terms of the Broadway DMC Sideletter with a modified weekly rate.

10. **What if a DMC works under a CBA other than Broadway, Off-Broadway or LORT?**

Currently, only the Broadway, Off-Broadway and LORT CBAs contain Membership Candidate Programs. If a DMC works under a CBA other than Broadway, the terms of that agreement will govern the employment of the DMC. In that case, the DMC would be required to make application to the Union based on the Union Security clause contained in the other CBA (or under the rules of the Off-Broadway or LORT DMC Programs).

If you are a DMC and are working under a CBA other than Broadway, Off-Broadway or LORT, you may email the Live Performance Department at LiveDesignJob@usa829.org with any additional questions to determine whether this will affect your participation in a DMC Program.

11. Are DMCs required to take classes offered by the Union?

Yes. When classes and space are available, DMCs should take two (2) classes provided by the Union at no cost to the DMC. *Basic Safety Training* is a condition of Union membership and should be taken by DMCs when they make application to join the Union. To receive more information on Union classes, email the Live Performance Department at LiveDesignJob@usa829.org.

12. What if I have questions about the Broadway DMC Program that have not been addressed here?

Additional details on the Broadway DMC Program may be found in the Broadway DMC Sideletter. Of course, you may email the Live Performance Department at LiveDesignJob@usa829.org with any additional questions.