

BROADWAY DESIGN MEMBERSHIP CANDIDATE PROGRAM

If the Assistant Designer is not yet a member of USA 829, they may participate in 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.).

DMCs are guaranteed a minimum weekly salary and benefits contributions. DMCs are guaranteed no less than the below weekly:

As of 12/29/2026	As of 01/04/2027	As of 01/03/2028
\$1,244	\$1,282	\$1,320

Benefits contributions are paid on all compensation at Broadway Assistant rates (currently: 8% Pension; 14.25% Welfare; and 4.5% Annuity).

The intention of the DMC Program is to allow less experienced 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 or email livedesignjob@usa829.org.

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.

DMCs may only be employed weekly (Monday through Sunday). Daily pro ration is not allowed for DMCs. DMCs should never be required to work more than six (6) consecutive days without a day off.

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.

For LORT A+ productions, DMCs may work under the terms of the Broadway DMC Sideletter with a modified weekly rate.

When class 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.

Questions? Email livedesignjob@usa829.org

