



The North American Traveling Musicians Union



Player Substitution Agreement

This Memorandum of Understanding (MOU), made on this day, _____, 20____, between _____ (hereinafter referred to as “the Primary-Player”), their Client-Engager _____ (hereinafter referred to as “the Bandleader”), and their colleague _____ (hereinafter referred to as “the Substitute-Player”), will serve to confirm that all parties named above jointly-agree as follows:

1. The Primary-Player has an established working relationship with Bandleader.
2. That the Primary-Player will be taking a scheduled break from musical performance, for reasons of life needs and/or planning, which can include, but not be limited to: maternity/paternity leave, mental-health, physical-health, school, and other forms of work, from _____, 20__ to _____, 20__. Upon execution of a new MOU this time frame may be extended, by mutual agreement of all parties hereto and provided that it does not cause undo harm, delay or financial burden upon the Bandleader and/or the Substitute-Player.
3. The Substitute-Player agrees to accept and diligently carry out the performance work of the Primary-Player.
4. The parties also understand and agree that should:
 - a. the Primary-Player wish to return to their position on a date earlier than stipulated above a minimum of two (2) weeks written notice must be provided to the Substitute-Player and the Bandleader must be notified and agree to the early return.
 - b. the Bandleader find that the Substitute-Player is not a good-fit for the performance unit and wishes to end the term with the Substitute-Player in advance of the above date, two (2) weeks written notice will be required to all parties herein, and, a new MOU must be executed between the Primary-Player, the Bandleader and the replacement Substitute-Player.



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- c. the Substitute-Player feel this performance unit is not a good-fit for them and wishes to end the term of this MOU in advance of the above date, they may do so with four (4) weeks written notice, to provide the Bandleader and Primary-Player to find a suitable replacement Substitute-Player and execute a replacement MOU with that replacement player. It can be difficult to find suitable replacement players with touring and other obligations, which is why there is a four (4) week requirement.
 - d. if there is any illegal or egregious actions by the Substitute-Player, which is damaging to the performance unit/Bandleaders reputation, the Bandleader should immediately contact their AFM Local 1000 representative and/or the AFM International or CFM National headquarter for advice. Likewise, should the Substitute-Player feel harmed in any way they must contact AFM Local 1000 and/or the AFM/CFM headquarters for advice.
5. It is understood and agreed by the parties that the performance-work being covered by Substitute-Player is only for the term as stipulated above, foregoing any situation as stipulated in #4 above, and that the Primary-Player will return to their position on the date indicated.

Primary Player

Date

Substitute Player

Date

Bandleader

Date