

(98) New associates hired on or after the effective date of this Agreement, who do not hold a seniority date in any AAM plant and are not covered by the provisions of Paragraph (98b) below, shall be hired in accordance with the following wage schedule: at a rate equal to seventy (70) percent of the maximum base rate of the job classification. Such associates shall receive an automatic increase to:

[See Par. (99), (101)(g)]
 [See Dec. 87]
 [See CSA #10]

~~(1) seventy five (75) percent of the maximum base rate of the job classification at the expiration of twenty six (26) weeks.~~

~~(2) eighty (80) percent of the maximum base rate of the job classification at the expiration of fifty two (52) weeks.~~

~~(3) eighty five (85) percent of the maximum base rate of the job classification at the expiration of seventy eight (78) weeks.~~

~~(4) ninety (90) percent of the maximum base rate of the job classification at the expiration of one hundred and four (104) weeks.~~

~~(5) ninety five (95) percent of the maximum base rate of the job classification at the expiration of one hundred and thirty (130) weeks.~~

~~(6) the maximum base rate of the job classification at the expiration of one hundred and fifty six (156) weeks.~~

<u>Grade</u> <small>(increases each 26 weeks)</small>	<u>Production New Hire Progression</u>	<u>Skilled Trades New Hire Progression</u>	<u>Market Area Hire-In Rate Range</u>
1	\$11.50	\$22.00	
2	\$12.00	\$22.50	
3	\$12.51	\$23.00	
4	\$13.02	\$23.50	
5	\$13.53	\$24.00	
6	\$14.04	\$24.50	

The Parties agree that hire rates above Grade 1 shall require mutual agreement. The progression rates in this table shall continue with \$0.51 per hour for Production associates and \$0.50 per hour for Skilled Trades associates increases each 26 weeks until the new hire reaches the maximum base rate of the job classification.

Such an associate who is laid off prior to acquiring seniority and who is re-employed at that plant within one year from the last day worked prior to layoff shall receive a rate upon re-employment which has the same relative position to the maximum base rate of the job classification as had been attained by the associate prior to layoff. Upon such re-employment, the credited rate