

Special Terms for Employees Hired Under the 2008 Agreement

Wages

Grade (increases each 26 weeks)	Production new-hire progression	Skilled Trades new-hire progression	Market area hire-in rate range (employee can be hired above Grade 1 with mutual agreement by the UAW and AAM).
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 progression rates in this table shall continue to increase by 51 cents per hour for production and 50 cents for skilled trades each 26 weeks until the new hire reaches the maximum base rate of the job classification.			

Independence Day Week Pay

Two-week shutdown is included in worker's vacation schedule. If vacation is unavailable, associate will be placed on unpaid leave.

Shift Premium

Premium will be 50 cents per hour for second shift, 75 cents per hour for third shift.

Health Care Program

PPO Plan

	In-Network	Out-of-Network
Annual deductible		
Individual	\$300	\$1,200
Family	\$600	\$2,100
Co-payments		
Plan Pays	90%	65%
Enrollee Pays	10%	35%
Out-of-pocket maximum		
Individual	\$1,000	None
Family	\$2,000	None

COLA

Employees hired under the terms of the 2008 Agreement will not receive COLA.

Dental Plan

Employees will be eligible after three years' seniority.

Vision Care Plan

Employees with three to five years of seniority will be provided coverage for annual eye exams, frames and lenses which may be obtained at discounts through network provider.

New hires with five or more years of seniority receive the same coverage as current employees.

Post-Retirement Health Care Account

Workers will receive 50 cents per compensated hour credited annually to a post-retirement account that will earn interest at the U.S. Treasury Bond rate and will vest upon retirement.

Retirees will have access to health care coverages at AAM group rates regardless of pre-existing conditions.

Sickness and Accident Benefit

The benefit will be paid for 26 weeks after a worker reaches six months of seniority.