

**TONY DOWNS FOODS COMPANY
PARTIAL COMPANY PROPOSAL
November 22, 2023**

15.02(c)

Increase out-of-pocket maximum each year by \$250 per family member and by \$750 per family as follows:

Year	Per Family Member	Family
Current	\$2,500	\$7,500
1/1/2024	\$2,750	\$8,250
1/1/2025	\$3,000	\$9,000
1/1/2026	\$3,250	\$9,750
1/1/2027	\$3,500	\$10,500

15.05

The weekly accident benefit payments will begin the first day and sickness benefit payments will begin after a seven (7) calendar day waiting period. Benefit at \$300.00 per week. As of January 1, 2026 this weekly accident benefit will be eliminated and the Company will follow the new Minnesota Paid Family and Medical Leave law.

24.01

Change 401(k) plan from 25% match on the first 4% eligible compensation deferred by a team member to 25% match on the first 5% eligible compensation deferred by a team member.

23.01

Delete language as indicated and add underlined language:

Caseup Specialist (qualified to perform ~~traying, palletizing, wrapping and sleeving~~ Currie, EDL/Stacker, Brenten and Sleever, including set-up and changeover)** +1.00*

****Employees shall have a trial period to qualify for the Caseup Specialist job of at least 30 days and additional time at the Company's discretion. Employees will be paid Caseup Specialist classification rate when fully qualified. As an employee works to become fully qualified as a Caseup Specialist, an employee will be paid +\$0.30 per hour when the employee becomes qualified on one of the four jobs. For each of the remaining three jobs, the employee will be paid +\$0.20 per hour for each job when the employee becomes qualified on that job. At no time will an employee earn more than the +\$1.00 Caseup Specialist classification rate.**

Delete obsolete "Working Foreman" classification.

Art. XXIII

Wage increase and changes to other classification rates to be discussed.

\$0.25 per year for \$1 over 4 years

The Company reserves the right to add additional proposals or to change these proposals. Company proposals and acceptance of union proposals shall not become binding or unalterable until they are signed off by both parties.