



VANCOUVER and DISTRICT LABOUR COUNCIL



March 25, 2021

Frederic Landtmeters
CEO and President
Molson Coors Canada Inc.

Via Email: frederic.landtmeters@molsoncoors.com

Mr. Landtmeters,

I am writing on behalf of the Vancouver and District Labour Council, representing approximately 60,000 unionized workers in the City of Vancouver and surrounding areas. We call on Molson Coors to end the lockout of members of the Canadian Union of Brewery and General Workers (CUBGW) Local 325, and return to the bargaining table.

Since February 20, CUBGW Local 325 members have been on picket lines as a result of the employer's decision to lock its doors. This, despite the parties having been at the bargaining table for months with only the question of wages, scheduling, and pensions remaining.

Profits have increased during the pandemic, while workers in breweries and liquor stores have been declared essential. It is the hard work of your employees, at risk to their own personal safety, which has made Molson Coors successful during this time.

Yet, we have learned that the employer's bargaining proposals seek to establish a two-tier working environment wherein new workers would be hired at 65% of the full wage. At the same time, senior workers would be forced into a defined contribution pension plan which will negatively impact their retirement plans and outcomes. Proposed scheduling changes will severely impact work-life balance and cost workers more. If implemented, these proposals would represent the start of a race to the bottom and sow division between new and long-term workers.

After more than a month, CUBGW Local 325 members remain on picket lines. They have received support from near and far. It's clear that they will continue their fight for fairness, equality, and respect as long as is needed.

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There should be no doubt that ultimately, Molson Coors will increasingly face a public relations backlash as this dispute drags on and the circumstances surrounding it become more widely known. While we would oppose such proposals at any time in the midst of a global pandemic, this is a particularly shameful time to attack the wages, working conditions, and retirement security of the very people who keep your company running and are the source of your profits.

We express our full support for CUBGW Local 325. It's time for Molson Coors to end this lockout and get to work on negotiating a fair collective agreement.

Yours Truly,



Stephen von Sychowski
President

cc: Gaurav Sharma, President CUBGW Local 325 – gaurav.sharma@rogers.ca
Deborah Duffy, NUPGE National Representative – dduffy@nupge.ca
VDLC Executive Board

svs/eb

*move***up**