



**DELIVERED BY EMAIL**

December 19, 2005

Dear Mr. Barker;

I am in receipt of your letter dated December 5, 2005 which follows up on your original complaint dated November 22<sup>nd</sup> and my response of December 2<sup>nd</sup>.

It is important to note that under Canada's constitution, the administration of human rights issues in the workplace is within the jurisdiction and power of the Provinces. To our knowledge, the Province of British Columbia has not ratified or otherwise adopted the United Nations Human Rights Declaration. Accordingly, the human rights legislation that applies to Molson in these circumstances is the British Columbia Human Rights Code and not the Declaration.

As I set out in the December 2<sup>nd</sup> letter, distinctions between seasonal and regular employees that were agreed upon under the terms of the collective labour agreement are in compliance with the Code.

Since we have addressed your complaint, we now consider this matter to be resolved and have closed the file. Thanks again for your inquiries.

Sincerely;

Kelly L. Brown  
Vice President & General Counsel  
Molson Canada  
33 Carlingview Drive  
Toronto, Ontario  
M9W 5E4

cc. Guy Desrochers  
Jody Sawchuk

**Molson Canada**

33 Carlingview Drive • Toronto • Ontario • Canada M9W 5E4 • Telephone: (416) 679-1786 • Fax: (416) 679-0630 • [www.molson.com](http://www.molson.com)