

May 30, 2013

Retail Casual Customer Service Representatives at the LCBO

Dear OPSEU Member:

OPSEU has a long and proud history of enforcing human rights in this province. OPSEU wants all employees to be treated equally and to work with dignity. Unfortunately, the LCBO does not.

The LCBO has deliberately created a core workforce in the retail stores, mainly women, who commonly work 25 to 40 hours per week throughout the year and who earn 23 to 38 per cent less than full-time employees doing identical work. Management says these employees are 'casuals'. There is nothing casual about the work these OPSEU members do. The LCBO does this so it can pay thousands of workers less and restrict their benefits and promotions. Discrimination seems to be part of their business plan.

You have contacted me directly. You told your union that the discrimination against casual employees at the LCBO must be stopped. You said so in your collective bargaining information sessions. You wanted action to end this systemic wage discrimination. This Application is part of our response.

Both in the past and present, the union tried to fix the problem through bargaining and arbitration. Even where agreements were achieved or remedies were ordered, the LCBO, over time, recreated the discrimination that should have thereby ended.

OPSEU knows that sometimes it takes a legal claim to enforce human rights law. On May 10, 2013, I personally delivered an Application to the Human Rights Tribunal of Ontario, to stop the systemic discrimination against retail casual employees at the LCBO. Delivering the Application was the important first step in the legal strategy to end systemic wage discrimination for casual customer service representatives.

I now seek your assistance with the next step in the Application process. Our lawyers request that you sign the attached consent form. This form demonstrates to the Human Rights Tribunal that you believe your right to equal treatment at work has been infringed and that you consent to OPSEU filing the Application on your behalf. The consent is a required part of the Human Rights Application process. We can assure you that the *Human Rights Code* protects every person who seeks to enforce their rights under the *Code* without reprisal or threat of reprisal for so doing.

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While the vast majority of casual employees are women, the entire casual employee category in retail stores could benefit from this Application. A copy of the Application is attached, on the OPSEU Website and also available at OPSEU Regional Offices.

We request that you (as a Casual Customer Service Representative) also read the consent. Then sign and return it to:

Steve Nield, LBED Supervisor  
OPSEU Head Office  
100 Lesmill Road  
Toronto, Ontario  
M3B 3P8

Or you can email it back to: [snield@opseu.org](mailto:snield@opseu.org).

**Please return your consent form no later than Monday, June 10, 2013.**

This fight for your human rights is an important fight, not just for you, but for thousands of casual workers at the LCBO. We look forward to working with you as we continue to fight for good jobs that provide a decent quality of life for you and your family.

In solidarity,

A handwritten signature in black ink, appearing to read "Warren Thomas", written in a cursive style.

Warren (Smokey) Thomas  
OPSEU President

WST/aa

copy: Denise Davis, LBED Bargaining Team Chair

Attachment: Consent Form