

MINUTES of the one hundred sixty-sixth meeting of the Directors of the Manufacturing Chemists' Association, Inc., held at The Madison, Washington, D. C., on Tuesday, April 11, 1967, at 8:30 a.m. (EST).

There were present:	John W. Brooks	William P. Marsh, Jr.
	E. E. Chipman	A. R. Marusi
	John L. Christian	Donald D. Pascal
	M. R. Clapp	Joseph E. Rich
	Herschel H. Cudd	Edward R. Rowley
	David H. Dawson	Kenneth Rush
	George H. Decker	Charles H. Rybolt
	L. K. Eilers	Joseph R. Stevens
	Harold W. Fisher	Robert C. Swain
	Irb H. Fooshee	Harry B. Warner
	T. G. Hughes	Jesse Werner
	Alexander Lewis, Jr.	John E. Wood, III
	John O. Logan	M. F. Crass, Jr.

Alternates:

- Archie E. Albright (for Hans Stauffer)
- A. L. Baldock (for Joseph R. Stevens)
- C. O. Davidson (for E. B. Brooks)
- David L. Eynon, Jr. (for F. L. Byrom)
- Kenneth H. Hannan (for Kenneth Rush)
- Leonard Hynes (for W. T. D. Ross)
- C. B. McCoy (for David H. Dawson)
- Harry D. McNeeley (for L. K. Eilers)
- Thomas B. Nantz (for Harry B. Warner)
- Frank J. Pizzitola (for John W. Brooks)
- E. J. Sullivan (for A. R. Marusi)
- William Wishnick (for M. A. Minnig)

General Counsel: Lloyd Symington

Present by Invitation:

- Frank H. Carman, MCA
- James R. Carnes, MCA
- William E. Chace, MCA
- R. K. Gottshall, Atlas Chemical Industries, Inc.
- Robert B. Semple, Wyandotte Chemicals Corporation
- Allan E. Settle, MCA
- J. W. Tomecko, Canadian Industries Limited

Following breakfast, Chairman Rush called the meeting to order.

I. MINUTES OF MARCH 14, 1967, MEETING.

The Minutes of this meeting were duly approved as submitted to the members.

II. REPORT OF THE SECRETARY-TREASURER.

(a) Financial Report -- June-March 1967. The financial report for the ten months ending March 31, 1967, was summarized by the Secretary-Treasurer.

ON MOTION, duly made and seconded, it was

VOTED: That the report be accepted and placed on file.

(b) Employment of Auditors. On recommendation of the Secretary-Treasurer and

ON MOTION, duly made and seconded, it was

VOTED: That the firm of Bond, Beebe, Bond & Bond, Certified Public Accountants, be appointed to conduct the annual audit of the Association's books prior to the expiration of the fiscal year.

Arrangements have been made by the staff to close the books on May 15 for audit beginning May 17.

III. BOARD OF DIRECTORS.

(a) Budget and Financing for Fiscal 1967-68. Preliminary Report.

Mr. Logan stated that the Executive and Finance Committees had met in joint session the previous day and had agreed to present to the Board a staff-recommended budget totaling \$1,604,842, consisting of \$1,150,710 in basic charges and \$454,132 in project costs. The overall amount is 9.9% higher than the current budget of \$1,460,400. It can be financed by retaining the current membership fee classification, unchanged.

In addition, the Committees endorsed a Plastics Activities budget for 1967-68. Financed independently of the regular budget, this amounts to \$93,775 as compared with \$104,670 for the current year.

Details of the budgetary and finance proposals will be circulated to the Board of Directors shortly in order that members may have an opportunity to consider them prior to the May 9 meeting. Final Board action will be taken at that time.

(b) Proposed Amendment of the Pension Trust Agreement. Mr. Fisher reported that the Pension Committee met on March 22 to consider three proposals to amend the Association's Pension Plan, as follows:

1. Change the rigid December 1 anniversary date to provide that participation begin on the first of the month next following satisfaction of the eligibility requirements; that retirements occur on the first of the month next following the 65th birthday; and that benefits be based upon years and months of participation.
2. Provide retroactive retirement credit for the initial 3-year waiting period currently required to establish eligibility.
3. Payment of full retirement benefits after 30 years of service regardless of age.

Mr. Fisher stated that the Committee unanimously recommended that items 1 and 2 be approved but that no action be taken with respect to item 3 at this time. He pointed out that favorable action on items 1 and 2 would result in an unfunded liability of slightly over \$150,000. Amortization over a 25-year period as suggested by Mutual Benefit Life Insurance Company, the carrier, would necessitate an annual payment of approximately \$9,000. Mr. Fisher stated that at its meeting held the previous day, the Executive Committee had endorsed the Pension Committee's proposals.

Following discussion,

ON MOTION, duly made and seconded, it was

VOTED: That the Pension Committee's report be approved and that the Pension Trust Agreement be amended accordingly.

(c) Membership Committee. Mr. Hughes reported that an application had been received from

Ashland Oil & Refining Company

and that, in the opinion of the Membership Committee, the applicant was qualified under the Association's By-Laws.

ON MOTION, duly made and seconded, it was

VOTED: That the applicant be approved, subject to the 30-day notification of members provided under Article III, Section 4, of the By-Laws.

(d) Safety and Fire Protection Committee. Revised Terms of Reference.

Considered by those present was a proposal to amend the Terms of Reference of the Safety and Fire Protection Committee to (1) limit membership to eighteen, (2) provide for a definite system of rotation, and (3) provide for the creation of ad hoc task groups for handling safety problems involving single products. Copy of the amended document is attached to these Minutes as Exhibit A.

Item (3) constitutes the Committee's method for handling problems which might arise as a result of action taken by the Board of Directors at its January 10, 1967, meeting, in disbanding the ad hoc Ammonium Nitrate Technical Committee and the ad hoc Technical Committee on Rocket Propellant Safety, both to take effect as of May 1, 1967. Following discussion,

ON MOTION, duly made and seconded, it was

VOTED: That the amendments be approved.

(e) 95th Annual Meeting of the Association. Mr. Crass reported that registration for this meeting had passed the two-thirds mark, and that an overall attendance of approximately 900 member representatives appeared likely. He stated that company reservation requests were running slightly under the experience of previous years and that the increase in registration fee may be accountable for this, at least in part. All details of the meeting have been arranged and the program completed.

IV. COMMITTEE APPOINTMENTS.

The following committee appointments were approved:

(a) Education Activities Committee.

Richard M. Cox, Jr., National Lead Company,
replacing R. W. Unwin, Jr.

(b) Mechanical Technical Committee.

Raymond Sanders, Witco Chemical Company, Inc.,
replacing W. J. Massoth

V. STAFF REPORT.

General Decker presented a report of developments in the Association's Program of projects and activities since the last meeting. Copy of this report is appended to these Minutes as Exhibit B.

Following conclusion of General Decker's report, there was informal discussion relating to the Government's expected East-West trade proposals and MCA policy relating thereto. It was agreed that the International Trade Committee should be requested to review current MCA policy in the light of possible Government proposals and provide the Executive Committee, at an early date, with its findings and recommendations.

VI. COMMITTEE REPORT.

Education Activities Committee. Dr. J. W. Tomecko, Chairman, reported on projects and activities of this Committee. Copy of this report is appended to these Minutes as Exhibit C.

There being no further business to come before the meeting, it was unanimously resolved to adjourn.

M. F. Crass, Jr.
Secretary-Treasurer

APPROVED: Kenneth Rush
Chairman

MANUFACTURING CHEMISTS ASSOCIATION
SAFETY AND FIRE PROTECTION COMMITTEE

Terms of Reference

Function:

To initiate and direct programs which will assist the member companies, other producers, users, and handlers of chemicals to prevent personal injuries, fires and other accidental losses.

"General Principles":

All activities and procedures of the Committee shall, unless otherwise specified herein, be subject to the "General Principles Applicable to the Structure and Operations of Committees", approved by the Board March 12, 1963.

Membership

The membership of the Safety and Fire Protection Committee (hereafter referred to as the Central Committee) shall be limited to 18 members. Only qualified, full-time personnel of member companies interested in actively participating in the work of the Central Committee will be recommended for appointment by the Board to the Committee. No two members shall be from the same member company and insofar as practicable, they shall represent the various types of companies within the Association, including both large and small companies and those in various geographical areas. Each member shall be appointed for a 3-year term, which may be extended for a subsequent 3-year period if there is no qualified replacement willing to serve. An officer's membership term shall extend one year beyond his term of office. Eligibility for continuing membership will be by secret ballot and require the concurrence of the majority of the members present at the meeting when the balloting takes place.

The chairman of each subcommittee must be a member of the Central Committee. Other subcommittee members will be selected by the subcommittee chairman from qualified personnel of the member companies. The terms of subcommittee members will be subject to appropriate rotation pursuant to Section 4(b) of the "General Principles".

Safety and fire protection specialists not employed by a member company may be invited by the Chairman of the Central Committee, subject to Board approval, to become associate members and to participate in the work of the Central Committee and/or its subcommittees, but they shall have no voting privileges.

Officers:

The Central Committee shall have a Chairman and a Vice Chairman elected by the members. These officers will serve 2-year terms. An MCA staff representative will serve as secretary. In addition the Chairman is empowered on recommendation of the Committee to appoint subcommittee chairmen as may be necessary to carry out the functions of the Committee, and liaison members to other MCA Committees.

Organizations:

Subcommittees may be formed to carry out the Committee's regular functions such as:

- (a) Activities Subcommittees to supervise the preparation of Chemical Safety Data Sheets, Guides, Accident Case Histories, etc.
- (b) Technical Subcommittees to deal with special problems relating to safety and fire protection in the chemical industry.
- (c) Ad hoc task groups to deal with safety problems involving a specific chemical product. Each such task group shall be subject to specific, written terms of reference, and no such group shall be formed without Board or other approval as required by Section 1 of the "General Principles".

Meetings:

The Central Committee will usually hold four regular meetings a year. The dates and meeting places will be determined by the Chairman with the concurrence of the Committee.

When satisfactory arrangements can be made, the Committee will plan to schedule its regular meetings the day prior to or following the date that Chemical Industry Safety Workshops are held.

Plans and Programs:

Prior to April 30 of each year each subcommittee chairman will send to the Central Committee chairman a summary report of his subcommittee's activities for the previous twelve months and a statement of objectives and plans and estimated costs for the ensuing year.

Each year at the Committee meeting held prior to June 1, the activities of the previous 12 months will be reviewed and insofar as practicable plans and specific objectives for the ensuing year will be determined.

March 1967

CMA 068701

STAFF REPORT

April 11, 1967

Presented by General G. H. Decker

Today, Dr. J. W. Tomecko, Chairman of the Education Activities Committee, is speaking on the Association's work in that area, so my report will not include it.

Overall, the tempo of activity at our office has been increasing -- an acceleration is normal at this time of year, but this year the tempo is increased by our greater involvement in the field of environmental health. As the report indicates, our departments are closely cooperating to promote that program's effectiveness as well as the effectiveness of other programs.

Insofar as Federal legislative activity is concerned, there is less to report than usual because of the ten-day congressional recess over Easter. The most significant developments relate to H. R. 6950 terminating the suspension of the 7% investment credit on March 9, 1967, as requested by the President. As passed by the House on March 16, the bill also authorized the investment credit for property acquired or constructed after March 9 as a result of orders placed during the suspension period. This provision was strongly opposed by Treasury Secretary Fowler before the Senate Finance Committee on grounds of revenue loss to the Government and inequity between those who refrained from doing so. Accordingly, the Senate Finance Committee reported the bill amended to delete the House-added provision which authorized the credit for facilities ordered during the suspension period. A Senate vote has been delayed by debate on a proposed Floor amendment to the bill which would repeal the Presidential election fund law passed last year. The vote, however, should be taken this week.

In letters to the Chairmen of both the House Ways and Means and the Senate Finance Committees at the time of their hearings, MCA and other industry groups urged that the entire five-month suspension period be retroactively repealed in order to eliminate inequities and administrative problems considered unjustifiable under the circumstances. Although the Senate Finance Committee appeared to be inclined initially to take the action urged by industry, Secretary Fowler's objection to the loss of Government revenue is believed to have persuaded the Committee to go along with the Administration.

There were 207 in attendance at the March 16 MCA Workshop on Air Pollution Control in Philadelphia, at which Arthur C. Stern, Deputy Director of the National Center for Air Pollution Control (formerly Division of Air Pollution), U. S. Public Health Service, gave the luncheon address. State officials from Pennsylvania and New Jersey, and municipal officials from Philadelphia and New York City participated in the program. Press, radio, and television coverage was gratifying.

As in the case of past MCA water pollution control seminars, the one held March 27-31 at Manhattan College, New York, reached its quota of 28 registrants.

An event, illustrating the way in which our member companies are cooperating on the environmental health program, took place in New York on March 30 when top management representatives of five companies participated in a special New York and New Jersey CIC background briefing for the press. The subject was the responsibilities and activities of the chemical industry in water pollution control.

The briefing was conducted by W. Wesley Eckenfelder, director of the MCA Water Pollution Seminar series which also was held in New York last week. Master of ceremonies of the program, held in the Board Room of Allied Chemical Corporation, was F. Leonard Bryant, Chairman of the Board of Hooker Chemical Company, who did an excellent job of putting into perspective for the specially selected 19 press representatives industry's role in water pollution control.

Others who participated and responded to specific questions from the press were: Ed Fogle of Union Carbide; A. J. vonFrank, Allied, who was moderator for the question and answer session; John Fasoli, American Cyanamid Company; and John Morris, Merck & Co., Inc.

I would like to express particular appreciation to the management of Allied for making Allied's Board Room available for this worthwhile function; also to Shell Chemical for providing a 20-minute film entitled "The River Must Live," which was shown following the press briefing. This is an excellent film on water pollution.

The first Occupational Health Workshop, held at Dearborn, Michigan, on March 14, was attended by over 100 medical officers, industrial hygienists, nurses and safety personnel. Dr. Richard A. Prindle, speaking at the luncheon session, invited proprietary groups such as MCA to resolve technical differences by submitting their safety and occupational health publications for adoption as U.S.A. standards and thereby make it possible for legislating groups to recognize them.

Arrangements have been completed for the three safety workshops to be held in Los Angeles on April 17; San Francisco, April 19; and Seattle, April 21. Local Chemical Industry Councils are cooperating.

Activity is proceeding on the special program for Federal certification of pollution control facilities. An MCA statement has been submitted to the Secretary of Health, Education, and Welfare recommending changes in the proposed regulations on certification of air pollution control facilities directed to expediting and simplifying the certification requirements.

Approximately half of the states have submitted criteria for approval by the Federal Water Pollution Control Administration; other states continue with public hearings on water quality criteria. At the hearing at Mayville, Kentucky, on March 9 MCA was represented by R. R. Balmer and was similarly represented on March 30 at Cincinnati by J. F. Byrd. Both Mr. Balmer and Mr. Byrd are members of the MCA Water Resources Committee. The hearings concerned the Ohio River.

A letter prepared by the Technical Committee on Rocket Propellant Safety has been forwarded to the Interagency Chemical Rocket Propulsion Group of the Department of Defense, requesting inclusion of a statement in the foreword to the Liquid Propellants Hazards Manual, now being prepared, limiting application of the manual to Government installations and rocket sites and excluding installations owned by private manufacturers.

A letter has been mailed to the State of New Jersey requesting provision in the proposed health regulations for changes in threshold limit values for toxic gases, dusts, and mists as such changes are adopted by the American Conference of Governmental Industrial Hygienists.

Du Pont Safety Plaques will be awarded at the Association's Annual Meeting in June. The winner in the larger group is Pittsburgh Plate Glass Co., Chemical Division. In the smaller group, the winner is the Chemical Division of General Mills.

The Senate Finance Committee has announced hearings for review of the International Trade Structure and the administration of trade agreement programs and requested interested parties to suggest to the Committee what subjects the review should cover. The International Trade Committee has recommended testimony be given to point out the problems that have not been solved by the trade agreements programs and the Trade Expansion Act of 1962, and to urge the appointment of a broad Public Commission to study all facets of U. S. international commerce relations. By letter on March 27, MCA advised the Finance Committee of the subjects which the Association believed the review should cover and indicated its intention to offer testimony thereon. The Trade Committee also suggested that member chemical companies present statements dealing with specific problems in this field.

Mr. W. F. Christopher, one of the MCA Technical Specialists for the Special Trade Representative, spent from March 29 to April 5 in Geneva. He had frequent meetings with the members of the U. S. GATT Mission, but very few specific questions were asked, although the U. S. Mission was very cordial and considerate. Myron T. Foveaux is now in Geneva and expects to stay until the Negotiations are completed.

On March 13 MCA filed a statement with the Eastern Central Motor Carriers Association in opposition to surcharges for handling less than truck load shipments (under 5,000 lbs.) of dangerous articles. The surcharge is a broad general increase considered to be unjustified and unreasonable.

On March 30 MCA presented a statement before the Eastern Tank Carriers Conference in opposition to a flat three per cent increase in all rates. MCA contended that ETCC had not properly proven an increase was warranted.

The Interstate Commerce Commission has just issued the Report and Order in I & S Docket 8135 on tank car mileage allowances. The Commission Order provides for canceling existing allowances and requires publication of new allowances in appropriate tariff schedules. The Commission's Report and Order are now under review.

CMA 068705

The first issue of The Environmental Health PILOT has been published and the second issue is being prepared. This monthly publication is designed to improve communications on air and water pollution within the chemical industry. A number of you have helped in providing the names of the proper individuals to receive PILOT. And I especially want to thank those of you who have given me your comments and suggestions.

April is always a busy month for the Chemical Industry Councils, since many of them have been scheduling events relating to the 14th observance of Chemical Progress Week, to be observed April 24 to 29. Among scheduled activities are the following:

A Chemical Caravan for high-school students, by the CIC of Ohio, on April 18; a legislative seminar, to be attended by the Governor and Lieutenant Governor, by the CIC of Delaware in Dover, April 20; a high-school teacher award banquet, by the CIC of Eastern Pennsylvania in Philadelphia, April 24; A CPW luncheon by the CIC of Northern California in San Francisco, April 26; an education banquet by the CIC of Maryland in Baltimore, April 26; a "Frontiers of Science" day program by the CIC of Michigan on April 28; a high-school teacher award banquet by the CIC of Southern California on April 28. In addition, CICs in California, Washington and Oregon are co-sponsoring with MCA three safety workshops on the West Coast the week of April 17, and the Lieutenant Governor of California is among the speakers. In New York, the CIC will hold a seminar for industry personnel on in-plant pollution control, in Albany April 12 and 13. The CIC of the Midwest held its annual scholarship luncheon in Chicago on April 3.

REPORT TO THE BOARD OF DIRECTORS
OF THE MANUFACTURING CHEMISTS' ASSOCIATION, INC.

by

J. W. Tomecko

Chairman, Education Activities Committee

April 11, 1967

This is the second time during my term as Chairman of the Education Activities Committee that I have had the privilege of appearing before you. Lest you fear that this is likely to become a custom I hasten to allay your alarm. My term of office comes to a close very shortly.

Also let me assure you I am not here to ask for large sums of money.

Rather I come to tell you about what we are doing and what we hope to do.

In the early stages of our program, when everyone was so concerned about the advance of scientific knowledge and the availability of scientific manpower in the United States and Canada and feared the Russian achievements, the Association took swift and generous action. Sums for an education program were raised which represented about a quarter to a third of MCA's total annual budget.

The Association's attention is now largely directed toward solution of environmental health and government relations problems. We are fully aware of these and other demands on MCA's resources, yet recognize that these issues must be forcefully dealt with.

We do wish to remind you, however, that the same challenges to the industry in the education field persist in 1967 as prevailed in 1956. If anything, they are more severe. Permit me to explain the situation as we see it. Enrollments in chemistry and related sciences are still far from keeping pace with our industry's needs and, as Mr. Ralph Gottshall declared, as a participant in the education panel at last fall's Semi-Annual Meeting, "An end to the chemical manpower shortage is not in sight."

Our Committee feels that a greater effort must be made to interest able elementary and secondary school students and those in the colleges in all fields of science and engineering and that our group and the CICs should cooperate on more effective programs with teachers, young people and parents as well. If we don't improve the supply the shortage will persist and probably become worse.

Equally of concern is the dedication of the academic community to the pursuit of excellence. Few would quarrel with this as a goal, but this dedication is causing many of today's difficulties. Industry's needs at present are not nearly so much for the highly qualified few as for many average-to-good performers to assist and amplify the few. We fear that many who might normally have entered our ranks, so to speak, are discouraged all along the line from entering the practice of chemistry.

Also you are well aware of the widely reported indisposition of graduates to choose careers in business and industry. In addition, it is frequently observed that industry's voice is seldom heard and its position on matters involving educational policies is too often ignored in the councils of those who make the crucial decisions.

During the past year our Committee has been completely reorganized for more efficient concentration on these matters of concern. Also, for the same purpose, the EAC has been enlarged so as to include more members having prestige in both academic and industrial circles, for example, Dr. William J. Sparks, past president of the American Chemical Society. The increased strength and reputation of the Committee can be largely attributed to the fact that you and other leaders of the industry have nominated for membership men of stature, well versed in education matters.

Our program has been revitalized but its execution will require little more money than the modest sums needed in the immediate past. Of course, our basic publication activities, involving distribution of established career booklets, films, experiments, laboratory safety posters and industry motion picture and material guides will be continued. Teachers and students in increasing numbers have come to expect them.

We also will continue to carry on the perennially strong College Chemistry Teachers Award Program, whose climax for this year you will witness this coming June at The Greenbrier. Four awards instead of the usual three will be presented on that occasion since, at your March meeting, you agreed that we might add an award, for this year only, to an outstanding chemistry teacher in the two-year colleges. These institutions constitute the fastest growing segment of higher education today and will increasingly become an important source of manpower for the industry. If we were to ignore them we would be out of step with the times. Also to be continued will be the newer, still growing, and MCA-initiated programs for high-school teachers sponsored by the Chemical Industry Councils.

Now for a few brush-strokes on the picture of other activities we will undertake in the coming year -

Recognizing the importance of supplementing the Association's Environmental Health Program through activity in the schools, the Committee will issue for use this fall a series of some 12 experiments based on air and water pollution control. These will be included in our widely-used manual "Scientific Experiments in Chemistry."

Next, a project on which we have been working for some time will finally bear fruit this autumn. I refer to the "Chemistry in Action Series" of paperbacks, written largely by authorities within MCA's own ranks and designed to acquaint students and the general public alike with the processes through which you and your associates transform resources into products essential to our life today. The first two of these will appear in November and another three in February 1968. Through this project, heartily endorsed by educators, we will help close a yawning gap in the teaching of chemistry today.

Serving the same general purpose, a number of industrial resource publications will be published, describing in up-to-date, exhaustive detail and with flow-charts and other illustrations, the procedures for turning out such vital products as sulfuric acid, ammonia and nitric acid.

For years we have enjoyed cordial relations with the more important professional organizations. Exchange of information and promotion of each other's materials have been nurtured. But the time has arrived when our Association must go farther. The industry's position on academic programs and on policies in the field of public education must be forcefully presented, not only in the councils of the professional societies but also within those of the government itself. These groups already have been made aware of our interest and have invited us to participate in several of their deliberations this spring and summer. We do not intend to let the matter drop there; we will continue to press our cause.

As a firm basis on which to conduct all of this program, we must have reasonably accurate figures on the present use of skilled manpower by the industry as a whole and equally important, good estimates of its needs, say five years from now. How can we speak with authority without such figures? So we already are studying existing data and then, if necessary, may ask your companies to complete the simplest sort of survey form so as to assure the validity of any statements we make.

This support and cooperation is a point which I wish to emphasize. Every leader of the industry needs to be aroused, if he isn't already, about the steadily developing trained manpower shortage. He must have awareness of the indifferent and in some instances the low regard in which the industry is held on college campuses. He should be sure that his company's and his industry's interests are effectively presented when national and regional policies involving science education are debated.

Our Committee can be of help in this connection. With the backing of leaders such as you, we propose to hold conferences in areas of industry concentration at which our key people could be guided in the discussion of two topics. One of these would be concerned with the handling of personnel within their firms in order to achieve maximum efficiency. The other would be devoted to the subject of industry-education cooperation. Academic administrators would be invited to sit down with us to become acquainted, and to exchange views on each other's objectives and plans. Possibly the Chemical Industry Councils would welcome co-sponsorship of such affairs. If these ideas seem esoteric, I would like to remind you that it is from the campuses that the industry must obtain its personnel, that it is presently engaged in a highly competitive struggle to enlist the better minds, and that the competition is certain to become keener in the years ahead. Only by re-enforcing cordial understanding with educators can we be successful.

All of this, gentlemen, is the program of the Education Activities Committee. The funds required are relatively small, since most of our undertakings

- 4 -

require more brain-power than money. Indeed, a number of our activities are self-liquidating. But we believe the program does merit your attention and consideration, for if MCA does not speak up for the interests of the chemical industry in educational matters, no one else will. The impact of any program in the field of education is extremely difficult to measure but the high praise we have received from educators for our efforts thus far indicates the quality and the acceptance of our work.

As I leave the Committee Chairmanship I know that the organization will be in able hands. John Howard and Herman Bloch as the new Chairman and Vice Chairman respectively, have a wealth of experience in the education field and have the dedication and the capacity to make the Committee's work even more worthy of your endorsement. On behalf of my colleagues I wish to thank you for the privilege of presenting our story.

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