

MINUTES OF THE SPECIAL MEETING

OF THE

QUEBEC ASBESTOS MINING ASSOCIATION

HELD ON OCTOBER 8 AND 9, 1969, AT THE SEIGNIORY CLUB, MONTEBELLO, P.Q.

WEDNESDAY, OCTOBER 8, 1969

Present:

Messrs. K.V. Lindell	D.T. Colton	J.A. Main
M.C. Carpenter	Y. Couture	John McCann (Dr.)
R.S. Coleman	A.R. Dammis	J.C. McDonald (Dr.)
R.J. Merrill	R. Dodds-Habron	L.C. Pluze
M.J. Messel	J.O. Eby	D. Poirier
M.E. Doughtred	M.H. Foster	D. Poutiatina
F.P. Smith	R.P. Gagnon	M. Prus
M.M. Ball	M.W. Hendry	G.W. Wright (Dr.)
C.B. Burnett	R.L. Hennebach	Cap. Robinson
I.C. Campbell	A.R. Hooker	I. Sabourin
M.P. Carson	J.R.M. Hutchison	Paul-A. Filteau
P. Cartier (Dr.)	E.W. Jones	

The President, Mr. Karl V. Lindell, occupied the chair. His first words were to greet and welcome the new attendants, more specifically Messrs. Carpenter, Jones, Hooker, Drs. Cartier and McCann.

The President then gave a brief report of his recent trip to Japan where he attended the International Congress on Occupational Health. Among the participants there were 720 Japanese and 680 foreigners from U.S., France, Canada, Germany, Sweden and U.S.S.R. Dr. Pelnar, Scientific Secretary of our Institute, delivered an excellent paper at the Conference. From the discussions that took place, it would

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seem that crocidolite and amosite as well as asbestos "per se" are carcinogenic. As a whole the Conference was quite successful.

Dr. Wright was then invited to review the work of the Scientific Committee.

Dr. G.W. Wright:

1. D.A.M.A. has underwritten a study of the health effects related to asbestos exposure in workers of the asbestos cement industry and other residents of New Orleans. This is an important project since it deals with the asbestos cement exposure, whereas most of the experience so far is with the textile industry and insulation workers. Johns-Manville and National Gypsum are to be commended for allowing their population to be studied. It has been agreed that past employees would be traced and the cause of death would be investigated in those who died. Attempts will be made to assess the past dust exposure and current measurements done in the plants will be utilized.

It had been planned originally to include environmental (public) exposure, but this part was removed from the application; it will be discreetly re-evaluated during in-plant investigation work.

2. In the U.S., in-plant environmental standards are established through a special Committee which recommends threshold limit values. Although this body has no legal support of any kind, the various States usually incorporate its recommendations in their legislation.

But the trend is towards the establishing of Federal Standards. These are gradually introduced on a regional basis. Thus far, asbestos has not been under consideration, but surely will be

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very soon. The mechanism of the Federal Agency works as follows: An in-plant Bureau of Occupational Safety and Health submits recommendations in a very formal way to a Committee. For instance, among a scale of 10 imperative recommendations submitted recently, asbestos was 7th; however, the first 6 have been by-passed and asbestos has become number 1 on the priority list. Such report then goes to a Board whose members submit their comments in writing. These are forwarded to a Consumer Agency and then to the Secretary of Health and Secretary of Labour. It should be pointed out that the Committee of experts is made up of competent people. So far, a range of limits up to 12 fibres per c.c. has been proposed. (One million particles per cu. ft. = 35 particles per c.c.). The eventual compromise should fall somewhere in between. As a preliminary recommendation for in-plant and insulation work standards, an educated guess would probably be six fibres per c.c. The matter, however, which has yet to be cleared up is that of intermittent exposure; in a survey of industrial exposure, the U.S. Occupational Safety and Health Department has come up with a time-computed average of two to four fibres per c.c.

Dr. J.C. McDonald

Before reporting on his survey of asbestos mine workers, Dr. McDonald first extended his thanks to the Q.A.M.A. for its generous support. He also reviewed some of the background studies and articles, such as the story which appeared in the New Yorker, which were cause for concern and anxiety. These publications pointed to:

- a) a 100-fold increase since 1900 in the production and uses of asbestos;
- b) the appearance in random autopsies of asbestos-like fibres in human lungs;
- c) substantial risk to lung cancer from exposure to asbestos;

- d) identification of mesothelioma with increasing frequency more recently.

The foregoing briefly summarizes the evidence generally accepted before the study on asbestos mine workers was started.

Work conducted

1. Main study of asbestos mine workers.
2. Survey of mesothelioma in Canada by means of a questionnaire forwarded to all pathologists. This inquiry gave a ratio of three cases in manufacturing and service against one in mining and milling.
3. Studies of oils, waxes and trace metals.

Study of Asbestos Mine Workers

No. of mining companies included in survey	44
No. of persons employed	27,000
No. of jobs recorded in employment records	203,000 approx.

ASBESTOSIS AS INDICATED BY X-RAY

	Negative	Positive	Total
Current employees (Nov. 1966)	5560	163 = 2.6%	5723
Left work 1956-65	1688	107 = 6.3%	1795
Left work 1946-55	2943	96 = 3.2%	3039
Left work 1936-45	1139	38 = 3.2%	1177

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5.

MORTALITY FOR EMPLOYEES BORN 1891-1920

Year of birth	Total	Traced	Dead - cause known	Dead - cause not known
1891-95	1,532	1,163	544	48
1896-00	1,971	1,579	569	63
1901-05	2,019	1,721	449	35
1906-10	1,942	1,764	295	18
1911-15	1,913	1,847	210	5
1916-20	2,134	2,081	131	6
All	11,511	10,175 (88%)	2,198	175

DEATHS FROM LUNG CANCER OBSERVED AND EXPECTED*

Year of birth	Dust Exposure Grade								All	
	V. Low		Low		Medium		High			
	O	E	O	E	O	E	O	E	O	E
1891-1900	15	19	13	15	12	9	7	6	47	49
1901-1910	6	11	12	12	9	7	7	3	34	33
1911-1920	4	3	4	4	3	3	3	1	16	10
All	25	32	29	30	24	19	17	10	95	91

* from Quebec mortality rates.

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More information is required in the case of mortality studies as well as further analysis of lung function rates and X-rays. The report is expected to be completed by the end of 1969.

At this point, Dr. Wright emphasized that the work undertaken by Dr. McDonald and his team was colossal. He cautioned the Association not to publish any statement prematurely, nor to pressure Dr. McDonald into publishing a report before the study is fully completed.

Dr. McDonald pointed out that there were other areas which could be investigated as a follow-up. He indicated that in terms of priority it would be useful:

- a) to keep the 12,000 men under continued observation - probably as many lung cancers will be observed in the next 5 years as had been observed to-date, since the general cancer rate is increasing;
- b) to continue to require pathologists to report cases of mesothelioma to the I.O.E.H.;
- c) to follow closely some of the men over a period of years;
- d) to study pleural plaques, even if they are non-incapacitating.

A few questions were then posed to Dr. McDonald following which the meeting was adjourned.

.../Thursday, October 9, 1969.

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MINUTES OF THE SPECIAL MEETING

OF THE

QUEBEC ASBESTOS MINING ASSOCIATION

HELD ON OCTOBER 8 AND 9, 1969, AT THE SEIGNIORY CLUB, MONTEBELLO, P.Q.

THURSDAY, OCTOBER 9, 1969

The same participants as for the meeting of Wednesday, October the 8th, with the exception of Drs. Cartier, McCann, McDonald and Wright, attended the meeting.

It was moved and seconded that the minutes of the 11th meeting of the Association held on July 31st, 1969, be adopted after correction to Dr. Pelnar's name on page 11.

CARRIED.

The President then called on the various Standing Committee Chairmen.

TECHNICAL COMMITTEE

The last meeting of the Committee was held at the University of Sherbrooke on the 9th of September.

1. Filtration of Asbestos-Cement-Silica-Mixes - An additional piece of apparatus produced by the Bailey Company is to be investigated to determine if it may be suitable for this work.

2. Editorial Sub-Committee - It is planned to review the translation of the summary of the test procedures with Mr. Filteau with the view to the suitability of the wording for the type of circulation anticipated for the translation.

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3. Fibre Strength Unit - The A.S.T.M. have requested all procedures to be written in Standardized Metric System terminology. The task of revising the drawings for the Fibre Strength Unit to satisfy the standard metric system has been started for submission with the revised procedure.

4. Screen Cloth Standards - At present the closest equivalent screen size to the Tyler Series Size is supplied from the U.S. Series. This information has been relayed to the Uniform Classification and Grading Committee as the Quebec Standard Test may be affected by an alternative being supplied for the 35 mesh sieve.

5. Colour Test - The revised procedure has been accepted with minor corrections, but its accuracy is not fully dependable when a spinning fibre is the sample, due to the texture of the pellet specimen.

6. A.S.T.M. D-30 - Three tests are being considered by this group at the next meeting on the 27th and 28th of October. These are the Colour Test, the Ro-tap Test and a Moisture Content Procedure.

UNIFORM CLASSIFICATION AND GRADING COMMITTEE

Matters of interest to Directors were reported as follows:

1. Fibre Length & Diameter - The program is making good progress. All 1968 Exchange Samples will have been measured for length by the end of September. The measuring of diameter should be completed by late November.

Measured length data will be compared with the Strength Unit, Quebec Standard, McKett, Rapid Surface Area, and Rotap test results of these same fibres.

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3.

As soon as the length results are available they will be sent to individual Q.A.M.A. Member Companies for their study.

A similar program will be followed for the diameter measurements and for combined length-diameter studies.

2. Dept. of Mines - Ottawa - The Chairman of the Technical and the Chairman of the Uniform Classification and Grading Committees in a letter to Mr. Woodroffe emphasized the following points:

- (a) The need for a review of the asbestos research program.
- (b) The need to accelerate such a program,
- (c) Suggested needed research areas and possible methods showing most promise.

A meeting with the Ottawa group will be arranged for early in November.

3. Monthly "Shipping Tests" Report - At present, both tonnage shipped and the Q.S. tests are reported by fibre Group for 3, 4, 5 & 6 Group fibres, and by Sub-Grade for Group 7. Mr. Massel has suggested that the report show tonnage and Q.S. tests by Grade for all fibres.

There is unanimous agreement that Q.S. tests should be by Grade. But one company is still not agreeing to reporting tonnage by grades and will restudy the idea.

4. Metric System

4.1 Bag Weights - Individual Companies are to study the implications of 45 Kg (99 lbs.), 40 Kg (88.2 lbs.) and 25 Kg (55.1 lbs.) bags; lighter bags probably will be necessary in the near future, but the costs of bags and equipment changes need serious consideration.

4.2 Q.S. Test - The suggested sample weight is 500 grams. The present one pound is 453 grams. The probable changes in test results using the greater weight is to be studied by Member Companies. A change in test time may be necessary.

It seems, at the moment, that the Q.S. test would be reported as a percentage on each box. This will call for a revision of Q.S. test minima and maxima. This will be undertaken when agreement is reached on sample weight and meshes to be used.

INDUSTRIAL RELATIONS COMMITTEE

Briefly, the Chairman of the Committee reported as follows:

1. Labour agreements - All except National Asbestos have signed contracts.

Lake Asbestos,	to Dec. 31 - 69
Asbestos Corporation,	to Dec. 31 - 71
Carey-Canadian,	to Dec. 31 - 71
Bell Asbestos,	to June 30 - 70
C.J.M.,	to Jan. 31 - 72
National,	to Dec. 31 - 68
Flintkote,	to Dec. 31 - 71

Lake Asbestos states that negotiations should start in November at their location.

2. Workmen's Compensation - A review of compensation costs and accident frequency for the past 5 years shows that our frequency has increased steadily over the years but not the severity. This is partially due to the accepting of previously unallowed claims for back, hearing, heart condition, etc. It is also believed that cost of industrial disease claims could become larger than accident claims.

The mutual assessment of 80% issued in October is the highest to date.

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3. Safety - W. Montgomery is now giving us full time and this is very satisfactory arrangement.

4. Arbitration - At the last meeting of the Committee, recent cases were reviewed as well as several industry grievances and methods of handling same.

- (1) C.J.M. lost an arbitration case on 1 day layoff for sleeping. Proof was not satisfactorily established. Unless a man deliberately leaves his place of work for the express reason to sleep, he is not asleep.
- (2) If a man comes back to work before start of shift and continues on, the court has judged this to be overtime - not call time. Asbeston Corporation received a favorable verdict.
- (3) Severity of penalty is a prerogative of management. Lake received a favorable verdict in respect to a penalty imposed.

5. Air Pollution - During discussion by the Committee of Quebec's intent in this regard, it was suggested that when the official legislation is formally tabled before the National Assembly, both the Environmental Control Committee and the Industrial Relations Committee get together to study the Bill.

6. Legislation - Bill 49 on Manpower training has become law. A meeting is scheduled with Quebec Labour Department Officials to discuss its operation and implications.

TRAFFIC COMMITTEE

The Chairman reported that meetings will shortly be held with a view to negotiating rates for the ocean carriages of asbestos for the year 1970.

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Rail rates on fibre to the Rio Grande crossing points to Mexico from Quebec origin have been decreased by approximately 14% by reason of 60-ton rates being established to make them competitive with similar rates established from west coast origins.

Demurrage rates on cars containing export traffic have been increased by \$10.00 a day with no change in free time, effective September 1st, 1969. At the same time domestic demurrage rates have been increased to \$10.00 per day for the first four days and \$20.00 for each day thereafter.

The Middle Atlantic Trucking Conference (Eastern United States) has raised its rates 3% across the board, effective August 25th, 1969, to put them in the same position as the U.S. Railroads, which were recently granted an equivalent increase by the ICC.

LEGISLATION AND TAXATION COMMITTEE

1. Tax Reform - Finance Minister E.J. Benson, has indicated that the White Paper on government tax reform will be ready to be made public about the end of October. A good portion of the White Paper has been already approved in draft form.

2. Joint Meeting of the Q.A.M.A. and Q.M.M.A. Tax Committees - At the last joint meeting of the Tax Committees of the two Associations, the following subjects were discussed:

a) Diesel Oil Tax - In view of the tax reform announced by the new Minister of Finance for Quebec, Mr. M. Beaulieu, the joint meeting considered that it would be appropriate to present to the new Minister an up-dated submission on Diesel Oil Tax applicable to off-highway vehicles jointly with the Pulp and Paper Association and other groups using off-highway equipment.

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b) Air and Water Pollution - In view of the recently announced policy of the Federal Government in this respect and the pressures at the Provincial and Municipal levels, it was agreed to request tax incentives for the construction of pollution control facilities. To this end, a resolution was presented at the Mines Ministers Conference in Toronto on September 14-17, 1969.

See item 3 below.

c) Mining Duties Audit - As regards the application of the new Mining Duties Act (1966), the general consensus at the joint meeting was that classification of treatment facilities was broad and quite satisfactory, but that development expenses are not as broad as per section 83A of the Income Tax Act.

3. Provincial Mines Ministers Conference in Toronto - The overall impression gained is that the discussions in the six different committees brought about some very constructive recommendations. Committee No. 3 - Royalties, Taxation and Tariffs, for one was very active. Some of its more important recommendations can be summarized as follows:

a) Federal Tax Reform - Attention was again directed in a recommendation to the Mines Ministers concerning the Carter Report adverse effects on the progress of the mining and petroleum industries, if recommendations were adopted.

b) Air and Water Pollution Control Facilities - It was recommended that pollution control facilities be fully exempt from Federal and Provincial sales tax, that a 50% straight line depreciation be allowed for income tax purposes (Federal and Provincial), that 100% depreciation be granted under provincial mining duties legislation and that the facilities involved be exempt from real estate taxation.

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- a) that, whereas asbestos-mine employment is regarded as a secure occupation, jobs with other mining operations are not;
- b) that both Asbestos and Thetford Mines are regarded as being "isolated", away from the main-stream of Quebec life, a disadvantage shared by all mining operations;
- c) that employment at a senior (i.e. supervisory or staff) level in any mining operation in Quebec means competing on Anglo-Saxon terms in a largely Anglo-Saxon environment.

In view of these findings, it was recommended that early action be taken to provide students with some form of counselling as to job opportunities and working conditions within the industry, so as to complement the apparently inaccurate career guidance they receive in school or at home.

ENVIRONMENTAL CONTROL COMMITTEE

Progress was reported by Chairman by specific subject:

1. Sub-committee on Design - This sub-committee was inaugurated on July 30th at a meeting in Asbestos. All companies were represented.

The sub-committee should achieve meaningful and useful results providing the spirit is wholeheartedly embraced and that is:

"A free and uninhibited exchange of know-how, test results, successes and failures on all aspects of design and operation of equipment to control dust, noise and fumes in our environment".

11.

2. Dryer Stack Dust Control - These investigations await the completion of the Electrostatic Precipitator of Asbestos Corporation.

In order to ensure measurements on stack emission that are directly comparable from plant to plant, approval is requested from the Directors for a Dust and Fume Determination Assembly at a cost of \$600.00. Mr. Lachance would be responsible for the use of this unit and dryer stack emission evaluations.

A motion to this effect was seconded and carried.

3. Tailings Pile Stabilization - The controlled growth chamber has been installed at the Sherbrooke Laboratory, and the Director has designed a well thoughtout program of test growing of grasses, legumes and grains under varying growth conditions.

4. Legislation - Nothing has been heard from the Deputy Minister of Health since our second submission in May 1969 concerning the proposed legislation on Air Pollution. Many of our requests for changes and additions were implemented in the working document.

5. Warning Labels on Fibre Bags - At the Clearwater Meeting it had been proposed that member-company Counsels study the matter and advise their principals on the legal implications. It was pointed out, however, that J.M. was placing warning labels on bags shipped to North American customers only. The company feels that otherwise it might be exposed to law suits in the U.S.

OCCUPATIONAL AND ENVIRONMENTAL HEALTH COMMITTEE

E.J.M. has been taking air samples in the town of Asbestos and would like to have some taken in Thetford Mines by its own engineers. The information thus gathered would be eventually made available to all companies.

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12.

Regarding environmental control in major cities, Counsel went to New York to discuss with Dr. Selikoff at al what^{special} protective measures were taken in the case of the insulation work at the World's Trade Building to prevent dust from escaping into the atmosphere. Since the insulation trade is rather much in the limelight these days, it is important to see what can be done to bring exposures down to tolerable levels.

TREASURER

1. BY-LAW No. 10

WHEREAS it is deemed desirable to amend By-law No. 6 dealing with the "TRUST AGREEMENT CONCERNING A STAFF PENSION PLAN" so that all employees of the Association may be eligible to join the Plan;

BE IT RESOLVED:

THAT the definition of the term "Employee" as it appears in Section No. 1 of the Provisions of By-law No. 6 dealing with the "Trust Agreement concerning a Staff Pension Plan" be amended so that as from August 1, 1969, it will read:

"The Employee" shall mean all employees employed by the Employer.

AND THAT the Secretary of the Association be and he is hereby authorized and directed to do, sign and execute all things, deeds and documents necessary or desirable for the due carrying out of the foregoing.

CARRIED.

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2. TRUST AGREEMENT CONCERNING A STAFF PENSION PLAN

In view of the resignation of Mr. George W. Smith as one of the Trustees under the Agreement dated October 23rd, 1963,

IT WAS RESOLVED:

THAT Mr. F. Parker Smith be and he is hereby appointed a Trustee of the Agreement concerning a Staff Pension Plan to replace Mr. George W. Smith who has resigned.

CARRIED.

3. Asbestosis Research Council - Renewal of membership in said Council at an annual fee of \$250 was requested by Treasurer.

CARRIED.

It was suggested that copies of reports released by the Asbestosis Research Council be forwarded from the Office of Dr. Pelnar to each Director of the Association.

NEW BUSINESS

General Business Conditions - The demand for asbestos fibre is generally firm to strong, somewhat ahead of last year. There is an apparent shortage of fibre down to group 7. Certain companies, however, have not experienced so far the usual upward demand which is customary during the Fall season.

In the U.S., the construction industry was doing quite well up to the second quarter of 1969, with residential housing starts at some 1,700,000. As a result of tight money, however, housing starts in August dropped to a rate of 1,360,000 and may continue to decline down to 1,200,000 units by the end of the year. This trend could

carry on into the first half of 1970, to gradually accelerate, however, in third and fourth quarter to some 1,600,000 to 1,700,000 housing starts for 1970. In general, the economy seems to be slowing down.

In other words business is not too optimistic as regards the short range forecast, with a difficult-to-rough period ahead for the building industry. It is estimated that multiple family housing units (apartment buildings) will increase by 50% in the course of next year. This could bring about a drop of 25% in demand for building materials. However, hopefully this trend should improve in the second half of 1970. Impact of mobile homes on the asbestos industry is also expected to be considerable - 400,000 homes to be built in 1969 or 20% of total housing starts.

Inflation is being felt generally as a result of expensive wage settlements and strikes. In the last three years cost to carry a man on payroll has increased 60% (\$10,300.00). If the present trend of wage increases should continue at a rate of 6-8% per year, by year 2,000 A.D. an hourly-employee would be making \$100,000. a year. This is surely a cause for concern on the part of management. Yet over the long range, industry is confident that the economy will maintain on the average a healthy and generally constant growth.

DATE OF NEXT MEETING

The next meeting will be held on January the 6th, 1970, at the Mont Royal Hotel; this will be the annual meeting.

It is suggested that in the meantime a reception be extended by the Association to Government Officials, senior civil servants, etc. on a Sunday evening in early December in Quebec City. Date

6. TECHNICAL COMMITTEE REPORT

WET CLASSIFICATION SUB-COMMITTEE

This project is awaiting information concerning reliable sieves and the apparatus, before a procedure can be finalized.

A.S.T.M. D-30

Three tests are being considered by this group at the next meeting on the 27th and 28th of October. These are the Colour Test, the Ro-tap Test and a Moisture Content Procedure.

The next meeting of the Technical Committee is planned to include a tour of the Canadian Pulp & Paper Research Institute tentatively the 11th of November, at which time our common problems of fibre classification are to be discussed.

R. Dodds-Hebron,
Chairman.

7. UNIFORM CLASSIFICATION AND GRADING COMMITTEE REPORT

QUEBEC ASBESTOS MINING ASSOCIATION

SPECIAL FALL MEETING - SEIGNIORY CLUB - MONTEBELLO, P.Q.

UNIFORM CLASSIFICATION AND GRADING COMMITTEE REPORT

A meeting of the Committee was held on September 25th. Matters of interest to Q.A.M.A. Directors were:

1. Fibre Length & Diameter

The program using the "Zeiss Analyzer" and the "Image Shearing" is making good progress. All of the 3 to 6 Group 1968 Exchange Samples will have been measured for length by the end of September. The measuring of diameter is slower, however, it will be put on a two shift basis and should be completed by late November.

A computer retrogression analysis will be set up immediately and the measured length data will be compared with the Strength Unit, Quebec Standard, McNett, Rapid Surface Area, and Rotap test results of these same fibres. A differentiation will be made between Pennington dyke fibres and others.

As soon as the length results are available they will be sent to individual Q.A.M.A. Member Companies for their study.

A similar program will be followed for the diameter measurements and for combined length-diameter studies.

2. Dept. of Mines - Ottawa

The Chairman of the Technical and the Chairman of the Uniform Classification and Grading Committees composed a letter to Mr. Woodroffe on August 22nd briefly as follows:

2.

- (a) The need for a review of the asbestos research program.
- (b) The need to accelerate such a program.
- (c) Suggested needed research areas and possible methods showing most promise.

A copy of the "Review of Asbestos Research Programs" which was sent to Ottawa is attached to this report.

We have had a reply from Mr. Woodrooffe and Mr. Dodds-Hebron and I, accompanied by Mr. Cossette, will arrange a meeting with the Ottawa group early in November.

3. Monthly "Shipping Tests" Report

At present on this report both tonnage shipped and the Q.S. tests (highest, lowest and average) are reported by fibre Group for 3, 4, 5 & 6 Group fibres, and by Sub-Grade for Group 7. Mr. Messel has suggested that the report show tonnage and Q.S. tests by Grade for all fibres.

There is unanimous agreement that Q.S. tests should be by Grade.

For the reporting of tonnage shipped the present report penalizes those companies which ship a lot of 7 Group fibres. In other words, why by sub-grades for 7 Group and by Group only for 3 to 6 Groups? At the meeting of the Uniform Classification and Grading Committee on September 25th the opinion seemed to be unanimous that at least the report should be consistent, that is, report all fibre groups similarly - all by Group, or all by Grade, or all by Sub-Grade.

With some compromising by the end of this September 25th meeting agreement was obtained (except for one company) on reporting tonnage by grades. The single company still not agreeing to tonnage by grades is to restudy this idea.

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4. Metric System

4.1 Bag Weights

Individual Companies: set to study the implications of 45 Kg (99 lbs.), 40 Kg (88.2 lbs.) and 25 Kg. (55.1 lbs.). There was an expressed feeling that lighter bags were desirable and probably will be necessary in the near future, but the costs of bags and equipment changes need serious consideration.

4.2 Q.S. Test

The suggested sample weight is 500 grams. The present one pound is 453 grams. The probable changes in test results using the greater weight is to be studied by Member Companies. A change in test time may be necessary.

There doesn't seem to be any problem with screen specifications for the Q.S. machine. U.S. standard cloth is very close in size of wire and hole to present cloth. Present Tyler cloth will soon disappear in any case.

It seems, at the moment, that the Q.S. test would be reported as a percentage on each box. This will call for a revision of Q.S. test minima and maxima. This will be undertaken when agreement is reached on sample weight and meshes to be used.

W.H. Foster,
Chairman.

APPENDIX

REVIEW OF ASBESTOS RESEARCH PROGRAMS

BY

THE TECHNICAL COMMITTEE AND THE UNIFORM CLASSIFICATION AND GRADING COMMITTEE
OF THE QUEBEC ASBESTOS MINING ASSOCIATION

Research areas which appear, at this time, would probably be most productive.

(1) Basic Needs

Means to measure: -

- (a) Length - Diameter (Dimensional Modulus).
- (b) Openness - Crudiness (Crudiness).
- (c) Harshness - Softness (Texture).
- (d) Amount of True fibre (or Converse).

(2) Methods of Measuring considered of most promise

(a) Dimensional Modulus

Zeiss particle size analyzer (Q.A.M.A. Lab.)
Image Shearing " "
Coulter Counter for shorter fibres

There is a distinct possibility that these will require a division of fibre into long and short (using, say, wash test C-4) and use Zeiss and Image Shear on the longer portion and the Coulter Counter on the shorter.

Automation possibilities -

Collins Tape Dispersion
Flow-past Electronic Counter

Could this be National Research Council work?

(b) Crudiness

Specific Surface (Gas absorption)
Freeness and (or) Filterability
Length/diameter ratio (from
Zeiss and Image Shear)

(c) Texture

Ratio Isotopes
Percent combined water (dif-
ferential thermal analysis)
Flextural Strength
Infra-red absorption
Compressibility & Recovery
(Test D-4)

(d) Percent True fibre

Zeta potential
Dielectric dissipation factors

August 22, 1969.

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8. INDUSTRIAL RELATIONS COMMITTEE REPORT

QUEBEC ASBESTOS MINING ASSOCIATION
SPECIAL FALL MEETING - SEIGNIORY CLUB - MONTEBELLO, P.Q.

INDUSTRIAL RELATIONS COMMITTEE REPORT

A meeting of the Committee was held on September 23rd last.

Labour Agreements

All except National Asbestos have signed contracts. The expiry dates are listed as follows:

Lake Asbestos	Dec. 31 - 69
Asbestos Corporation	Dec. 31 - 71
Carey Canadian	Dec. 31 - 71
Bell Asbestos	June 30 - 70
C.J.M.	Jan. 31 - 72
National	Dec. 31 - 68
Flintkote	Dec. 31 - 71

National had a meeting for certification scheduled for September 15 before the Labor Relations Board but the Steel Workers and Board failed to appear. Possibly meeting will be rescheduled after October 15 when the new Labor Court is in operation. Lake Asbestos states that negotiations should start in November at their location.

Workmen's Compensation

A review of compensation costs and accident frequency for the last 5 years is given hereunder:

2.

<u>Year</u>	<u>Ind. Inj.</u>	<u>Ind. Dis.</u>	<u>15% Charge</u>	<u>Total</u>	<u>Per. M. Freq.</u>	<u>Yrs. Sev.</u>
1964	238,037	123,520	53,232	414,789	8.7	959
1965	373,829	76,716	67,582	518,127	12.3	1,100
1966	330,168	153,475	72,396	556,038	15.1	2,558
1967	295,856	103,117	60,046	459,019	17.6	1,508
1968	411,262	362,057	115,581	888,921	19.6	1,183
6 mos.'69	68,104	3,259	10,704	82,068	24.0	784

This does not include the Mutual assessment charged. It is believed industrial disease claims could become larger than accident claims.

The mutual assessment of 80¢ has only been issued this month. This is the highest to date.

Our frequency has increased steadily over the years but not the severity. This is partially due to the accepting of previously unallowed claims for back, hearing, heart. condition, etc.

Safety

We are still using W. Montgomery on industry safety. He is now giving us full time and this is very satisfactory arrangement.

Arbitration

At the last meeting of the Committee, recent cases were reviewed as well as several industry grievances and methods of handling same.

Typical and interesting arbitration decisions were reported.

- (1) C.J.M. lost an arbitration case on 1 day layoff for sleeping. Proof was not satisfactorily established. Unless a man deliberately leaves his place of work for the express reason to sleep, he is not asleep.
- (2) If a man comes back to work before start of shift and continues on, the court has judged this to be overtime - not call time. Asbestos Corporation received a favorable verdict.
- (3) Severity of penalty is a prerogative of management. Lake received a favorable verdict in respect to a penalty imposed.

A joint meeting of Q.M.F.A., Q.A.M.A. and O.M.A. is scheduled in Montreal November 21 to discuss mining problems related to Workmen's Compensation Act, Accident Prevention and other union problems.

Air Pollution

During discussion by the Committee of Quebec's intent in this regard, it was mentioned that the original and revised working documents had been analyzed by the Environmental Control Committee and pertinent representations submitted to the Quebec Department of Health. Several suggestions were accepted by the Department. When the official legislation is formally tabled before the National Assembly, it is believed that both the Environmental Control Committee and the Industrial Relations Committee should get together to study the Bill.

Legislation

Bill 49 on Manpower training has become law. A meeting is scheduled through Mr. P.A. Filteau on October 15 with Quebec Labour Department Officials to discuss its operation and implications.

J.O. Eby,
Chairman.

9. TRAFFIC COMMITTEE REPORT

QUEBEC ASBESTOS MINING ASSOCIATION

SPECIAL FALL MEETING - SEIGNIORY CLUB - MONTEBELLO, P.Q.

TRAFFIC COMMITTEE REPORT

1. There has been no meeting of the Traffic Committee since the last meeting of the Association, but meetings will shortly be held with a view to making arrangements and negotiating rates for the ocean carriages of asbestos for the year 1970.
2. Rail rates to the Rio Grande crossing points to Mexico from Quebec origin on fibre, have been decreased by approximately 14% by reason of 60-ton rates being established to make them competitive with similar rates established from west coast origins.
3. Demurrage rates on cars containing export traffic have been increased by \$10. a day with no change in free time, effective September 1st, 1969. At the same time domestic demurrage rates have been increased to \$10. per day for the first four days and \$20. for each day thereafter. The Association has protested to the Railway Association of Canada and the Canadian Transport Commission about this arbitrary action, and although acknowledgment has been received, no remedial action has so far been taken.

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4. The Middle Atlantic Trucking Conference (Eastern United States) has raised its rates 3% across the board, effective August 25th, 1969, to put them in the same position as the U.S. Railroads, which were recently granted an equivalent increase by the ICC.

I.C. Campbell,
Chairman.

A joint Senate-Commons Committee is being set up to make the special study of the tax reform measures. Shortly after publication of the White Paper the committee will open hearings. It will hear the government's explanation of the proposed new legislation, and later it will receive representations from interested parties. The new tax laws will be introduced in 1970.

The Mining Association of Canada has recently published and distributed widely a booklet on "Taxes the Mining Industry and Economic Growth". It covers the subject very well.

PUBLIC RELATIONS COMMITTEE

In the absence of the Chairman, the General Manager summarized the report prepared by the Director of Information Services as follows:

1. Asbestos Producer - Planned for late summer and early fall issues are major stories on the role of QAMA member-companies as taxpayers (this to support the campaign of the Mining Association of Canada to counter changes in existing federal tax legislation), on the nature and job-security implications of the collective agreements signed during the summer by four member-companies, and on the inter-dependent roles of management and hourly-paid personnel in achieving and maintaining profitable and hence secure mining operations.

The savings to the achieved by combining the July-August and December-January issues have already been reported to the Public Relations Committee.

Readership Survey - The General Manager has entered discussions with the Sociology Department of Laval University with the aim of enlisting the assistance of a qualified person to develop and conduct a meaningful readership survey in the late summer or early

7.

fall. Aim of the survey will be to establish the actual extent and potential limits to which the opinions of the bulk of readers on economic and social matters of concern to the industry are or can be influenced by editorial content.

2. "Facts about Asbestos" brochure - Publication of this booklet is scheduled for July 31, when separate French and English editions, 3,500 copies of each, will be available. Copies will be distributed as quickly as possible to federal Members of Parliament from Quebec constituencies, all MAN's, senior federal and provincial civil servants, business and mining editors of professional, trade and weekly publications and to regional school boards. Copies of the book will also be sent to member-companies who are invited to order copies from the Montreal Office, at 10 cents a copy plus shipping charges when applicable.

3. QAMA Mobile Display - Terre des Hommes - Arrangements have been made to include this display as an exhibit in Terre des Hommes. Accompanied by a 100-pound block of crude-bearing ore from Lake Asbestos, plus manufactured product samples from Atlas Asbestos and Canadian Johns-Manville, the display is featured in the Natural Resources Pavilion operated by the "Cercle de Jeunes Naturalistes" in the former Man the Provider complex on St. Helen's Island.

4. Informal Opinion Sounding - A two-day stay was made in Thetford Mines in late June to conduct a small-scale and informal survey of industry employees and residents. Such opinion-samplings every two months or so allow individual PR Committee members to compare opinion and attitude feedbacks they constantly receive. The procedure also represents a small step towards making the QAMA's communications program a two-way affair.

A request has been received from a member-company for an opinion and attitude insight as to why comparatively few youngsters in the asbestos-mining communities are motivated towards pursuing studies that

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could lead to a career as a mining engineer or technician with an asbestos-mining company. Findings of a survey on the subject will be available by the end of September. Consideration should also be given to the desirability of using the Producer to promote the attractions of a career as a mining engineer with an asbestos mining company.

Proposed "Actualité Supplement" on the Mining Industry - With the help of G.M.M.A. and D.A.M.A. this publication plans to publish a special supplement on the mining industry in color in its October issue. This would be a prestige type of presentation intended to obviate certain misconceptions and opinions in the general public by underlining the better aspects and advantages of the industry. Additional copies would be distributed to schools in order to arouse the interest of youth in attempting a career in the mining industry.

Collaboration to the editorial content has been requested from several people, amongst whom the General Manager of the Association. Also in order to cover the extra costs of such a supplement the magazine intends to contact through a professional advertising firm the various people responsible for publicity with their respective company.

The matter has been left with the Public Relations Committee and the General Manager for study and action as deemed advisable.

INSTITUTE OF OCCUPATIONAL AND ENVIRONMENTAL HEALTH COMMITTEE

The Chairman reported that several project applications had recently been studied by the Scientific Committee and that their recommendations will be submitted to the Executive Committee. A meeting of

the latter was proposed and agreed to be held on September 3rd in the Windsor Hotel, Montreal, at 6.00 p.m.

Dr. J.C. McDonald has been asked to submit a preliminary report on his epidemiological survey of Quebec asbestos mine workers at the next Special Meeting of the Association, to be held at the Seignior Club, October 7th-10th, 1969.

Towards the Safe Use of Asbestos Fibre - The Chairman stated that various changes and corrections had been requested by member-companies and further stated that the objective in publishing such a reference book was to inform scientific and medical circles of the work presently being conducted by the Institute and to receive proper credit for same. Objections to certain statements appearing in the book were repeated and it was agreed that the Forward and Introduction of the book would be revised and submitted to Directors for their approval at an early date.

ENVIRONMENTAL CONTROL COMMITTEE

1. A sub-committee on design was appointed and met on July 30th, 1969. The terms of reference of the sub-committee were defined and a Chairman elected. The Q.A.M.A. dust engineer will be a member of this sub-committee.

2. Tailings Stabilization - Mr. Cossette has visited International Nickel Company to observe their tailings stabilization and seeding. The control chamber at the Sherbrooke Lab. has been built and a literature search of all pertinent articles is being conducted.

3. The status of current projects at J.M. was briefly explained by the Chairman. In the dryers the Rotoclone dust collectors are successful but not perfect. There has been a substantial improvement with the use of glass fibre bags, since the latter can stand higher

temperatures. If it works in the dryers, where the moisture is high, it should no doubt work in the crusher rooms. This experimental work comes under the terms of reference of the sub-committee on Design and it is hoped that free exchange of information will take place.

4. Legislation - Nothing has been heard from the Provincial Department of Health concerning our comments to the second draft of their proposed legislation on air pollution. It is anticipated that the Association will be given the opportunity to review a third draft of said legislation.

5. Warning Labels on Fibre Bags - In answer to a question from a Director, it was pointed out that no reaction had been expressed by users as to the printing of a cautionary label on fibre bags by J.M. This label is restricted to shipments to Canada and U.S.A.

NEW BUSINESS

Resignation of Mr. J.A. Main as a Director

WHEREAS Mr. J.A. Main is retiring from all active duties with the Flinikote Company, a member of the Quebec Asbestos Mining Association;

WHEREAS Mr. Main has submitted his resignation as Director of the Association in a letter to the President dated July 11th, 1969;

It Was Moved

THAT the Board of Directors of Q.A.M.A. accept the resignation of Mr. Main and convey to the latter the unanimous appreciation of the Board for his genuine contribution, wise counselling and cordial friendship during his many years as a Director of this Association;

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11.

THAT his colleagues on the Board extend their best wishes for many happy and healthy years of leisure to him and his gracious wife.

The motion was seconded and adopted unanimously.

Mr. Main replied that he was happy to spend his last working day with the group and that he would miss these periodic get-togethers. He extended to the Association his best wishes for a successful future.

Election of Mr. M.C. Carpenter to the Board of Directors

It was moved and seconded that Mr. M.C. Carpenter be elected a Director of Q.A.M.A. to represent the Flintkote Company.

CARRIED.

Salary Adjustments

The following salary adjustments were proposed and adopted by the Directors, effective August the 1st, 1969:

Mr. Maurice Lachance, annual increase	-	\$1,000.00
Miss Simone Toupin,	"	" - \$600.00
Miss Denyse Côté,	"	" - \$600.00
Mr. George Robinson,	"	" - \$600.00
Dr. Pernis Pelnar,	"	" - \$2,000.00
Mr. Paul-A. Filteau,	"	" - \$2,000.00

Revisions to QAMA Pension Plan - By-Law No. 9

The proposed improved pension plan for Messrs. Pelnar and Filteau as tabled at the meeting of the Association of June the 27th, 1969, and spelled out in the minutes of said meeting was approved by the Board of Directors, subject to securing approval of the Quebec

Pension Board and other relevant authorities. The same pension benefits would also be applicable in the case of Mr. J. Gossip. This revised plan to constitute By-Law No. 9, provisions and conditions of which are given hereunder:

BY-LAW No.9

WHEREAS By-law No.6, being a by-law dealing with the "TRUST AGREEMENT CONCERNING A STAFF PENSION PLAN", was enacted by the Association on the 28th day of October 1963;

WHEREAS the "Termination of Service" clause of the said By-law No. 6 was amended by enacting By-law No. 7 on the 12th day of December 1966 and by By-law No. 8 on the 28th day of March 1968 in order to conform with the Quebec Supplemental Pension Plans Act;

AND WHEREAS it is desirable to further amend the said By-law No. 6 in order to up-date the benefits accruing to the employees under the said Pension Plan;

NOW THEREFORE BE IT ENACTED AND IT IS HEREBY ENACTED as By-law No. 9 of the Association, effective August 1, 1969, as follows:

1) THAT Clause 5 dealing with "Future Service Policy" be amended to provide that the formula be increased from 1- $\frac{1}{2}$ % of the Employee's annual rate of pay to 2% of the Employee's annual rate of pay; and

2) THAT Clause No. 6 dealing with "Employee Contributions" be amended to provide that each Employee shall from the effective date hereof make contributions equal to 5% of his annual rate of pay instead of 4% of his annual rate of pay;

13.

The Directors and Officers of the Association be and they are hereby authorized to do, sign and execute all things, deeds and documents necessary for the due carrying out of the foregoing.

CARRIED.

The Treasurer has been asked to look into the possibility of repatriating the pension schemes of the fibre inspector and dust control engineer, which are presently included in the group plan of Asbestos Corporation Limited.

Correspondence

In reply to a letter from Mr. Maximov of the U.S.S.R. Trade Representation in Montreal, it was agreed that one pound samples of No. 1 & 2 Crude would be provided by A.C.L., Bell Asbestos Mines and C.J.M. These to be sent out through the Quebec Office of the Association.

ADJOURNMENT

In moving the adjournment the meeting extended a vote of thanks to C.J.M. for the arrangements made in connection with subject meeting.

Next meeting to be at the Seignior Club, October 7th-10th, 1969.

Paul-A. Filteau,
General Manager
and
Secretary.

10. LEGISLATION AND TAXATION COMMITTEE REPORT

QUEBEC ASBESTOS MINING ASSOCIATION

SPECIAL FALL MEETING - SEIGNIORY CLUB - MONTEBELLO, P.Q.

LEGISLATION AND TAXATION COMMITTEE REPORT

1. Tax Reform

Finance Minister E.J. Benson, has indicated that "good progress" was evident in the preparation of the White Paper on government tax reform and that there is "no resistance" in the Cabinet. He expects that the Paper will be ready to be made public about the end of October. In this connection, at the recent Mines Ministers Conference in Toronto, (see item 3 of this report) a resolution was passed suggesting that the the Minister request the Federal Government to avoid any further delay in bringing down the White Paper on tax reform. A good portion of the White Paper, we are told, has been already approved in draft form. It would seem from what information trickles through that the purported tax revisions will be more and more of a compromise.

2. Joint Meeting of the Q.A.M.A. and Q.M.M.A. Tax Committees

The last joint meeting of the Tax Committees of the two Associations was held on August 28 last.

a) Diesel Oil Tax - In view of the tax reform announced by the new Minister of Finance for Quebec, Mr. M. Beaulieu, the joint meeting considered that it would be appropriate to present to the new Minister an up-dated submission on Diesel Oil Tax applicable to off-highway vehicles jointly with the Pulp and Paper Association and other groups using off-highway equipment. The brief will likely be submitted to the Committee recently appointed to advise the Minister of Finance.

2.

b) Air and Water Pollution - In view of the recently announced policy of the Federal Government in this respect and the pressures at the Provincial and Municipal levels, it was agreed to request tax incentives for the construction of pollution control facilities. To this end it was suggested that a resolution be presented on this question at the Mines Ministers Conference in Toronto on September 14-17, 1969. See item 3 below.

c) Mining Duties Audit - As regards the application of the new Mining Duties Act (1966), the general consensus at the joint meeting was that classification of treatment facilities was broad and quite satisfactory, but that development expenses are not as broad as per section 83A of the Income Tax Act. A good many expenses are not allowed as deductions and have been the object of recommendation by Committee No.3 - Royalties, Taxation and Tariffs, at the recent Mines Ministers Conference. See item 3 hereunder.

3. Provincial Mines Ministers Conference in Toronto

W.W. Oughtred, the General Manager of your Association and the undersigned attended a well organized and in our opinion a very successful conference of the Provincial Mines Ministers in Toronto, September 14-17 last. The overall impression gained is that the discussions in the six different committees brought about some very constructive recommendations. Committee No. 3 - Royalties, Taxation and Tariffs, for one was very active. Some of its more important recommendations can be summarized as follows:

a) Federal Tax Reform - In anticipation of the government White Paper, attention was directed again in a recommendation to the Mines Ministers concerning the Carter Report to the adverse effects on the mining and petroleum industries which the adoption of the recommendations contained in the report of the Carter Commission would entail.

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b) Air and Water Pollution Control Facilities - Whereas the recently outlined Federal policy in respect of water pollution control, and to be applied in conjunction with the Provinces, would require heavy capital investments and that industry and municipalities will likely bear most of the burden, it was recommended that pollution control facilities be fully exempt from Federal and Provincial sales tax, that a 50% straight line depreciation be allowed for income tax purposes (Federal and Provincial), that 100% depreciation be granted under provincial mining duties legislation and that the facilities involved be exempt from real estate taxation.

c) Uniformity of Allowances and Disallowances under the Various Mining Acts in Canada - Five substantial and realistic recommendations were submitted for approval of this committee. These concern depreciation, processing allowance, allowable deductions, partially allowable and disallowable deductions. The five proposals were submitted to the attention of the Mines Ministers for their future action in this regard.

d) Reclamation and Conservation Expenditures - With regards to reclamation and conservation of land used in mining operations it was recommended that all expenditures for said purposed incurred during the operation of a mine be allowed as operating expense (deductible under Federal and Provincial income tax and Provincial mining tax) and that some sort of reserve fund (as opposed to the posting of a bond at the start) be set up for reclamation expenditures after cessation of mining operations.

4.

With mounting pressures and demand on Governments for better educational facilities, increased social welfare assistance, etc. one must come to the inescapable conclusion that, whatever taxation reform the Federal or Provincial governments may seek to implement the impending result is a heavier tax burden for almost every sector of our economy. And industry will surely not be the least affected, even if one would fear that such might retard our normal progress.

Michael J. Messel,
Chairman.

11. PUBLIC RELATIONS COMMITTEE REPORT

QUEBEC ASBESTOS MINING ASSOCIATION
SPECIAL FALL MEETING - SEIGNIORY CLUB - MONTEBELLO, P.Q.

PUBLIC RELATIONS ACTIVITIES

During the period from August 1 to the present, public relations activities have been pursued in the following areas:

1. ASBESTOS PRODUCER

Editorial emphasis in the July-August, September and October issues has been placed on these themes:

- a) Canada and Canadianism.
- b) The contribution by the Canadian mining industry, and asbestos-mining in particular, to varying levels of the Canadian economy.
- c) The serious economic dangers of reducing tax allowances to mining companies engaged in development work. Introduction of this theme is in support of the program currently being conducted by the Mining Association of Canada to forestall possible amendments to existing federal tax legislation.
- d) Planned for fall and early 1970 issues are major stories on: the interdependent role of management and labor in securing and maintaining profitable operations and the mutual benefits of such interdependency; the role of the asbestos-mining company in municipal affairs; continuing efforts to propagandize on behalf both of federalism and of preserving the status quo in federal tax legislation applicable to mining companies.
- e) As mentioned in previous reports, the December-January issue will be combined and is scheduled to appear during the first week of January.

2. QAMA LITERATURE

- a) Facts about Asbestos brochure: Each company has now a basic supply of 100 French and 100 English copies of the booklet. Copies have been mailed, with an accompanying letter signed by the General Manager, to federal Members of Parliament and Cabinet Ministers from Quebec constituencies, all Members of the National Assembly, senior federal and provincial civil servants, notably in the mining and educational fields, to all segments of the daily, financial, trade and professional press, to regional school boards and to senior officers of other industrial associations.

Response to the mailing is gratifying, with over 100 letters of acknowledgment received, as well as more meaningful results in the shape of requests from news media for briefings and additional written material about the industry, editorials in two mining community newspapers, and, from schools, requests for more copies than are currently available.

One conclusion to be drawn from this response is that there is a continuing and strong demand from many levels of the Quebec public for factual information about the industry and its contribution to the Province.

- b) In light of the foregoing, it is accordingly submitted that an effective and reasonably economical means of capitalizing on this demand would be to present the Association's yearly statement on the status and prospects of the industry as a printed bilingual document, accorded the same broad distribution as above but excluding schools and including the financial-economic community. Several major associations in the resource industries field follow this practice, which can be viewed as the industry's annual report.

3.

For distribution to news media, a press release presenting the highlights of the Association's report would be circulated together with the report.

Estimated requirements, allowing a small surplus for additional distribution by member-companies, is 650 copies. Total quoted production cost is \$625.00 (plus or minus 5%) including taxes. Save for the cost estimate, which was not available at the time, the proposal was presented to the Public Relations Committee September 12 and approved for submission to the Directors.

c) Stock of literature on hand in the Montreal office is as follows:

This is Asbestos	-	643 - English,	1193 - French
Facts about Asbestos	-	2,353 - English,	2009 - French

3. QAMA MOBILE DISPLAY

The display has now been moved by the City of Montreal from its location at Terre des Hommes to its fabricators for refurbishment. Arrangements are now concluded with the West Island Regional School Board, in Montreal for the display to be available, as a teaching aid in economic geography, in late October.

4. PRESS MENTIONS

a) In August, a news story was prepared, approved and distributed to all major news media in Canada, including all mining communities, to support the campaign now being conducted by the Mining Association of Canada to offset any amendments to existing federal tax legislation that could prove prejudicial to the industry. The story enjoyed good coverage in the financial pages and was incorporated into various "round-up" articles by financial editors on current mining developments or the likely effects of tax incentive reduction upon mine development.

When and if similar story opportunities present themselves, it is suggested they be handled in the same way. Copies of the press release and of the press clippings it generated have been distributed to members of the Public Relations Committee.

- b) Quebec weekly and weekend publications continue to devote sporadic coverage to situations involving relationships between municipalities and mining companies, both in Asbestos and Thetford Mines. In the light of this situation, it is suggested that, as recommended earlier, an authoritative article, or a series, be developed in the Producer to demonstrate the varied contributions that the mining companies, at both corporate and employee levels, make to municipal life and well-being. The point should continually be made that the quality of life enjoyed by the citizens of the mining towns is, for their size and location, exceptionally high and that this is attributable solely to the economic input from the mining companies as well as the talents and energy their employees make available.
- c) Asbestos fibre continues to receive unfavorable press through a steady trickle of mentions in all sections of the national press (frequently credited to an overseas source) as a health hazard. Copies of these clippings are circulated to the Public Relations Committee and to Dr. Pelnar. This subject is pursued in Section 6 below.

5. INDUSTRY BRIEF TO GENDRON COMMISSION

At its September 12 meeting, the Public Relations Committee authorized the General Manager to submit the final draft of the industry's brief to QAMA Directors before presenting it to the Gendron Commission. The Director of Information Services was in turn authorized to prepare a press release on the industry's

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presentation for distribution within Quebec including the Producer at the time the brief is submitted. Contents of the release are subject to PR Committee approval.

6. HEALTH SITUATION

In light of the forthcoming preliminary report by Dr. McDonald on results of the Epidemiological Survey of the populations of Asbestos and Thetford Mines, concern was expressed by the Public Relations Committee at the continuing bad press which asbestos fibre continues to receive in this country and abroad as a cause of respiratory disease. Committee-members stressed the need both for a positive and comprehensive statement, publicized as extensively as possible, by the industry on the subject and for promptly advising the union and local populations of any publishable findings.

To this end, it is recommended that an ad hoc committee be formed without delay, under the auspices of the Public Relations Committee to develop and coordinate a program for the release of this statement and to submit an estimate of the costs that are likely to be entailed.

7. OTHER PUBLIC RELATIONS ACTIVITIES

An informal survey, prepared at the instigation of a member-company, as to why so few youngsters in the asbestos-mining communities wish to pursue mining engineering studies has been completed and is available to all member-companies.

It shows that 17- and 18-year-old youngsters are badly informed (and ill-guided) about career opportunities within the asbestos mining industry or with mining companies in general and that

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many of them think about a career in woolly terms of "working with people" and "getting away from Thetford Mines".

Three points arise from the interviews with the youngsters (five in Asbestos, 20 in Thetford Mines):

- a) That whereas asbestos-mine employment is regarded as a secure occupation, jobs with other mining operations are not.
- b) That both Asbestos and Thetford Mines are regarded as being "isolated", away from the main-stream of Quebec life, a disadvantage, respondents claim, shared by all mining operations.
- c) That employment at a senior (i.e. supervisory or staff) level in any mining operation in Quebec means competing on Anglo-Saxon terms with Anglo-Saxons in a largely Anglo-Saxon environment.

Whether the industry - or the Thetford segment of it - views high-school students as eventual employees or not, it is accordingly recommended that:

- a) early action be taken to provide students with some form of counselling as to job opportunities and working conditions within the industry, so as to complement the apparently non-existent or grossly inaccurate career guidance they receive in school or at home.
- b) Independently of the above proposal, consideration be given to developing a more thorough investigation and analysis (possibly by professionals) of the attitudes of young people towards the industry so as to develop, if necessary, an effective and continuing means of keeping them informed of its nature, status and contribution.

- c) That, in the meantime, renewed emphasis be placed in the Producer on the number of French-speaking Canadians who have risen to responsible posts and are pursuing self-fulfilling and rewarding careers. This theme could be closely linked to that of indentifying the aims of both management and labor.

8. PUBLIC CONTACT

During the period under review, requests for information and/or literature about asbestos were received by the Montreal office as follows:

Phoned requests	- 44 (mainly for product or job information)
Written requests	- 30 (mainly for literature and from schools)
Personal visits	- 6 (including a man seeking a sample of moon rock)

John Gossio,
Director of Information Services.

I.C. Campbell,
Chairman - Public Relations Committee.

12. ENVIRONMENTAL CONTROL COMMITTEE REPORT

QUEBEC ASBESTOS MINING ASSOCIATION
SPECIAL FALL MEETING - SEIGNIORY CLUB - MONTEBELLO, P.Q.

ENVIRONMENTAL CONTROL COMMITTEE REPORT

Three meetings of your committee have been held since the last special meeting. Progress has been made; we report by specific subject:

1. Sub-committee on Design

This sub-committee was inaugurated on July 30th at a meeting in Asbestos.

All companies were represented by members who are specifically occupied in the design, engineering evaluation and implementation of environmental control measures.

The Chairman of your committee defined the terms of reference, the function and the spirit of the sub-committee. The sub-committee will achieve meaningful and useful results providing the spirit is wholeheartedly embraced and that is:

"A free and uninhibited exchange of know-how, test results, successes and failures on all aspects of design and operation of equipment to control dust, noise and fumes in our environment."

The sub-committee then toured Mill 5 and were given an up-to-date report on all current projects at the Jeffrey Mine.

2.

The sub-committee held their first meeting in Thatford Mines on September 4, 1969.

2. Dryer Stack Dust Control

These investigations await the completion of the Electrostatic Precipitator of Asbestos Corporation after which the sub-committee will review all test results and prepare a comparative report.

In order to ensure measurements on stack emission that are directly comparable from plant to plant, your committee recommends that the Dust Engineer be provided with a Dust and Fume Determination Assembly at a cost of \$600.00. Mr. Lachance would then be solely responsible for all evaluations of dryer stack emission.

3. Tailings Pile Stabilization

The controlled growth chamber has been installed at the Sherbrooke Laboratory. The Director has visited INCO at Copper Cliff and the J-M Research Centre, as well as completing a comprehensive survey on all literature on the state of the art. The Director has designed a well thoughtout program of test growing of grasses, legumes and grains under varying growth conditions. The intent is to isolate, as rapidly as possible, candidates for test seedings in the field on both horizontal and stacked tailings piles.

4. Legislation

The Deputy Minister of Health has received our two submissions concerning the proposed legislation on Air Pollution. Many of our requests for changes and additions were implemented in the working document.

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We had expected the opportunity to review the third draft, however, we still have heard nothing since our submission in May.

If legislation is to be brought before the next session of the National Assembly, we would like a third opportunity to recommend change before it gets into print.

J.R.M. Hutcheson,
Chairman.

13. MISCELLANEOUS ASSOCIATION ACTIVITIES

QUEBEC ASBESTOS MINING ASSOCIATION

SPECIAL FALL MEETING - SEIGNIORY CLUB - MONTEBELLO, P.Q.

MISCELLANEOUS ASSOCIATION ACTIVITIES

BRIEF REVIEW

1. Employer Representatives on Government Commissions - As directed at the last meeting of the Association (July 31/69), the undersigned contacted the Pulp and Paper Association, C.M.A., Q.M.M.A. and the Conseil du Patronat regarding stronger and highly competent employer recommended appointees to the Workmen's Compensation Board, Advisory Labour Councils, Labour Courts, etc., All were fully in agreement with the suggestion and have agreed to discuss the matter at a future joint meeting of our associations.

2. Provincial Government Bills # 49, 50 and 51 - Bills # 49 and # 50 became law on June 13, 1969, but Bill # 51 was withheld, because representations and objections on the part of employers' associations. In connection with these bills, several discussions and meeting with officials of the Provincial Labour Department, of the C.M.A., the Q.M.M.A. and the Conseil du Patronat took place when the bills were tabled in the House. The Government, however, managed to steam roll Bills # 49 and 50 through the National Assembly before our objections could be heard, pretending that employers had been consulted through the Advisory Council on Labour and Manpower.

Bill # 49 is very complex in its application, calling for the setting of provincial standards of professional qualifications, training programs, employer-employee consultation and regional professional training commissions. Consultation with employers has been solicited by the Department of Labour and a meeting has been arranged for October 15 to discuss the implications and submit recommendations.

2.

Bill # 50, Labour Courts, is being implemented gradually. The President (J.P. Geoffroi) and his assistant (D. Quimper) as well as several investigation commissioners, seven out of nine coming from unions, have been appointed effective September 1. We should seek to have employer representatives as commissioners before complete enactment of new legislation scheduled for October 15.

Bill # 51 was withdrawn, when it was pointed out that it was ridiculous to ask any and all employers to apply for a permit from the "Construction License Bureau" for construction or maintenance work. This was in contradiction with their attitude on "contracting out" practices. A revised proposal will be submitted at the next session.

3. Sheet Metal, Island of Montreal and a 100-mile radius of its limits. (Notice). - In the Quebec Official Gazette of August 30, 1969, notice was given that the Montreal Construction Association and the Sheet Metal Workers International Association, Local 116, had petitioned the Minister of Labour to make binding the collective labour agreement entered between the two associations for employers and employees of the industry and trades concerned located within a 100-mile radius of the Island of Montreal. "The decree, it was said, applies to all establishments engaged in the manufacture or fabrication or reconditioning of sheet metal products....." In view of the possible interpretation that such a decree could affect maintenance employees of asbestos mining companies, strong objections were made to the Department of Labour, pointing out that this would be an undesirable intrusion which could prove detrimental to the present harmonious labour relations climate within the industry. It would sooner or later bring about disruption and difficulties as a result of multiple labour (trades) agreements entered in with companies where teamwork is essential, a condition which has been achieved through the negotiating for all employees of a single labour agreement. Therefore the Q.A.M.A. contests and questions the above interpretation and wishes to register its vigorous opposition to any juridical extension of subject labour agreement that would encompass the employees of asbestos mining companies operating in the Eastern townships of Quebec.

4. Brief to the Gendron Commission on the French Language in Quebec -

This brief has been prepared by a sub-committee of the P.R. Committee of your Association for approval by the Directors at the Special Meeting of October 7-10, at the Seignior Club. If it is accepted, the submission will then be forwarded to the Commission with a copy of the resolution approving the brief. No doubt the Association will be invited to a public hearing of the Commission and at such time it is planned to properly publicize the submission. The English version of the brief is appended for your perusal under section 14 of this brochure.

5. Provincial Mines Ministers Conference - This year's annual meeting accomplished a great deal. In addition to the large number of pertinent recommendations submitted by Committee No. 3 - Royalties, Taxation and Tariffs, as well as by the other committees, one recommendation of importance to the Mining Industry came from the Education Committee. This recommendation suggested to the Provincial Mines Ministers to request their respective Education Ministers that earth sciences be taught in secondary schools across Canada. With similar recommendations made by local C.I.M. branches to their respective Education authorities, the hoped for eventual result should be a greater interest on the part of high school students in mineral sciences and ultimately a greater number of mining and geology students in Universities, a situation which would greatly obviate the present difficulties of recruiting personnel for the Mining Industry.

6. Joint Meeting of the Provincial Mining Associations - The greater part of the recent joint meeting of said associations held in Toronto on the occasion of the Mines Ministers Conference was devoted to a discussion of present and future P.R. efforts on behalf of the mining industry, either to improve its image or to forestall any adverse effects on the industry resulting from a Federal tax reform. The latter endeavor calls for the preparation and distribution of literature on mining taxation, advertising in Canadian dailies and business papers,

speaking engagements by well known mining authorities, visits to Provincial capitals, etc. Let us hope that this broad concerted program will contribute not only to a better knowledge of the mining industry at large, but also and especially to a better understanding of its importance and essential function in the overall economy of the country.

4.

7. Annual Meeting of the Chamber of Commerce of the Province of Quebec - At its last annual meeting in Baie-Comeau, the Chamber approved several resolutions with respect to natural resources of the Province, three of which had to do with the government legislating and enforcing the application of legislation concerning air and water pollution. The undersigned informed the meeting of the present status of proposed legislation on air pollution, stating that a revised draft of the formal legislation is expected any time.

In addition, there was a very important policy recommendation concerning the mining industry which was approved. It can be summarized as follows:

Since mineral resources contribute substantially to the economy and employment in this province, the government must promote their exploration and development under such conditions as will allow to compete on world markets. To this end Government policies should take into account the non-renewable aspect of mineral resources, the instability of prices for same, the international aspect of markets and the great risks involved in mining exploration and operations.

Such a recommendation from the Chamber will no doubt be taken into serious consideration by the Minister of Natural Resources and should be reflected in future amendments to present mining legislation.

Paul-A. Filteau,
General Manager.

14. SUBMISSION TO THE GENDRON COMMISSION

SUBMISSION
ON BEHALF OF THE /
QUEBEC ASBESTOS MINING ASSOCIATION
TO THE
COMMISSION OF INQUIRY
ON THE
STATUS OF THE FRENCH LANGUAGE
AND ON THE
LINGUISTIC RIGHTS
IN QUEBEC

The Quebec Asbestos Mining Association,
580 est, Grande-Allée - Suite 320,
Québec 4, Qué.

15.

to be decided by President and General Manager, after checking with the Minister of Natural Resources. A meeting of the Directors could likely be held either the afternoon prior to the reception or the following day.

ADJOURNMENT

There being no further business, the meeting was formally adjourned.

Paul-A. Filteau,
General Manager
&
Secretary.

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