

**QUEBEC
ASBESTOS MINING
ASSOCIATION**

**SPECIAL FALL MEETING
AT**

**THE SEIGNIORY CLUB
MONTREAL, QUEBEC**

OCTOBER 7-10, 1969

Karl V. Lindell
President

Paul A. Filteau
General Manager

**QUEBEC
ASBESTOS MINING
ASSOCIATION**

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1. LIST OF OFFICERS AND DIRECTORS

QUEBEC ASBESTOS MINING ASSOCIATION

OFFICERS AND DIRECTORS

1960

Mr. K.V. Lindell	-	President
Mr. P.J. Merrill	-	Vice President
Mr. P.C. Carpenter	-	Director
Mr. R.S. Gagnier	-	Director
Mr. W. Wasse	-	Director
Mr. M.M. Lefebvre	-	Director
Mr. F.D. Gibe	-	Director
Mr. J. J. Gauthier	-	General Manager
Mr. George F. Lefebvre	-	Secretary
Mr. J. J. Lefebvre	-	Director

CORRECTION



The preceding document(s) has been refilmed
to assure legibility and its image appears
immediately hereafter.

QUEBEC ASBESTOS MINING ASSOCIATION

OFFICERS AND DIRECTORS

1969

Mr. K.V. Lindell	-	President
Mr. R.J. Merrill	-	Vice President
Mr. M.C. Carpenter	-	Director
Mr. R.S. Coleman	-	Director
Mr. M.J. Messel	-	Director
Mr. W.W. Oughtred	-	Director
Mr. F.P. Smith	-	Director
Mr. Ivan Sabourin	-	General Counsel
Mr. George Robinson	-	Treasurer
Mr. Paul-A. Filteau	-	General Manager & Secretary

2. STANDING COMMITTEES

QUEBEC ASBESTOS MINING ASSOCIATION

STANDING COMMITTEES

1969

TECHNICAL COMMITTEE

Chairman - R. Dodds-Hebron
Members - G.F.A. Brink, J. Giansante, M.C. Pharo,
W.H. Smith, W.P. Archer, V.C. Lindsay,
J.J. Sztuke, J.G. Blais, R. Lefebvre,
R. Gale, M. Cossette.

UNIFORM CLASSIFICATION AND GRADING COMMITTEE

Chairman - W.H. Foster
Members - R.J. Merrill, J.O. Eby, J.P. Wiser,
D. Poirier, R. Dodds-Hebron, R.S. Coleman,
G. Brink.

PUBLIC RELATIONS COMMITTEE

Chairman - I.C. Campbell
Members - R.S. Coleman, Y. Couture, R.J. Merrill,
L.C. Piuze.

TRAFFIC COMMITTEE

Chairman - I.C. Campbell
Members - W.J.W. Smith, L.J. Webster, D. Poirier,
L.R. Delaney, C.R. Biron, M. Roy,
D.M. Akers.

INDUSTRIAL RELATIONS COMMITTEE

Chairman - J.O. Eby

Members - H. Gagnon, J.L. Gartshore, W.H. Bonneville,
N. La Couvée, J.G. Mooney, J. Camiré,
D. Poirier, Y. Bolduc, R. Fillion.

LEGISLATION AND TAXATION COMMITTEE

Chairman - Michael J. Messel

Members - G. McCammon, O. Mousseau, G. Vaillancourt,
G. Moad, R.S. Coleman, Al Dennis, D. Poirier.

OCCUPATIONAL AND ENVIRONMENTAL HEALTH COMMITTEE

Chairman - Karl V. Lindell

Members - W.W. Oughtred, F.P. Smith, M.J. Messel

ENVIRONMENTAL CONTROL COMMITTEE

Chairman - J.R.M. Hutcheson

Members - W.H. Foster, L.C. Pluze, M. Prus.

3. LIST OF MEMBERS AND GUESTS

QUEBEC ASBESTOS MINING ASSOCIATION

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

MEMBERS AND GUESTS

Asbestos Corporation Limited:	Mr. W.W. Doughtred Mr. J.A. Sargent Mr. I.C. Campbell Mr. W.H. Foster Mr. M.P. Carson Dr. Paul Cartier Dr. John McCann
Bell Asbestos Mines Limited:	Mr. F.P. Smith Mr. R. Dodds-Hebron
Canadian Johns-Manville Company Ltd:	Mr. C.B. Burnett Mr. D.T. Colton Mr. H.M. Ball Mr. D. Poutiatine Mr. K.V. Lindell Mr. J.O. Eby Mr. N.W. Hendry Mr. J.R.M. Hutcheson Mr. Y. Couture Mr. A.R. Dennis
Carey-Canadian Mines Limited:	Mr. R.J. Merrill Mr. A.H. Bagenstose Mr. M. Prus
Flintkote Mines Limited:	Mr. J.A. Main Mr. M.C. Carpenter Mr. A.R. Hooker Mr. D. Poirier
Lake Asbestos of Quebec limited:	Mr. R.L. Hennebach Mr. M.J. Messel Mr. L.C. Piuze Mr. R.P. Gagnon
National Asbestos Mines Limited:	Mr. E.W. Jones Mr. R.S. Coleman
Institute of Occupational and Environmental Health (OAMA):	Dr. G.W. Wright Dr. J.C. McDonald
Quebec Asbestos Mining Association:	Mr. George Robinson Mr. Ivan Sabourin Mr. Paul-A. Filteau

4. AGENDA

SPECIAL MEETING OF THE
QUEBEC ASBESTOS MINING ASSOCIATION
TO BE HELD OCTOBER 8th & 9th, 1969,
IN THE EAST ROOM OF THE SEIGNIORY CLUB,
MONTEBELLO, QUEBEC

AGENDA

OCTOBER 8th, 1969

10.00 a.m.

1. Occupational and Environmental Health Committee:
 - a) Preliminary report on Survey of Quebec Asbestos Mine Workers by Dr. J.C. McDonald.
 - b) Remarks by Chairman of Scientific Committee, Dr. G.W. Wright.
 - c) Other Business.
2. Adjournment.

OCTOBER 9th, 1969

9.30 a.m.

1. Minutes of the Meeting of July 31st, 1969.
 2. Committee Reports:
 - a) Technical
 - b) Uniform Classification and Grading
 - c) Industrial Relations
 - d) Traffic
 - e) Legislation and Taxation
 - f) Public Relations
 - g) Environmental Control
 3. New Business.
 4. Comments on General Business Conditions.
 5. Adjournment.
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5. MINUTES OF MEETING OF JULY 31st, 1969

MINUTES OF THE 111th MEETING OF THE
QUEBEC ASBESTOS MINING ASSOCIATION
HELD ON THURSDAY, JULY 31st, 1969,
AT ASBESTOS, P.Q.

Present:

Messrs.	K.V. Lindell	Y. Couture
	R.S. Coleman	J.C. Eby
	J.A. Main	W.H. Foster
	R.J. Merrill	J.R.M. Hutcheson
	M.J. Messel	Geo. Robinson
	W.W. Oughtred	I. Sabourin
	F.P. Smith	Paul-A. Filteau

The President, Mr. K.V. Lindell, was in the chair.

It was moved and seconded that the minutes of the 110th meeting of the Association held on June 9, 1969, be adopted as submitted by the Secretary.

CARRIED.

TECHNICAL COMMITTEE

The Chairman being indisposed could not attend the meeting. However, information was conveyed to the meeting that there was nothing special to report on the activities of the various sub-committees.

The General Manager requested from the meeting a direction as to the handling of requests for plans and specifications of the Q.S. Testing Machine by people other than Association members. This

2.

task was assigned to the Technical Committee for recommendation to the Board of Directors.

UNIFORM CLASSIFICATION AND GRADING COMMITTEE

A meeting of the Committee was held on June 26th. Matters of interest to the Directors, as reported by the Chairman, were:

1. Fibre Length & Diameter - The program using the "Zeiss Analyzer" and the "Image Shearing" is making good progress. This program should be completed by January, and the results will be given to each member company for study, and also a group statistical study will be made in an effort to relate the findings on length-diameter to present tests such as McNett, Dyckerhoff, Strength-Unit, etc.
2. In future, in performing the Q.S. test on 7 Group fibres for Random Q.S., and for yearly Exchange Samples, the 10 mesh box will be dropped 6", three times, to knock down 10 mesh fibre that is not truly 10 mesh. This is for internal Q.A.M.A. use only, and is not intended to be part of the Q.S. Standard procedure.
3. The Fibre Inspector, when testing Member Company color testers,
 - (a) will send the results of tests only to the company concerned;
 - (b) and will conduct such tests every 2 months, or so, at the same time as the Q.S. machine tests.
4. In June the Lab. Director attended a 4-day course at Laurentian University (Sudbury) on "Microscopic Methods of Particle Size Analysis". A report will be issued to Uniform Classification & Grading members.

INDUSTRIAL RELATIONS COMMITTEE

There has been no meeting of the Committee since the June meeting of the Association. The Chairman reported that the various member-companies were adjusting their labour agreements to meet the recently signed contract with the Syndicate.

The strike at Advocate Mines has been terminated and a new contract signed.

Views on bills 49 and 50, recently tabled in the National Assembly for first reading, were expressed by the Chairman of the Committee, Counsel, and the General Manager. Counsel pointed to the likely slowness of the proposed labour courts, a condition which is also inherent in the Bar Association. An attempt should be made to have an industry representative or spokesman officially appointed to the Board. This should also be pursued with the Workmen's Compensation Board. The General Manager was asked to contact the Pulp and Paper Association, C.M.A., and Q.M.M.A. in order to ascertain their views on this problem.

Resolution re Transfer of Mine Rescue Equipment and Buildings to the Provincial Department of Natural Resources -

It was moved and seconded,

THAT the ownership of all equipment and buildings (located on Lot No. 25-95 on the official cadastral plan and in the Book of Reference for the Township of Thetford in the Sixth Range), known as the Thetford Mines Rescue Station belonging to the Quebec Asbestos Mining Association, be transferred to the Department of Natural Resources for and in consideration of the sum of One Dollar (\$1.00).

ADOPTED.

And it was further resolved,

THAT the total annual budget of the Mine Rescue Training Plan be approved by the Quebec Metal Mining Association and the Quebec Asbestos Mining Association and that the Department of Natural Resources appoint the members of an advisory committee on Mine Rescue, which members will be chosen from the Quebec Metal Mining Association and the Quebec Asbestos Mining Association;

THAT copy of this resolution be sent to the Deputy Minister of Natural Resources and the Chief Inspector of Mines of the Province of Quebec.

ADOPTED.

To complete the deed of sale of ground to Department of Natural Resources, A.C.L. is awaiting exact dimensions and cadaster of plot of land to be occupied by Mine Rescue Station. This information to be prepared by local Mine Rescue Station superintendent.

TRAFFIC COMMITTEE

On behalf of the Chairman, the meeting was informed that the Eastern railroads have agreed to the Q.A.M.A. proposal to establish rates to Mexico to compete with those which exist from Vancouver.

LEGISLATION AND TAXATION COMMITTEE

Postponement of Federal White Paper on Taxation - Finance department officials are working hard to finish the government proposals for taxation reform so they can be published in an official White Paper this fall. Latest indication is that it will be ready to be made public in September or Sunday, October 4.

SUMMARY

Mr. Chairman,
and Commissioners,

1. The Quebec Asbestos Mining Association is pleased to be able to submit for your consideration its views on the French language and on linguistic rights in Quebec. We are grateful to you for the opportunity to do so.
2. As the foremost producer of asbestos fibre for export around the world, the asbestos-mining industry provides direct employment for 6,000 workers as well as for thousands of others in associated occupations and ancillary services. The industry's geographical area of influence encompasses a region with a total population of over 50,000.
3. Inside mining companies, French is the language most used, to an extent of 90 per cent. However, because asbestos-mining is essentially an exporting industry, knowledge of English is a mandatory requirement in the advancement of management personnel. Of the asbestos fibre produced in Quebec 98 per cent is shipped outside the Province. To deal with foreign countries and to sell on the North American and overseas markets, knowledge of English is essential since it is the common language of international trade.
4. Our member-companies have long appreciated the dualistic nature of their asbestos-mining environment and have made every effort to foster its development. Over the past 25

years a marked improvement in the careful use of the French language both by individuals and by the industry has taken place. This is the result of honest collaboration and sincere effort.

5. In light of the foregoing, the asbestos industry suggests that a formula be devised whereby certain regions and certain economic activities may operate on a bilingual basis regardless of other sectors of the economy which may practise a language policy best suited to their aspirations.

6. The industry is convinced that such a policy would stimulate the use of French in business and would therefore encourage the economic and cultural development of Quebec.

7. The industry believes that the pre-eminent position of French in this Province would be further enhanced by introducing compulsory and intensified French instruction throughout the existing English school systems. This would provide all Quebec school-children with a working knowledge of the oral and written language by the time they leave High School.

Respectfully submitted,

THE QUEBEC ASBESTOS MINING ASSOCIATION

Quebec, October 1969.

SUBMISSIONPAGE

Asbestos Mining Industry in Quebec

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The Working Language

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Mr. J. Denis Gendron, Chairman,
and Members of the Commission,

1. The members of the Quebec Asbestos Mining Association are pleased to submit for your consideration their comments and opinions on the status of the French language and linguistic rights in Quebec. We wish to take the opportunity to outline the position of the French language in our industry which, with its 90 years of continuous production, has achieved an operational history rarely seen in the mining industry, while providing during this period a steady contribution to both the regional and provincial economies.
2. The Quebec Asbestos Mining Association comprises some seven members whose mining operations are situated in the Eastern Townships of the Province. As well as fostering a spirit of cooperation between its members and encouraging joint technical research and economic studies, the principal reason for the Association's existence is to ensure the general well-being of its employees by supporting the efforts of organizations directed toward the educational, scientific and cultural development of the population. In this regard, we have the keenest interest in the mandate of your Commission and the inquiry that you are conducting throughout the Province.
3. The use of asbestos fibre throughout industry and in our daily lives is so wide-spread that it is today difficult to imagine how we could survive without it. However, asbestos rarely makes the headlines in the manner of other Canadian natural resources, even though our country is the world's leading exporter of the mineral.

4. The events leading to the establishment of this great industry began in 1675, in the earliest days of Confederation. Today, Quebec produces approximately 40 per cent of the world's total asbestos supply. Historically, however, the origins of asbestos-mining are to be found in Italy.
5. Even though Canada has three major competitors - the U.S.S.R., Rhodesia and the Union of South Africa - Quebec's asbestos mines are still the best-known in the world. In 1968, Canadian production totalled 1,580,026 short tons of which 1,371,836 short tons, valued at over \$150,000,000. were produced in Quebec. The richest asbestos ore deposits are to be found in south-eastern Quebec in an area stretching from Tring Junction, in Beauce County, through Thetford Mines, Black Lake and Coleraine to Asbestos, in Richmond County.
6. By virtue of being the world's principal supplier of asbestos fibre, the Quebec asbestos mining industry has given the world a set of rigid quality standards. This qualification system is generally known as the "Quebec Standard". The companies engaged in asbestos mining operations in Quebec are however, subsidiaries of foreign corporations of which six (6) are American and one British. International in scope, Quebec's asbestos mining industry would not long survive without exporting, since the domestic market absorbs less than five per cent of the total annual production.
7. The asbestos mines in Quebec, their 6,500 employees and the thousands of other men and women engaged in subsidiary occupations are thus dependent upon the demand from foreign markets. The world is their market place. In fact, if such were not the case, the industries would decline and their jobs cease to exist.

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N.B. A further 500 employees in Asbestos are engaged in the manufacture of asbestos products.

8. Thanks to the existence of ample reserves and modern recovery techniques, indications are that asbestos will continue to be mined in Quebec well into the 21st Century. But asbestos miners are realists. They know that, some day, certain mines presently in operation will disappear, and their places will be taken by the discovery and development of new ore-bodies. To meet competition on world markets, mining and processing methods must become even more efficient and economical. Mine and mill workers will change and their training and technical abilities will steadily improve from year to year. This is the way in which the economic and cultural standards in the mining communities steadily improve with each generation of mine-workers. Industry support given thus far to education, recreational and other organizations is already bearing fruit. All this stems from a continuous research effort directed towards the development of an ever-increasing range of applications for asbestos fibre to satisfy the needs of mankind.

Demographic Structure of the Asbestos Industry

9. In Quebec's asbestos country, there are no "company towns". The principal mining communities, whose overall prosperity is based directly or indirectly on the asbestos mining industry, have a total population of over 50,000 persons. Of this population, 94 per cent is French-speaking. The unrivalled stability of the population and the industry's workforce is quite exceptional for mining communities. For instance, employees with over a half century of service are to be found in several mines and processing plants. Many of them have sons and grand-sons working at the same mine. Clearly, this demonstrates that the industry has evolved with time and that it remains an attractive and secure source of employment for young people entering the labor market.

10. The asbestos industry in the Eastern Townships of the Province has at present 6,500 employees. Of this number, 95.9 per cent are French-speaking, the remaining 4.1 per cent being English-speaking. The proportion of unilingual French-Canadians is 67 per cent; the percentage of bilingual French- or English-Canadians is 30.7 per cent, while that of unilingual English-Canadians is only 2.3 per cent.

11. The following table breaks down hourly-rated and salaried personnel by percentage and language.

	<u>Employees</u>	<u>Hourly-rated</u>	<u>Salaried</u>
	<u>%</u>	<u>%</u>	<u>%</u>
French	95.9	99.9	80.0
English	4.1	0.1	20.0
TOTAL %	100.00	83.5	16.5

12. The hourly-paid workforce is thus recruited exclusively from French-Canadians who also represent some 80 per cent of salaried personnel. The linguistic climate in the mines and mills thus enhances the use and development of French in everyday inter-employee communications. This means there is no requirement for a French-Canadian blue-collar worker to know English in order to be hired or, indeed, to spend his entire working life with a mining company. However, ignorance of English would be a serious handicap for any person aiming for a career in supervision or management with an industry so international in character as asbestos-mining. By the same token, English-language blue-collar workers must have an acceptable knowledge of French in order to be hired since it is impossible for them to work solely in English.

13. Because of the small number of mining specialists who graduate from Quebec's various universities each year, technical personnel are also recruited from universities in other provinces. Graduates from French-language universities do not necessarily require a good knowledge of English when they are hired, but, in order to be promoted, their knowledge of that language must improve. Free courses are provided to assist them to acquire an acceptable knowledge of English. Because of the industry's worldwide markets, it is impossible for a university graduate to attain the upper echelons of a company unless he has an adequate command of English.

The Working Language

14. Within the mining companies, French is the language most in use, and to the extent of 90 per cent. At the management level, whether in communications with head office, in the sales area - and 95 per cent of sales are to foreign countries - or in dealings with U.S. or British technical organizations, English is the language employed.
15. As far as written communications are concerned, French is largely used at worker and foreman level. In communications between management and blue-collar workers, both languages are generally employed, depending on circumstances.
16. This practice results in notices, posters, instruction manuals, etc. being prepared in both languages, and when only one language is employed, French is predominant. Job descriptions are provided in both languages. In this context, both versions are considered of equal importance.

17. Labor-management negotiations are customarily conducted in French and the collective agreements are published in the two languages, with both versions being considered as official.
18. For quite some years now a French-language employee has been able to submit a grievance in French and have the arbitration tribunal hear it in his own language.
19. The same policy applies to documents dealing with employee benefits, or job application forms, instruction manuals, etc. They are available in French or English, depending on the language of the employee. The Association's employee newspaper is 100 per cent bilingual and much care is given to providing the exact rendering of technical and commercial terms in the two languages. The purpose here is to provide an opportunity for readers to get to know and to use exact terminology in either language.
20. Generally, the managements of our member-companies communicate with government authorities in English or in French, depending on the language used by the person to whom the communication is addressed. This is also the case with verbal communications between management representatives and government employees. However, in agreements and contracts, even if a French version is provided, the original texts are generally prepared in English since they are retained in the head-office records of the companies concerned.
21. Because of the very nature of asbestos mining, essentially an exporting industry, knowledge of English is a mandatory requirement in the advancement of management personnel. No less than 98 per cent of the asbestos produced in Quebec is shipped

out of the Province while 95 per cent of it leaves the country. Since English is the language of international commerce, it is essential to master that language in view of the continual need to communicate with organizations outside of the Province. By virtue of this, French unilingualism on the part of the management of our companies would be a real handicap simply because their operations extend beyond Quebec and necessitate communications with business people living outside Quebec. This is so particularly true for asbestos marketing and sales operations that our member-companies would be obliged to consider the possibility of locating their sales offices and associated functions outside of Quebec, were French unilingualism ever to be made a priority. When it is considered that of the 1,372,000 tons shipped by Quebec's asbestos mines in 1968, 775,000 tons were absorbed by English-speaking countries and a further 290,000 tons went to European, Scandinavian, Asian and African countries where English is the second language, it is self-evident that English is - and doubtless will remain for some time to come - the working language of the asbestos fibre sales and purchasing functions the world over.

22.

Moreover, in the present industrial context, a person who is anxious to rise in the management of mining operations must possess or acquire the degree of mobility that will enable him to relocate and thereby secure necessary professional experience. Without adequate bilingualism, this requirement is hard to meet. Furthermore, as earlier mentioned, the fact that in Quebec's asbestos industry the parent-company head-offices are all situated in the United States or Britain means that reports and other communications between them and the subsidiary companies are inevitably in English. However, it should also be emphasized that English unilingualism is a handicap in Quebec to any person whose

job entails constant communication with French-Canadians possessing little or no English vocabulary. In other words, in Quebec, bilingualism is a positive and valuable asset for French and English speakers alike.

23. Furthermore, our member-companies have long recognized the dualistic nature of this situation and have made unremitting efforts to support and encourage it. French language courses are provided for English-speaking management personnel and knowledge of French is often a decisive factor in promotions at management level. Today, as so often in the past, employees are urged and encouraged by senior management representatives to perfect their knowledge both of French and of English. Community leaders in the various asbestos-mining centres will tell you that, more often than not, the impetus for cultural development projects springs from the mining company managers themselves.

24. Security, reception and telephone switchboard personnel must necessarily be bilingual. However, training of these employees is always in French. This is equally true of mine railroad workers, since English is the recognized working language of the rail transportation industry throughout North America.

Quality of French

25. Unfortunately, it must be conceded that a high proportion of both hourly-rated and salaried personnel working for the asbestos mining companies make somewhat careless use of French particularly with regard to technical terminology. There has been a marked improvement, however, over the past 20 or 25 years. This gradual change for the better is in large part due to the promotion

of good French-speaking habits and to efforts in this direction both at school and, voluntarily, at home. For its part, the industry is growing increasingly concerned with the importance for employees to use their language carefully and well. For this reason, French courses are offered at no charge to employees seeking to better their knowledge of the language. This is a long-term effort, and progress will only be achieved where there is honest collaboration and sincere effort by individuals. These two conditions are essential if interest in and motivation towards improved mastery of the language are to be maintained.

Conclusion

26. If the Province of Quebec seeks to promote the development of new industries and the expansion of already existing enterprises and thereby accelerate and consolidate its economic progress, it must permit mining, manufacturing and service companies to have at their command the means to communicate with the outside world and to sell on the North American continent surrounding us as well as on international markets. Trying to negotiate in French in these major world markets is an exercise in futility. All evidence points to the inescapable fact that English is the language of foreign trade.
27. Accordingly, a formula must be devised to enable certain regions and certain economic activities to operate normally on a bilingual basis, regardless of what other centres and other sectors of the economy may pursue by way of a language policy in keeping with their own aspirations and cultural objectives.
28. There is absolutely no reason for fear that the adoption of such a policy would cause the use of French to disap-

pear. In fact, grounds for this apprehension vanished some years ago. We believe, on the contrary, that a hospitable sociological environment and a free political climate would indeed result in the increased use of French and, in so doing, would leave a dynamic imprint on the Quebec community at large that should prove highly beneficial to the economic development of our various regions. The reverse would swiftly reduce us to a discriminatory and pernicious isolationism that would lead, sooner or later, to an even greater lag in the economic advance and the cultural development of the people of "La Belle Province".

29. As a fundamental prerequisite to any improvement in the pre-eminent position of the French language in the Province of Quebec, compulsory and intensified French instruction should be without delay introduced within the existing English school systems. Such a step would provide all Quebec school-children, irrespective of ethnic background, with a working knowledge of French, both oral and written, by the time they have graduated from High School.

Respectfully submitted,

THE QUEBEC ASBESTOS MINING ASSOCIATION

Per: _____
Karl V. Lindall, D.Sc., E.M.
President.

Paul-A. Filteau,
General Manager and Secretary.

October, 1969.