

Exhibit No. 111

Exam. of

R. J. Merrill
April 5/89

Shannon Kernaghan
Official Reporter

MINUTES OF THE 11th MEETING OF THE
QUEBEC ASBESTOS MINING ASSOCIATION
HELD ON THURSDAY, JULY 31st, 1969,
AT ASBESTUS, P.Q.

Present:

Messrs.	K.V. Lindell	Y. Couture
	R.S. Coleman	J.C. Eby
	J.A. Maine	W.H. Foster
	R.J. Merrill	J.R.M. Hutcheson
	M.J. Massel	Geo. Robinson
	W.W. Doughtred	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 11th 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

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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.

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5. 1969 Salary Increases - The committee recommends that:

- (a) The new July 1/1969 University scale for laboratory technicians and the lab. secretary be accepted. These increases were allowed for in the 1969 Lab. Budget.
- (b) The director's salary be increased to \$12,850./year, effective June 1, 1969; the fibre inspector's salary be increased to \$810./month, effective July 1, 1969.

CARRIED.

6. Again it was not possible to obtain agreement on Mr. Messel's proposed revision to the "Monthly Shipping Test Report".

It was fairly unanimous that the Q.S. tests (High Car, Low Car and Average Car) should be by "Grades" only, and that sub-grades tests (now for 7 Group only) are not necessary.

However, for the tonnage report, opinion was about equally divided between reporting the tonnage only by "Group", or by "Grades"; or by "Sub-Grades".

7. A request from a student (M.Sc.) from Brooklyn, N.Y. to spend 2 months in Sherbrooke lab. to study asbestos testing was not approved.

Metric System - The Committee was asked by the Directors to study the implications of converting to the metric system the present asbestos fibre testing procedures, starting with the Q.S. test. A recommendation from the Committee is also expected as to how far the Association should go, if pressures were exerted.

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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.

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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.

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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-dependant roles of management and hourly-paid personnel in achieving and maintaining profitable and hence secure mining operations.

The savings to be 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

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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.W.A. and G.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 9.00 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 Seigniory 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 crushing mills. 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 Flintkote 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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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 O.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 Danyse Côté,	" "	- \$600.00
Mr. George Robinson,	" "	- \$500.00
Dr. Premysl Pelnar,	" "	- \$2,000.00
Mr. Paul-A. Filteau,	" "	- \$2,000.00

Revisions to OAMA 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 9th, 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 Pr. 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;

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.

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.