

**QUEBEC
ASBESTOS MINING
ASSOCIATION**

**SPECIAL FALL MEETING
AT
THE SEIGNIORY CLUB
MONTEZELLO, 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

1965

Mr. K.V. Lincell	-	President
Mr. P.J. Pettiti	-	Vice President
Mr. R.C. Carpenter	-	Director
Mr. R.S. Coleman	-	Director
Mr. W.L. Geste	-	Director
Mr. A.H. Lefebvre	-	Director
Mr. F.C. Birt	-	Director
Mr. J.E. Macdonald	-	Director
Mr. George Macdonald	-	Director
Mr. J.E. Macdonald	-	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. Carponter	-	Director
Mr. R.S. Coleman	-	Director
Mr. M.J. Messel	-	Director
Mr. W.W. Dughtred	-	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. Lindsey,
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, G.R. Biron, M. Roy,
D.M. Akers.

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INDUSTRIAL RELATIONS COMMITTEE

Chairman - J.D. 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. Doughtred, 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 Certier
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. Bell
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 (IAMA):

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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S. MINUTES OF MEETING OF JULY 31st, 1969

MINUTES OF THE 11th 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.D. 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.

3.

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.

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.

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 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

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 Q.M.M.A. and Q.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

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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 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 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 Flinckote 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

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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.

6. TECHNICAL COMMITTEE REPORT

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

TECHNICAL COMMITTEE REPORT

The Technical Meeting met at the University of Sherbrooke on the 9th of September.

FILTRATION OF ASBESTOS-CEMENT-SILICA MIXES

The technical papers discussed at the previous meeting were circulated and it is the intention of this committee to hold a meeting after these writings have been reviewed by the members.

The writer of these articles works in Italy and will be interviewed this fall to explore his views and inspect the apparatus he uses.

An additional piece of apparatus produced by the Bailey Company is to be investigated to determine if it may be suitable for this work.

EDITORIAL SUB-COMMITTEE

The task of translating the summary of the test has been completed but there still exists minor differences in opinion as what is "good French". It is planned to review this translation with Mr. Filteau with the view to the suitability of the wording for the type of circulation anticipated for the translation.

FIBRE STRENGTH UNIT TEST SUB-COMMITTEE

A review of the revised edition of the procedure took place in the morning prior to the meeting and many changes were suggested to clarify the procedure. This work was to be completed at an additional meeting. As further information, the A.S.T.M. have requested all procedures to be written in Standardized Metric System terminology with which the Q.A.M.A. and many other western countries are not familiar to-date, require an English system of measure as alternative.

At present 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.

SCREEN CLOTH STANDARDS

The W.S. Tyler Company has notified the Technical Committee that they are at present supplying the closest equivalent screen size to the Tyler Series Size from the U.S. Series. This development may bring about changes in some procedures. This information has been relayed to the Uniform Classification and Grading Committee as the Quebec Standard Test may be effected by an alternative being supplied for the 35 mesh sieve.

COLOUR TEST SUB-COMMITTEE

The revised procedure was accepted with minor corrections. It is worth mentioning that this test has an accuracy requirement which is difficult to attain when a spinning fibre is the sample, due to the texture of the pellet specimen.

3.

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 are 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?

.../2

(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.

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	411,282	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.

.../3

3.

- (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.M.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.

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.

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. Doughtred, 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.

3.

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.

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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.

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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. Pelner. 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.

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- 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 Gossip,
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.

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2.

The sub-committee held their first meeting in Thetford 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.

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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,

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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.

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.

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.

SUBMISSION

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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 1875, 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>
	%	%	%
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

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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

25. 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: _____
Muri V. Lindell, D.Sc., E.M.
President.

Paul-A. Filteau,
General Manager and Secretary.

October, 1969.