

Exhibit No. 113

Exam of R.J. Merrill

April 5, 1985

Shannon Kernaghan  
Official Reporter

MINUTES OF THE SPECIAL MEETING

OF THE

QUEBEC ASBESTOS MINING ASSOCIATION

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

WEDNESDAY, OCTOBER 8, 1969

Present:

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

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

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

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

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

Dr. C.W. Wright:

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

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

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

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

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very soon. The mechanism of the Federal Agency works as follows:

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

Dr. J.C. McDonald

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

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

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

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

#### Work conducted

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

#### Study of Asbestos Mine Workers

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

#### ASBESTOSIS AS INDICATED BY X-RAY

|                                  | Negative | Positive   | Total |
|----------------------------------|----------|------------|-------|
| Current employees<br>(Nov. 1966) | 5562     | 163 = 2.9% | 5723  |
| Left work<br>1955-65             | 1588     | 107 = 6.7% | 1795  |
| Left work<br>1946-55             | 2943     | 96 = 3.2%  | 3039  |
| Left work<br>1936-45             | 1139     | 38 = 3.3%  | 1177  |

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MORTALITY FOR EMPLOYEES SCEN 1901-1920

| Year of birth | Total  | Traced          | Dead -<br>cause known | Dead -<br>cause not known |
|---------------|--------|-----------------|-----------------------|---------------------------|
| 1891-95       | 1,532  | 1,163           | 544                   | 48                        |
| 1896-00       | 1,971  | 1,579           | 569                   | 63                        |
| 1901-05       | 2,019  | 1,721           | 449                   | 35                        |
| 1906-10       | 1,942  | 1,784           | 295                   | 18                        |
| 1911-15       | 1,913  | 1,847           | 210                   | 5                         |
| 1916-20       | 2,134  | 2,081           | 131                   | 6                         |
| All           | 11,511 | 10,175<br>(88%) | 2,198                 | 175                       |

DEATHS FROM LUNG CANCER OBSERVED AND EXPECTED\*

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

\* from Quebec mortality rates.

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More information is required in the case of mortality studies as well as further analysis of lung function rates and X-rays. The report is expected to be completed by the end of 1959.

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

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

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

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

.../Thursday, October 9, 1959.

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QUEBEC ASBESTOS MINING ASSOCIATION

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

THURSDAY, OCTOBER 9, 1969

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

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

CARRIED.

The President then called on the various Standing Committee Chairmen.

TECHNICAL COMMITTEE

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

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

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

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

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

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

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

#### UNIFORM CLASSIFICATION AND GRADING COMMITTEE

Matters of interest to Directors were reported as follows:

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

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

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

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

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

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

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

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

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

#### 4. Metric System

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

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

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

#### INDUSTRIAL RELATIONS COMMITTEE

Briefly, the Chairman of the Committee reported as follows:

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

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

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

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

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

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

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

- (1) C.J.A. 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.

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

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

#### TRAFFIC COMMITTEE

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

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

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

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

#### LEGISLATION AND TAXATION COMMITTEE

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

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

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

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

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

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

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

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

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c) Uniformity of Allowances and Disallowances under the Various Mining Acts in Canada - Five substantial and realistic recommendations were submitted to the attention of the Mines Ministers. These concern depreciation, processing allowance, allowable deductions, partially allowable and disallowable deductions.

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 purpose incurred during the operation of a mine be allowed as operating expense (deductible under Federal and Provincial income tax and Provincial mining tax).

#### PUBLIC RELATIONS COMMITTEE

The Chairman briefly reviewed public relations activities since August 1 last, as reported by the Director of Information Services.

1. Asbestos Producer - Editorial emphasis in the July-August, September and October issues placed on the contribution by the Canadian mining industry, and asbestos-mining in particular, to varying levels of the Canadian economy, and the serious economic dangers of reducing tax allowances to mining companies engaged in development work.

#### 2. Q.A.M.A. Literature -

Facts about Asbestos - The amazing response to the mailing of the booklet to Federal Members of Parliament and Cabinet Ministers from Quebec constituencies, all Members of the National Assembly, senior federal and provincial civil servants, to all segments of the press, to regional school boards, etc. suggests that an effective and reasonably economical means of capitalizing on this quest for information 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.

This proposal, involving an estimated production cost of \$625.00, was moved by the Chairman for approval by the Directors. Seconded.

CARRIED.

3. Industry Brief to Candron Commission - The Public Relations Committee has authorized the General Manager to submit the final draft of the industry's brief to OAMA Directors before presenting it to the Candron Commission. Accordingly, approval by the Directors was solicited and such was granted, provided that the figure of "6,000 employees" was used throughout the submission.

4. 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, the members of the P.R. Committee have stressed the need 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.

After some discussion, however, it was agreed by the Directors that results must first be published in a formal way in medical journals, and also that the Unions must be advised officially of survey in special private meetings, prior to any press release. Consequently, the latter may be held up for sometime into 1970.

5. Other Public Relations Activities - An informal survey, as to why so few youngsters in the asbestos-mining communities wish to pursue mining engineering studies, shows that 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 truly feel,

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

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

#### ENVIRONMENTAL CONTROL COMMITTEE

Progress was reported by Chairman by specific subject:

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

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

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

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

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

A motion to this effect was seconded and carried.

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

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

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

#### OCCUPATIONAL AND ENVIRONMENTAL HEALTH COMMITTEE

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

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

TREASURER

1. BY-LAW No. 10

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

BE IT RESOLVED:

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

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

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

CARRIED.

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## 2. TRUST AGREEMENT CONCERNING A STAFF PENSION PLAN

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

### IT WAS RESOLVED:

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

CARRIED.

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

CARRIED.

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

## NEW BUSINESS

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

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

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

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

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

#### DATE OF NEXT MEETING

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

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

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

ADJOURNMENT

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

Paul-A. Filteau,  
General Manager  
&  
Secretary.

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