CANADIAN JOHNS-MANVILLE CO., LTD.

Asbestos, Quebec
February 28, 1949

TO - ALL EMPLOYEES:

As we have previously stated, it is your Company's desire to keep you informed on matters which have a bearing on your employment.

The strike is now in its 13th day, and has been declared illegal by your government.

WHY?

Because the laws of our Province require that disputes of this nature be submitted to arbitration. At the meeting Thursday, February 10th, attended by the Federation, Syndicate, and Company officials, and Mr. Miron, Chief of Conciliation, Mr. Jean Marchand asked that the dispute be arbitrated. The Federation and the Company agreed to submit this dispute to arbitration at that meeting, and Mr. Miron was instructed to make the necessary arrangements immediately. Before this machinery could be set in motion the Syndicate called the strike on February 13th.

On Monday, February 14th, our properties had been taken over by the Syndicate and our Management group denied access to our own property. We did what we believe you would have done if someone had taken possession of your home and chased you out of it -- we asked for police protection to regain ownership.

When our supervisory staff entered the plant on Saturday, the 19th, it was apparent that it was the intent to stop even maintenance work that night, and certain damage had already been caused to equipment through improper maintenance and lack of supervision. We are confident that we gained possession of our properties, with the help of the provincial police, just in time to prevent very serious damage which would have resulted in an indefinite shut-down of operations and tremendous financial loss to the employees of the Company.

The Minister of Labor has publicly stated that his services are available as a mediator in this dispute only after the strike has ended and employees return to their jobs.

It has long been the policy of the Company to bargain in good faith with the duly authorized representatives of your choice. This can be done only after we have returned to work and complied with the laws of our province.

There is nothing to be gained by the continuance of this strike and we earnestly hope it will be your decision to return to work so the dispute may be settled and a contract negotiated.

CANADIAN JOHNS-MANVILLE CO., LIMITED.