A SPECIAL MEETING OF THE BOARD OF DIRECTORS OF JOHNS-MANVILLE CORPORATION was held in the offices of the Corporation on the 11th floor at No. 22 East 40th Street, New York City, on Wednesday, the 29th day of April, 1953, at 9:30 in the forenoon.

The following Directors were present, constituting a

Walter H. Aldridge
Henry C. Alexander
I. C. Raymond Atkin
Alvin Brown
L. M. Cassidy
A. R. Fisher
H. E. Manville, Jr.
C. F. Rassweiler
William C. Stolk
E. M. Voorhees

Also present throughout the meeting were Mr. Arthur Elsenbast, Vice President of the Corporation and General Manager of the Celite Division, and Dr. Kenneth W. Smith, Medical Director of the Corporation.

Mr. L. M. Cassidy, Chairman of the Board, acted as Chairman of the meeting and presided thereat and Mr. Herbert Morton Ball, Secretary of the Corporation, acted as Secretary of the meeting and kept the minutes thereof.

The Chairman requested the President to state the purpose of the meeting. Mr. Fisher advised the Board that the purpose of the meeting was to consider the "Celite Dust Abatement Program". He commented that the Corporation's subsidiary, Johns-Manville Products Corporation, had been doing an excellent job towards the abatement of dust at the Company's mines and plant at Lompoc, California but that there was considerable additional work to be performed and that he would call upon Mr. Arthur Elsenbast to make a complete explanation of the program to the Board.

Mr. Elsenbast was introduced to the meeting and proceeded to review the Celite expansion program since it was originally presented to the Board in April, 1950, pointing out that a million dollars was a rough estimate of the known requirements in April, 1950 for dust abatement and that the Board had approved in principle the expenditure of this sum.

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He reviewed the history of the Lompoc plant since its acquisition in 1929 as related to the dust problem, pointing out that prior to the early 1930's neither industry nor the medical profession were aware of the fact that diatomaceous earth dust, [illegible] raw or calcined form, presented a health hazard. At [illegible] it was definitely believed that diatomaceous earth -- an amorphous silica -- was entirely harmless, although it had [illegible]olished that free-crystalline silica in other industries was a real hazard. However, when it first came to the attention of management that diatomaceous earth represented a potential hazard, it immediately made every effort to determine the nature and extent of the hazard, if any. In this connection the officers sought the advice of the world's leading experts in matters relating to dust diseases and dust control, and also engaged the services of independent agencies to conduct experiments, which have been continuing for more than fifteen years. As soon as management was informed that there was a possibility this type of dust might be dangerous, it instituted a program of pre-employment and periodical medical examinations of employees, including chest X-rays; adopted the attitude that any type of dust was harmful; and commenced the installation of dust-control equipment. To date there has been expended or appropriated for expenditure during 1953 over $1,600,000.

Mr. Elsenbast further reported that during the past the Lompoc plant had been subjected to periodical inspections by State health authorities and that their recommendations with respect to dust abatement had at all times been fully complied with. However, in 1952, under pressure generated by some articles in California publications discussing the dust hazard at Lompoc in somewhat sensational terms, the State of California had issued a mandate that the Company reduce dust concentrations to specified limits within a brief period of time. This had made it necessary to accelerate the health program at Lompoc by the installation of further equipment to eliminate or reduce dust. At the same time it was proposed that the Company provide a greatly strengthened Medical Department at this location in keeping with the new medical policy of Johns-Manville; conduct an intensified safety, employee protection and plant clean-up program; and provide for future claims.

Mr. Elsenbast at this time introduced Dr. Kenneth W. Smith, Medical Director of Johns-Manville Corporation and for a long period of time chief medical officer of Canadian Johns-Manville Company, Limited. Dr. Smith pointed out that, in the case of diatomaceous earth dust, industry and the medical profession were confronted with an entirely new occupational disease. In some detail he contrasted what was known about silicosis and asbestosis with the large areas of uncertainty relating to disease caused by diatomaceous earth dust. He made it clear, however, that there was no question that the Company was being confronted with a very real hazard. Because of lack of knowledge

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on so many aspects of the disease (despite continuous efforts over more than two decades to ascertain the facts), Dr. Smith was unable to recommend any means of adequately protecting employees from the disease other than by absolute dust control. Since the human response to the dust did not follow any known patterns, he considered it essential that the dust be treated with extreme caution until further experiments and clinical observations could increase management's knowledge.

At this point Mr. Elsenbast continued his report and discussed the Company's past and potential future liability for compensation claims. With the assistance of the General Engineering Department of the Corporation, it had been estimated that a total of $2,000,000 (in addition to the more than $1,600,000 expended or appropriated during the past) would be required within the immediate future if the program as outlined were to be made effective. In conclusion he recommended that approval be given, in principle, to the plans of the officers of the subsidiary for the entire dust abatement capital expenditure program, although the Board would be informed in the usual manner of individual projects comprising the program.

Various members of the Board asked a great number of specific and detailed questions in connection with the dust problem and the program for dust abatement. These questions were answered by the Chairman, the President, Mr. Elsenbast and Dr. Smith. The Chairman noted that the program presented was financially justified and stated that the officers of the subsidiary would revamp their efforts if after starting the dust abatement program a better method was found for accomplishing the objective, even though additional funds over and above the amount requested were required. He stated that the officers of the subsidiary were seeking the best possible way for the abatement of dust at Lompoc no matter what the cost. In answer to a question, Mr. Elsenbast reviewed current developments to abate the dust problem such as new carloading techniques, new packaging and mechanical handling of products, and palletizing of loads. Dr. Smith pointed out the paradox that a small amount of diatomaceous earth dust would damage an employee's lung and some employees after twenty years' exposure had no lung injury. Mr. Voorhees commented on the proposed program and pointed out that the health of employees should come first and that the question of money should not be allowed to enter into the [illegible] required for the proper abatement of diatomaceous earth dust. Mr. Stolk suggested that even if the costs were increased, the program should be accelerated. Both the President and Dr. Rassweiler pointed out that the hazard was a known one and the problem was a purely mechanical one of getting the diatomaceous earth dust into a controlled air stream.

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After further discussion, it was the consensus that the entire dust abatement program as presented be approved in principle, be given top priority, and it was recommended that the directors of the subsidiary proceed at once to complete the project, the cost of which was presently estimated at $2,000,000. It was also recommended that the program should be revamped if after starting a better method was found for accomplishing the objective, even though additional funds over and above the amount estimated were required.

Whereupon, on motion, duly made and seconded, it was unanimously resolved that the meeting adjourn.

HERBERT MORTON BALL
Secretary

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