DEPOSITION EXHIBIT 433

MINUTES OF THE SPECIAL MEETING

OF THE QUEBEC ASBESTOS MINING ASSOCIATION

HELD ON MARCH 28 AND 29, 1968,

AT THE GRAND BAHAMA HOTEL AND COUNTRY CLUB, G.B.

THURSDAY, MARCH 28

Present:

Messrs.	W.W. Oughtred	M.P. Carson	J.R.M. Hutcheson
	K.V. Lindell	D.T. Colton	J.A. D. Marcotte
	J.A. Main	Y. Couture	R.N. Moore
	R.J. Merrill	R. Dodds-Hebron	A.L. Penhale
	M.J. Messel	J.W. Duncan	L. Piuze
	P.A. Meyer	J.D. Eby	D. Poutiatine
	F.P. Smith	A.R. Fisher	G.W. Smith
	A.H. Bagenstose	W.H. Foster	G. Robinson
	R.D. Bradford	G.G. Gabrielson	I. Sabourin
	C.B. Burnett	R.P. Gagnon	Paul-A. Filteau
	I.C. Campbell	N.W. Hendry	

The President Mr. W.W. Oughtred expressed words of welcome to Grand Bahama to members and guests and more specifically to Messrs. Fisher, Marcotte, Moore and Bagenstose.

Minutes of the meeting of January the 15th were adopted.

TECHNICAL COMMITTEE

Two meetings of this committee have been held since the last special meeting.

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1. The first point submitted by the Chairman was the Penetration Index Test which has been three years in development. A measure of the amenability of a sample of asbestos fibre to absorb oil is measured by this procedure by the ease of a ball to descend through a mixture of oil and fibre. On a motion duly seconded, the test procedure was adopted by the Directors.

2. To the request by the Directors for a scale of rates for drawings of apparatus, developed by Q.A.M A. member companies, divergent views were expressed by the committee members. After a brief discussion, it was moved that there be no charge for said drawings. Adopted.

3. When the sampling procedure was tried by all parties (vendor and buyer) it was found inconvenient. A large pile of bags in storage could not be sampled without moving all the bags at an expense. To cover this condition a less rigorous method has been added to the procedure. There is however emphasis that for referee purposes, the original procedure be used.

   This Committee wishes to suggest the additional method stay with the Q.A.M.A. and not go to A.S.T.M. or other associations.

4. The suggestion that the Manual of Testing Procedures be translated into French was placed before the Directors. It was decided to inquire if Eternit had already made a translation of the Manual (Mr. D. Poutiatine).

5. After a discussion of the motion regarding the printing of the word "Chrysotile" on fibre bags, motion which was vetoed at the (7th) Copant Meeting, it was

   "moved that the word "Chrysotile be printed prominently on all bags going to Pan-American countries. Such printing is optional on bags going to other countries." Adopted.

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6. In view of the "zero" threshold limit placed on crocidolite dust exposure in Great Britain, it is deemed advisable that some words of caution be printed on fibre bags to release the producers from possible legal responsibility. Industry knows that it handles a hazardous material and the suggestion seems to meet with favorable consensus. The wording proposed is as follows:

"THIS PRODUCT CONTAINS ASBESTOS. INHALATION OF ASBESTOS DUST OVER LONG PERIODS MAY BE HARMFUL. EMPLOYEES EXPOSED TO DUST DURING USE IN APPLICATION SHOULD BE EQUIPPED WITH ADEQUATE PERSONAL PROTECTIVE DEVICES".

The above to be checked by member company counsels and reviewed at the next meeting.

UNIFORM CLASSIFICATION AND GRADING COMMITTEE

1. Sherbrooke Laboratory

The purchase of equipment to carry out measuring of fibre length and diameters, using the method developed by the Department of Mines, will be completed by April 1st. Cost of equipment will be $1,740.00. Two girls will be required to carry out the counting and measuring. (Included in 1968 budget.)

2. Fibre Inspector

An increase in salary for the Fibre Inspector from $719.00 per month to $754.00 per month, effective January 1, 1968 is proposed. This coincides with 1968 budget and with salary increases by Asbestos Corporation Limited. Adopted.

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Some misunderstandings in regards to Q.S. Sampling were settled at a Committee meeting on March 7. These were: -

(a) Experimental grades are to be sampled with the understanding that only a Q.S. test is to be performed.

(b) Only J.M. 4T-30 is to be hand pressed three times before conditioning, as normal, in the Asbestos Fibre Conditioner.

3. The purpose for reporting individual grades and tonnages of 7 Group fibres, on the "Monthly Shipping Report" made by all companies each month,was explained. It was shown that such detailed reporting eliminated a great many questions.

INDUSTRIAL RELATIONS COMMITTEE

As reported by the Chairman, the report on Bausch and Lomb Dust Counter indicates that the November correlation tests were excellent, but that the January tests show very poor results. The machine has been returned for a check-up to the manufacturer. It may be that cold and humidity affect the results.

It is proposed to circulate to members of the committee various articles on the medical problem.

The noise surveys are continuing and the engineer is encouraged by the corrective steps. He suggests that we take further action on high frequency noises.

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Moved that an increase in salary from $800./mo. to $850./mo. as of May 1, 1968, be granted to our Dust and Noise Engineer.
Adopted.

To replace the services formerly provided by Hall and Henshaw, it is moved that a safety engineer be hired on the staff of Q.A.M.A. Adopted.

As to Workmen's Compensation rates, you will be pleased to note that the mutual has dropped from 80¢ to 40¢ and changed from a deficit to a surplus of $262,000. We are in a much better position, and possibly the mutual should be reduced next year.

The Provincial Labour Department and the Workmen's Compensation Commission, as a result of renewed representations from the Steelworkers Union, are again building pressure on industry in favor of a provincial accident prevention commission. A meeting of industrial accident prevention associations was called recently by the Minister of Labour for the object of discussing the future of said associations and the role of an eventual "Accident Prevention Commission.", a new Board which the Workmen's Compensation proposes and wishes the Government to establish.

The department claims that the regrouping of all inspection services under one head, would eliminate duplication of investigations, reports and time consuming discussions with employers. On the other hand, it was pointed out that the present quality of Mine Inspection Services could be diluted as a result of integration with other groups of inspectors and their loss of contact with the Department of Natural Resources. The latest news is that the Government is going ahead with the project.

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The report from Dr. Letendre on the subject of a "Provincial Mining Fund"will soon be forwarded to all members. It is encouraging. He considers the federal regulations cover all angles except severance pay.

The General Manager reported on the suggestion of Q.M.M.A. as to the possibility of an employer's group in Class 5 for W.C.C. submissions. There is some merit in this suggestion. The matter to be reviewed at a future meeting.

Labor negotiations at locations concerned are progressing somewhat slowly. Unions are seeking a one-year contract and looking towards eventual industry-wide bargaining.

TRAFFIC COMMITTEE

A. Ocean Rates

The Traffic Committee has been very active in the past few months endeavouring to settle rates for the ocean carriage of asbestos in the major trading areas for the coming season and several meetings have taken place.

Our efforts have been complicated by the stevedoring situation which exists at St. Lawrence River Ports where there was no labour contract and the prospects for a reasonable solution before the opening of navigation were doubtful. An agreement has fortunately been signed on March 26.

As of the time of writing, increases had been negotiated with the following conferences for the period April 1, 1968 - March 31, 1969:

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(1) Canada UK Conference - $1.25 plus emergency surcharge if warranted;

(2) Canada - Baltic Conference - as for U.K.;

(3) Canada - Australia-New Zealand Conference - $1.75 plus emergency surcharge if warranted.

Negotiations with the Canada Continental Conference have been protracted and difficult and it seems doubtful whether any settlement can be reached with them for less than $2.00 per ton accompanied by some deterioration in service, particularly to France.

B. Inland Rates

The agreed charge rate to St. Lawrence River Ports was due to expire on March 31st, but by taking a firm stand the committee was successful in renewing on behalf of Q.A.M.A. the agreement for a period of one more year without any increase in the rate.

In anticipation of the shut down of St. Lawrence River Ports, a reduction in the rail rate of $2.10 per ton to Halifax and St. John has been negotiated with both the CNR and CPR on a temporary emergency basis.

The question of the establishment of 120,000 lb. rates to Official Territory is being carried on our agenda, until a comparable proposal emanating from Canadian west coast origins has been approved.

LEGISLATION AND TAXATION COMMITTEE

The Chairman stressed that taxes were going up faster than profits.

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A 3% surcharge on corporation profits as part of the Federal Government's new tax measures will become effective April 1. As of this date also, the personal income tax surcharge of 5% in force since January 1, will drop to 3%.

The Provincial Government has made known March 27 in submitting its 1968 budget that a 6% personal income tax surcharge was to be made retroactive to January 1 and that the tax on gasoline and Diesel Oil were being increased by 3 cents as of March 28.

PUBLIC RELATIONS COMMITTEE

The Chairman tabled the report submitted by the Association's PR Counsel. The President then briefly reviewed the main points, as follows:

a) The inference that anti-separatist movements tentatively sponsored by business are to be led by French-speaking elements merely as a front, is unfounded.

b) Increased automation may cause the unions to demand guaranteed annual wages.

c) Premier Johnson might try to be more friendly with labour, should Trudeau and Marchand become the leaders in Ottawa; as a result industry could be affected.

d) "The Producer" has been refreshed in appearance and content, with copy prepared by a French-language reporter.

e) The work of the Institute of Occupational and Environmental Health should be made known with more diligence and so before the information is disseminated from outside sources.

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DUST ABATEMENT COMMITTEE

Reporting on progress to-date, the chairman stated that:

1. Roto-Clone Scrubber under test at C.J-M. should reduce to a tolerable level, the corrosion problems encountered with the conventional mild steel rotor.

2. The cloth collector is being installed at C.J-M. with completion scheduled for May 1st.

3. The new drying unit at C.J-M. will be equipped with either the Roto-Clone or the Wheelabrator dust collecting unit, depending on results of the current tests.

4. The Krebs cyclone for possible use in de-watering the Roto-Clone slimes has been investigated, and cannot be recommended as a solution to this recovery problem.

5. At Asbestos Corporation Limited a definite proposal for a 120,000 cfm electrostatic precipitation plant is under serious study. A 95% efficiency is guaranteed.

6. In order to inform members of new dust control improvements completed in certain plants, it was moved that the reports of surveys which the Dust Control Engineer submits periodically to individual member companies be circulated to all companies. Adopted.

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NEW BUSINESS

1. By-Law No. 8

A By-Law to modify By-Law No. 7 governing the Trust Agreement concerning a Staff Pension Plan

WHEREAS By-Law Number 6, being a by-law governing the "Trust Agreement Concerning a Staff Pension Plan" was enacted on the 28th day of October 1963 and was modified by By-Law No. 7, enacted on the 12th day of December 1966;

AND WHEREAS the provisions of the said By-Law Number 7 dealing with the "Termination of Service" requires to be further amended in order to conform with the Quebec Supplemental Pension Plans Act;

NOW THEREFORE BE IT ENACTED AND IT IS HEREBY ENACTED as By-Law Number 8 of the Association as follows:

THAT the words "Notwithstanding the provisions of sub-paragraph (c) above, it is provided that..." be deleted at the commencement of the last paragraph of Section 2 of the said By-Law Number 7 and that the following words be substituted therefor:

"Notwithstanding any provision in this Plan, it is provided that..."

Adopted.

2. CIM Annual Meeting in Vancouver, B.C.

As in past years, it was proposed that the Association contribute to the financing of social events of the meeting in the amount of $500.00. Adopted.

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GENERAL BUSINESS CONDITIONS

The economic situation is confused. In many cases, ratio of earnings to sales will likely be lower in 1968. Housing starts expected to be lower (1,350,000) than originally estimated.

Labour agreements are proving more expensive.

Fortunately, certain sectors are enjoying good business. It is to be hoped the U.S. will de-escalate in Vietnam, which would help balance the budget and stimulate the construction industry. Presently there is a shortage of mortgage financing. If war in Vietnam continues, there might be some severe belt tightening.

In Canada, the situation is somewhat parallel. Productivity is not increasing. In spite of the difficult fiscal problems, federal and provincial governments are not curtailing expenditures. It is hoped that the new Prime Minister will give strong leadership to the country.

REVISED DATES AND LOCATIONS OF MEETINGS

Following a poll of the members, it has been agreed to hold the meetings on a Tuesday instead of Monday. Consequently, the dates of the 1968 regular meetings are as follows:

May 28, July 30 and November 26, 1968.

N.B.- Date of May 28 subsequently changed to May 31.

The meetings will be held at the Bonaventure Hotel in Montreal.

Due to lack of space at the Seigniory Club on dates requested, space has been reserved at the Castle Harbour Hotel, Bermuda from September 19 to 22 next.

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The 1969 Winter Meeting is to be moved back to April 16-19, 1969. Location is again Bermuda.

A tentative schedule of future special meetings to be prepared for the next two or three years by the General Manager.

P.H. RIORDON

In a unanimous motion, it was proposed that the General Manager convey to Mr. Riordon the best wishes of all for his prompt recovery and his resumption of usual activities in due course. The group is sorry he could not attend the meeting.

ADJOURNMENT

There being no further business, the meeting was terminated.

Paul-A. Filteau,
General Manager
&
Secretary.

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SPECIAL MEETING

GRAND BAHAMA HOTEL AND COUNTRY CLUB, G.B.

FRIDAY, MARCH 29, 1968

Dr. Wright attended the meeting as Chairman of the Scientific Committee of the Institute of Occupational and Environmental Health.

INSTITUTE OF OCCUPATIONAL AND ENVIRONMENTAL HEALTH

At the invitation of the President of the Association, the Chairman of the Committee reviewed briefly the activities of the Institute since the last special meeting. First, a progress report on the epidiomological study of asbestos mine workers was submitted by Dr. McDonald in February. This report indicates that the work is somewhat ahead of schedule with the result that some funds may have to be advanced ahead of budget.

As regards the Antigua Conference, there were 37 doctors and 7 Q.A.M.A. people in attendance. Total expenditures to date $65,000.00 as against a budget of $85,000.00. The charges for the printing of the proceedings of the Conference are still to come.

Johns-Manville has prepared a position paper on Asbestos and Human Health, copies of which have been distributed to every company.

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The Chairman then asked Counsel to report on his activities, especially on his efforts concerning Bills HR-14816 and S-2864 which are before the House and Senate Committee on Labour and Public Welfare of the United States. The meeting was informed that Dr. Selikoff appeared before this committee and used rather strong language concerning the health of workers in the asbestos industry, statements which may well be misleading and inviting misinterpretation if not considerable exaggeration.

Counsel was happy to point out that he had been visiting with Dr. Selikoff on several occasions and felt that the latter had however a genuine desire to get to the core of the problem and in that connection to work more closely with us. Dr. Selikoff has quite a front to cope with. He feels he sometimes is the center of attacks from industry. As a result of his work with insulation workers (18,000), he is in demand in many circles, and such circles demand more action on his part. J.M. research people meet regularly with Dr. Selikoff's team.

Following a phone call from Dr. Selikoff, Counsel accompanied him when the latter (Dr. Selikoff) appeared before the House Committee on Labour, on Bill HR-14816 tabled by secretary Wirtz. This visit to Washington was supposed to be an "impromptu" affair, but Dr. Selikoff had however a well prepared statement. Several questions were asked and some damaging comments resulted.

In view of this, Counsel had found the situation to be pressing and that something should be done in Washington. He had contacted Mr. O'Hara, Chairman of the Committee, and explained his position with

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the asbestos industry, suggesting that the industry had a wealth of information which should be considered by the Committee. It was therefore agreed that, time permitting, Counsel would be heard, and if not, that he should present a written submission.

As a matter of fact, time was not available. Counsel's presentation was nevertheless made to the Congress Committee. The text of the presentation will be distributed at the next meeting.

In turn, the Chairman of the Scientific Committee was invited to address the meeting.

Dr. Wright reported on the progress of the Scientific Committee which held its 6th meeting in February. At this meeting the progress of Dr. McDonald's project was reviewed and discussed. It is considered that the work accomplished is highly commendable and deserves full support. It should be pointed out that this study may provide early information on the people living in the asbestos mining environment.

X-Ray film reading sessions were held to establish a unified classification and recording of asbestosis on an international basis. The work was conducted by an international committee of doctors who attempted to define and agree on their interpretation of the radiological appearance of a group of chest films of asbestos employees. A final meeting is to be held in London, England, just

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before the Dresden Conference in April. A report on the methodology will then be released; this is an accomplishment to be sure. Dr. McDonald will also report on his epidiomological survey at the Dresden Meeting. His study of Primary Malignant Tumours of the Pleura or Peritonium is already in progress.

Dr. Wright explained that it is sometimes cheaper to have certain research projects carried out by competent people in other countries, because of certain specific conditions and facilities. In this regard, the Association is supporting projects of Dr. Vigliani and Dr. Pernis; the Committee also proposes to recommend support of a study on a group of shipyard workers in Halifax, Nova Scotia and a study of Dr. Dumont of the University of Montreal.

In the U.S.A. there is a committee of industrial hygienists whose main function is to determine standards controlling noxious agents. This service determines maximum allowable concentrations. The Committee has potent legal standing in theory, but not in practice. It was emphasized that adequate information is not always available to this Committee; for instance, standards for the asbestos industry are not up-to-date.

As a result of the evidence as to crocidolite being a cause of mesothelioma, strong pressure has been exerted, specially in Great Britain (Dr. Roach), to replace crocidolite in the manufacture of products wherever possible. Crocidolite, however, should not be singled out. The three types of asbestos are in the same boat. The situation in the case of crocidolite comes from the experience in South Africa and Great Britain. In the U.S.A. Dr. Selikoff has reported a high incidence of mesothelioma among insulation workers, using in their trade both amosite and chrysotile. This could mean

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that the exclusion of amosite and chrysotile might be asked at some future date. One cannot ignore that with proper circumstances the same fibrogenesis and malignancy apply to amosite and chrysotile. These findings have been reported by Dr. John Knox in Textile Plants in Great Britain. Dr. McDonald's study will show the actual situation in the asbestos operations in Quebec.

In view of these findings, what are the possible options?

a) No fibre could be used.
b) Customers may decide to use something else.
c) Alter the fibre to a point where it is still saleable, but not injurious.
d) Like in the beryllium industry, to contain the material; this is possible but highly improbable, due to the large utilisation of fibre.
e) To learn the maximum allowable concentration which is safe for the working man and the public. In Great Britain, this has been set at 2 particles (fibres) per cubic centimater.

The Scientific Committee plans to make an analysis of the last option in a systematic way. The Committee has undertaken a survey of areas where research should be done in the field of asbestos and health and the estimates of funds needed in each area. There are 4 major areas:

1) Studies dealing with the maximum allowable dust concentration in the environment of man.
2) Studies dealing with the determinants and mechanisms in the biological action of asbestos fibres, in order to interrupt the process.

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3) Studies dealing with the reducing of the concentration and numbers of inhaled asbestos fibres.

4) Studies dealing with the development and evaluation of methods used in the oreceeding considerations.

The engineering problems (area No.3) should be handled by industry itself. The danger however is that the job will be given to people having already other assignments.

The second area would be partly supported by scientists. The cost of an intelligent program could amount to some $500,000.00 a year for an unknown number of years.

The first area may last ten to fifteen years. Presently, there are studies being conducted by Dr. McDonald, Dr. Vigliani and Dr. Pernis. In order to cover manufacturing operations in Quebec, the budget should be set at $110,000.00 instead of $80,000.00 over the next two years.

There is very little information to talk of in the manufacturing of asbestos products. It seems that the industry will have to go ahead and conduct studies on textile, asbestos-cement, tile, roofing, etc., product manufacturing. To this end, one needs a population with 20 to 25 years of exposure and some competent scientists nearby. In the New Orleans area, the cost of such a study would run at $100,000.00 to $110,000.00 for two years, and a little less for the next year. At Manville, New Jersey, the cost would be $125,000.00 per year. The cost of studies in the first area would, therefore, amount of $800,000.00 per year.

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The survey of desired information compiled by the Institute of Occupational and Environmental Health proposes a systematic program for studying the problem in such a way as to provide the necessary data for the purposes set forth above. It is obvious that the areas are inter-related and that there is some overlapping and reduplication. There is nothing that has not been expressed before, but it seems that a useful purpose might be served if the areas for study are recorded so that memories can be constantly refreshed and none of the important factors overlooked. Just how this material will be used is not entirely clear at the moment. It can act as a scaffolding upon which enlisted research can be structured. It may assist in minimizing overlap and reduplication. It is hoped that it may assist those who are designing pertinent studies to include the necessary components. It may also help to indicate the areas of study which would be the most productive in terms of a speedy development of safeguards. It should give an understanding of the size of the problem and hence avoid the staging of inadequate attacks. The outline proposed may assist in developing an orderly approach and reduce the chance that efforts will be dissipated by pooular interests. It is apparent, too, from such an outline that the several major avenues can be worked upon simultaneously and each component will benefit by integration of effort.

One may wonder why there has been a delay in the development of safe practices for using asbestos since its potential for fibrogenesis has been known for fifty years and the suspicion that it might play a role in neoplasia dates back to 1935. A paucity of knowledge has been and continues to be the major deterrent for the development of reliable and adequate safeguards. This in turn can be traced to several factors to which attention must be directed if the goal of safe utilization of the fiber is to be achieved.

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The lack of study methods possessing sufficient reliability to convince all concerned has been a major deterrent to which considerable but still inadequate attention currently is being directed. A paucity of adequately trained persons willing to devote their energies to the problem is a second major deterrent. Equally at fault is the lack of opportunity for study and insufficient funds for that purpose characteristic of past years. There is no reason to expect that these problems will disappear and adequate information be obtained spontaneously without directed effort. The industries involved, the workers with their organizations and the government regulating agencies either directly or indirectly might be expected to provide the opportunities for study and the funds for this purpose. Past experience with government agencies gives little reason to hope that they will mount a sustained effort and it is doubtful that the workers and their organizations can do so on a broad enough scale. This places the burden of developing the necessary information and putting into operation the required safeguards directly in the hands of the industries involved. The time appears to have come for a concerted approach and a vigorous pursuit of the problem.

Following Dr. Wright's presentation, it was pointed out by the President that in discussions with people who defended the tobacco industry, he had been told that it had been found advisable not to be carried away by the medical profession. Why not speed up Dr. McDonald's study? Our Association knows of mesothelioma and this study should tell us of the degree of incidence, the President added.

To prevent snowballing of research expenditures, it had originally been foreseen that the cost could be split up three ways:

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$250,000.to Q.A.M.A.
$250,000.to Manufacturers.
$250,000.to Government.

It was agreed that we need a definite program to obtain support of manufacturers and government, and the Q.A.M.A. is the best group to lead the industry in this field. Dr. Wright to submit copy of framework to all companies, so that a recommendation can be made by their advisers. This will also help obtaining support of manufacturers.

The discussions indicated that there was a lack of communication with Directors about the problem, especially as to the escalation of costs ($1,500,000.00). Possibly the Executive Committee of the Institute could be enlarged so that all Directors could be better advised. Suggestions were made also as to the sharing of expenditures by mining and manufacturing companies.

The Chairman of the Executive Committee explained that several research projects had been submitted recently, a certain number of which had been recommended by the Scientific Committee but not ratified by the Executive Committee. To do so would require an amount of $50,000.00 over an above current budget of the Institute. Accordingly, it was proposed by the Chairman to increase present budget of Institute from $249,642.00 to $300,000.00 (for 1968). This will allow the Executive Committee to study and accept some of the projects submitted.

Adopted.

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Dresden Meeting - Due to recent regulations of the U.S. Government, the industry will finance the trip to Dresden of Drs. Mancuso, Enterline, Naylor, McDonald, W.Smith, and Clark Cooper, for a total cost of $4,280.00. These six doctors are presenting papers at the Conference.

ADJOURNMENT

Their being no further business, the meeting was terminated.

Paul-A. Filteau,
General Manager
&
Secretary.

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