

# Cassiar ~ Communicator



February 12, 1985

## INTRODUCTION

Welcome once again readers. Our apologies for the delay in publication. It is our intention to publish the Communicator approximately every six weeks. However, in order to have enough material to make this newsletter readable (if not noteworthy), we are asking for your input.

If you want us to know something - tell us. If you have a question - ask us. Do not be concerned if your writing ability is not of what books are made, neither is ours, but we do have books and other sources to draw from.

So, as we keep you informed of what is happening within your department and the Company as a whole, please keep us informed of how we are doing.

Thank you for your interest and now, roll the presses.

## OUR LOCAL WEATHER IN BRIEF

Winter 1984-85 as of January 31, 1985

January 1985 was the warmest January on record.

Average temperature for January 1985	-5.29°C
Coldest temperature this winter	-40°C
Warmest temperature this winter	+3.5°C
Snowfall to end of January 1985 -	268.8cm    8.8 feet

Most snowfall recorded	589.5cm	19.3 feet	1958-59
Least snowfall recorded	193.5cm	6.3 feet	1977-78
	201.1cm	6.6 feet	1982-83
Coldest temperature recorded	-50°C	February 14,	1954
Warmest temperature recorded	+30°C	August 4,	1953

*Patience is something you admire greatly in the driver behind you but not in the one ahead of you.*

## NORTH AMERICAN WORKERS BETTER OFF

A steelworker in Canada has to work for 24 minutes to earn enough to buy a kilo of beef. The counterpart in West Germany must work one hour three minutes, in Mexico two hours, 52 minutes, and in Indonesia he must work six hours, 44 minutes. An automobile costs a Japanese autoworker the equivalent of 477 hours' wages while a British autoworker must put in 1,646 hours to earn enough to buy a car. In Kenya, the figure is 9,361 hours.

These are some of the facts to emerge from a 1984 International Metalworkers' Federation survey which compares the purchasing power of working time, for metalworkers in 39 countries. It is based on the average hourly salaries in five branches of industry after deduction of social security contributions.

In the mechanical engineering sector, for example, a worker in the United States has to work 2.15 minutes to earn enough to buy one litre of gas. In Switzerland the figure is 4.45 minutes, in Japan 6.45, in Britain 8.15, in Spain 11.30, in Korea 26.30 and in Bangladesh 652.

In general, North American workers - when they are employed - emerge as the best off in the terms of purchasing power. Japanese and West European workers are about the same but the gap between the industrial and Third World nations remains very wide.

Source: Worklife, Volume 4, Number 1, 1984

## DENTAL APPOINTMENTS - GOOD NEWS

Dr. P. Comparelli and Staff are pleased to announce the arrival of their new associate Dr. Patricia Skidmore. Dr. Skidmore will be in Cassiar for a short period to assist Dr. Comparelli with his practice. If you wish to change your appointment to an earlier date please contact the Dental Clinic after February 19, 1985, at 778-7202.

1984 FIBRE SALES

During 1984 Brinco Mining Ltd., Cassiar Division. shipped our Asbestos Fibre to 106 customers in 40 countries, for a total of 91,289 metric tonnes (M.T.) (100 629 short tons).

These countries include Canada, United States, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Argentina, Brazil, Bolivia, Chile, Colombia, Ecuador, Peru, Uruguay, Venezuela, Austria, Belgium, France, Germany, Greece, Italy, Portugal, Spain, Switzerland, United Kingdom, Israel, Lebanon, Morocco, Saudi Arabia, Turkey, India, Indonesia, Japan, Korea, Malaysia, Taiwan, Thailand, Australia, New Zealand.

TOP 5 PURCHASING COUNTRIES

	<u>Percent of Total</u>
1) Germany	11.9
2) Australia	10.7
3) U.S.A.	9.4
4) U.K.	8.9
5) India	<u>8.8</u>
Total	49.7%

SALES BY CONTINENT

	<u>Percent of Total</u>
Europe	37.1
Asia	23.1
Australia/New Zealand	12.8
Central & South America	11.6
North America	10.3
Middle East/N. Africa	<u>5.1</u>
Total	100.0%

It is currently expected that our sales outlook for 1985 will remain at our present rate of production.

NOTICE FROM THE CAFETERIA

Notice to non-bunkhouse customers - Subsequent to the closure of the Snack Bar there has been an increase of non-bunkhouse residents using the Company Cafeteria. Please note that if you do not reside in the bunkhouse, all items of food and drink from the Cafeteria must be paid for. Thank you for your cooperation.

Are you slowly going deaf? You may be working in a noisier environment than you think. Noise levels don't have to be piercing to be damaging. In fact a large number of jobs on the property are noisy enough to cause PERMANENT HEARING LOSS - unless hearing protection is worn.

In recent months the Environmental Department has intensified its noise monitoring program, and, in particular the personnel sampling program. People from all jobs on the property have been requested to wear a noise dosimeter during a regular eight hour shift. The dosimeter measures the total noise exposure that the person is exposed to throughout the sampling period.

The Mines Act Regulations specify a noise level maximum of 85dBA for an 8 hour exposure. (dBA is a unit of sound intensity.) Up to this level it is considered safe to work without protection. Above that level protection is required depending upon your length of exposure since noise level is cumulative. The following chart, (copied from Mines Act Section 109, Appendix 3) indicates the maximum time exposure, at various levels of noise, that you can tolerate, without risk of hearing damage, and without hearing protection.

Maximum duration per day in hours	Sound level dBA
16	80
12	82
8	85
4	90
2	95
1	100
1/2	105
1/4	110
1/8	115
0 greater than	115

The next chart indicates actual measured noise levels for various occupations here at Cassiar.

Occupation	dBA
Mine Labourer	90
Sewer/Bagger	89-90
Fab Welder	93-108
H.D. Mechanic	85-93
Powerhouse Mechanic	99-105
Tractor Grader Operator	86-90
Millwright	88-102

Currently, the Mill, the Mine Garage and the Powerhouse are designated as mandatory hearing protection areas for those employees who work regularly in these areas.

HEARING PROTECTON

In most areas of our operation, where hearing protection is required, ear plugs are acceptable. Ear muffs however, do offer superior protection. Specifically, we have available two models of reuseable ear plugs, Air Soft and PerFit, which are rated as "Class B" hearing protection, whereas our Peltor H-7 ear muff is rated as "Class A" protection. Class B protection is rated acceptable up to a noise level of 95dBA and Class A is rated acceptable up to 105dBA. Therefore, it is for your safety that you use the ear muff, rather than the plug in areas of over 95dBA.

What about disposable plugs? Yes, there are disposables that would offer good protection. Unfortunately, like disposable dusk masks, too many people thend to throw them all over the place rather than in the garbage. Our milling process cannot separate these disposable items or similar garbage, from our fibre and they end up as fibre contamination. As a result our customers claim damages for lost product due to contaminated fibre. There is even a risk of losing a customer and without customers we obviously could not exist.

Reusable plugs should last for at least 6 months, providing they are cared for properly. Instructions for cleaning and sterilization are included with each pair of new plugs. Improper care increases the risk of ear infections. Please contact the Safety Department if you have misplaced your instructions.

One final word is that the C.S.A. is currently reviewing standards of hearing protection which may result in future changes.

MEDICAL SERVICES - REMINDER

Pharmacare receipts for the period of January 1 - December 31, 1984 must be submitted to Pharacare by March 31, 1985. Forms and envelopes are available from the Cassiar Hospital.

Mr. Dorson Shuffler, Programs Counsellor with the Ministry of Labour, will be visiting Cassiar on March 19 and 20, 1985. During that time, Dorson will be conducting interviews with all apprentices and anyone who requires information or assistance with the following:

- (i) Apprenticeship programs in B.C. designated or apprenticeable trades.
- (ii) B.C. tradesmen qualification certification and Canadian inter-provincial certification for experienced tradespersons.
- (iii) Open learning correspondence courses.
- (iv) B.C. Welder training and registration.
- (v) Certification in electrical work or exemption certificates for eligible B.C. tradespersons.

In addition to interviews, Dorson will be conducting B.C.T.Q. and I.P. examinations for approved candidates on March 19, 1985.

If you are interested in meeting with Dorson or writing a B.C.T.Q. or I.P. exam, please contact the Training Department at Local 137.

ANNUAL PROGRESS REVIEW

In mid January, annual progress reviews for Cassiar Mine employees were introduced. The purpose of a review is to provide an opportunity for the supervisor and the employee to discuss the employee's job performance of the past year.

Companies which have implemented annual reviews find that the foreman and employees look at it in a positive manner and benefit from the exchange. It is expected that a similar positive attitude will emerge at Cassiar.

*When you save for a long time to buy something, then find you can't afford it—that's inflation.*

Semi-annually, an analysis is done on the reasons why employees (staff and hourly) have terminated. Other factors looked at are length of service, job title and department. Listed, in brief, is the turnover for the Company and a comparison to the previous 5 years.

1984 TURNOVER ANALYSIS (CONDENSED)

TURNOVER BY EMPLOYEE GROUP

	STAFF	P & M	O & T	RETAIL	
Avg. Annual Employment	74	298	43	5	
Gross Turnover %	13.5%	23.8%	9.3%	20.0%	20.0%
Net Turnover %	5.4%	13.0%	9.3%	20.0%	11.4%

EXCLUDING EMPLOYEES ON LAY-OFF

Gross Turnover	16.1%	(P & M only)
Net Turnover	13.0%	(P & M only)
Gross Turnover	9.3%	(O & T only)
Net Turnover	9.3%	(O & T only)
Gross Turnover	14.3%	(TOTAL COMPANY)
Net Turnover	11.4%	(TOTAL COMPANY)

NOTE: Gross Turnover =  $\frac{\text{TOTAL NO. OF TERMINATIONS}}{\text{AVG. NO. ON PAYROLL}}$

Net Turnover =  $\frac{\text{TOTAL NO. OF "OWN ACCORD" TERMINATIONS}}{\text{AVG. NO. ON PAYROLL}}$

"Own Accord" - Excludes terminations due to discharge, retirement, lay-off, or death.

FIVE YEAR TURNOVER COMPARISON BY EMPLOYEE GROUP

	STAFF	P & M	O & T	RETAIL	TOTAL
1984	13.5%	23.8%	9.3%	20.0%	20.5%
	*9.5%	16.1%	9.3%	20.0%	14.3%
1983	16.7%	27.5%	25.5%	33.3%	25.6%
	*16.7%	16.7%	21.3%	33.3%	17.4%
1982	10.3%	20.8%	22.6%	14.3%	20.7%
					19.3%**
1981	16.8%	60%	33.3%	62.5%	50.7%
1980	26.7%	66.4%	31.8%	11.1%	56.2%

\* Excluding Lay-offs

\*\* Excluding Nurses

# ERICKSON

- 300 tpd - 24 hrs - 7 days/wk.
- Cailan Vein (upper → surface)
- 14 Level - 1000 ft. to 'intersection' @ \$200/ft. min.
- 60 men
- av. .3 oz/ft Au or less
- trucks taken away
- 5 wks reserve
- decline below 21 Level - currently operating

# SKUKUM

- need money

FIVE YEAR TURNOVER COMPARISON BY EMPLOYEE GROUP

Year	Staff	Retail	Total
1980	58.72	31.82	11.12
1981	18.82	33.32	50.72
1982	18.72	32.82	50.72
1983	18.72	32.82	50.72
1984	18.82	33.32	50.72

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Cassiar  
 Mel Taylor - mill  
 Tim Carew & Mike Pennock - geol.      ~100,000 tons/yr (3500 tpd)