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July 31, 1991

M. Guy Saint-Pierre,
President and Chief Executive Officer,
SNC Inc.,
2 Place Felix-Martin,
MONTREAL, QUEBEC
H2Z 1Z3

Dear Sir,

- (1) Illegal Dismissal from SNC Inc. in 1982 following Immigration to Canada to work for SNC Inc. / Legal Claim for damages
- (2) Outstanding Issues not forming part of (1)

1. Legal claim for damages

I was awarded an "out of court" settlement of CDN \$10,000 in Superior Court before Judge Perry Meyer on May 23' 1991 in connection with my claim against SNC for illegal dismissal which has been outstanding since 1983 (Case no. 500-85-005-120-835 - Robert T. Chisholm vs. Surveyer, Nenniger and Chenevert Inc.) This award was additional to the four weeks' severance pay in lieu of notice paid to me on dismissal on July 8' 1982 and a further amount of CDN \$8,000 paid to me by SNC Inc. in 1983 after I had started legal action.

This arose because SNC recruited me from England in 1981 and then dismissed me on July 8th 1982 after having worked for SNC for only 15 weeks when I had been recruited for a permanent job (to last for at least 2 years) and applied for Landed Immigrant status on SNC's instructions. Among other things I was dismissed before even being entitled to Unemployment Insurance benefits as a New Entrant to the Canadian Labour Force, because of the 20 week eligibility rule for New Entrants to the Canadian Labour Force which I was told nothing about: for example there was no reference to it in "Introduction to Canada", March 1981 edition, published by Employment and Immigration Canada in the section dealing with Unemployment Insurance benefits.

SNC had still not paid the CDN \$10,000 at the end of the 30 day legal time limit following the May 23rd 1991 settlement agreed before Judge Perry Meyer in Superior Court.

Therefore on instructions from my lawyers - Miller Adel and Associates - bailiffs were sent to SNC headquarters at 2 Place F61ix Martin to make a seizure of SNC property consisting of an entire floor of office furniture and equipment. SNC then contested the seizure and at this time the \$10,000 settlement is still unpaid.

2. Outstanding Issues

There are other issues that lie outside the scope of my legal claim for damages referred to above. They mainly concern wilful attempts by SNC Inc. and their lawyers to obstruct, pervert or defeat the course of justice and false advertising by SNC as good employers, and are detailed on the separate sheets attached, headed "ROBERT T. CHISHOLM - OUTSTANDING ISSUES CONCERNING SNC INC.".

In consideration of these outstanding issues, SNC Inc. are to pay me the sum of Canadian \$1,500,000.00 (One million five hundred thousand Canadian dollars exactly) out Of court, by certified cheque payable to Robert T. Chisholm. This cheque is to arrive at the offices of Miller, Adel and Associates by not later than 1600 hours on Friday August 16' 1991, in an envelope marked for the attention of Mr. Allan Adel. Any and all Income Tax liabilities arising out of this are to be paid by SNC Inc. and the cheque is to be accompanied by a written statement that no Income Tax is payable by me on the \$1,500,000. These conditions are not open to negotiation.

Failure by SNC Inc. to comply with these conditions could result in further legal action and other problems which will seriously damage the credibility of SNC Inc. in Canada and elsewhere leading to incalculable costs in terms of lost business revenues when SNC Inc. are seen to be mis-leading consumers by falsely advertising themselves as good employers, and employing lawyers (ie Dunton, Rainville, Toupin Perrault and Associates) to perpetrate mental incompetence and obfuscation as a means to willfully obstruct, pervert or defeat the course of justice in connection with former Professional Engineer employees whose careers SNC Inc. wilfully attempted to destroy, in particular Anglophone immigrants from England who were enticed to Quebec by SNC Inc. In the long run such behaviour by lawyers will only serve to undermine Canada's competitiveness by wasting the time and energy of Professional Engineers in Canada, whether they are Canadian Citizens or Landed Immigrants. I myself became a Canadian Citizen in March 1986. So far as I am concerned Dunton Rainville Toupin Perrault and Associates have been behaving as if Quebec is a job-creation project for the exclusive benefit of narrow-minded Quebecois lawyers, which is perhaps not surprising considering Quebec's long tradition of emphasizing the production of lawyers whose careers must obviously be protected at the expense of everyone else, irrespective of whether the lawyers are mentally competent or not.

You must realise that such behaviour by SNC and their lawyers is particularly stupid at a time like the present - when according to recent newspaper articles such people as Bernard Landry, Vice President of the Parti Quebecois, are expressing the view that Anglophones should be made welcome in Quebec, whilst at the same time another Anglophone exodus from Quebec is certain if conditions in Quebec do not improve. At the same time Quebec is saying that it needs more immigrants each year to compensate for an abnormally-low birth rate (well below the level required to sustain the population),

whilst it continually complains about the number of immigrants who eventually leave for other Provinces in Canada. Who wants to stay in Quebec or have children if Francophone-controlled companies such as SNC and the lawyers who work for them behave as badly as they do towards their former employees? I doubt also whether SNC behave very well towards their current employees either. The whole situation smells of mental incompetence all round, which is the fault of Quebecois society. I might be persuaded to change my conclusions and opinions about Quebec if SNC's attitude towards me was to change for the better.

Therefore it is in SNC's interests to pay me the CDN \$1,500,000 in accordance with the instructions already given ie by 1600 hours on Friday August 16th 1991, in addition to the Superior Court - ordered CDN \$10,000.

Yours faithfully,



Robert T. Chisholm B.Sc.(Eng.), C.Eng.(U.K.),
M.I.
Mech. E.(U.K.), Jr. Eng. (Quebec) (no. 41992)

Copies for information

1. M. Robert Racine - Director, Public Affairs, SNC Inc.
2. M. Robert Bourassa - Premier of Quebec
3. M. Gerald Tremblay - Minister of Industry for Quebec

