

INCO TRIANGLE

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Third Generation

(Story on Page 20)



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Edward Grubb New Inco Vice-President

L. Edward Grubb has been elected a vice-president of The International Nickel Company of Canada, Limited, it was announced at Toronto October 2 by Henry S. Wingate, chairman and chief officer.

Mr. Grubb has also been elected chairman of the Company's United Kingdom subsidiary, International Nickel Limited, of which he has been managing director. He succeeds Thomas W. Childs, C.B.E., who is retiring.



Mr. Grubb, who is also chairman of Henry Wiggin and Company Limited, England, a producer of nickel and high-nickel alloys affiliated with International



"I gave in — I bought her the fur coat and the next day she started making my lunches again."

Nickel Limited, had been an assistant vice-president of Inco since 1964.

During his 34 years with International Nickel, he has served at five different Company locations, and his responsibilities have included the marketing of primary nickel and nickel alloys, the management of operations and the administration of labor relations.

Mr. Grubb joined the International Nickel organization in 1934. From 1942 until 1953 he was gen-

eral superintendent of the plant formerly operated by the Company at Bayonne, New Jersey. Following this, he was appointed general superintendent of the Company's Huntington, West Virginia, rolling mill operations.

In 1957 he was transferred to New York and placed in charge of labor relations at all the Company's United States plants. One year later he was appointed general sales manager of the Huntington Alloy Products division. In December 1961, Mr. Grubb was named vice-president of The International Nickel Company, Inc., with responsibility for primary nickel commercial activities in the United States.

He was born in Passaic, New Jersey.

Inco Aids Teachers in Supplementary Courses

During 1968 The International Nickel Company of Canada, Limited, awarded \$60,500 to help finance supplementary courses and seminars for secondary school teachers specializing in science, technology, mathematics, and guidance counselling.

Grants for teacher assistance are part of the Company's broad support to education in Canada. Since 1956, when an enlarged program of aid was initiated, Inco's over-all donations have reached more than \$10,000,000.

The latest awards are a continuation of International Nickel's effort to assist in developing better qualified teachers for Canadian schools. Eleven universities, the Ryerson Polytechnical Institute and the Canadian Mathematical Congress received grants for this purpose.

The funds are used for teacher bursaries and to offset administrative, instructional or material costs under the program. The bursaries encourage teachers to attend summer courses and seminars or special week-end courses during

the winter months. Since 1956, International Nickel's grants for this purpose have totalled \$605,450, and over 6,000 teachers have participated.

Appointments

K. H. J. Clarke, assistant vice-president, Inco Toronto, has announced the following appointments in the Canadian market development department:

A. S. Tuttle, assistant manager 'mechanical and metallurgical';

Dr. S. H. Ward, assistant manager 'chemical and industrial';

At the same time Mr. Clarke also announced the appointment of W. A. Firstbrook as assistant manager, Canadian sales department.

EVERYBODY HAPPY

Mr. Barr was a keen cyclist and his young wife was a music lover. They had a little son and wanted to christen him with a name that would suit both sides of the family.

So they called him Handel Barr.

MASTER ANGLER



Regardless of any other claims or official records, the biggest fighting-fish ever caught were these three small-mouthed black bass boated in August by John Puddy within hollering distance of his cottage on Dyson Lake, near Parry Sound. As all other members of the purchasing department at Copper Cliff are by now well aware, the biggest one weighed 5 lbs. 8 ozs., and the three beauties grossed 15 lbs. John got them within an hour, but his companion in the boat never had a bite. "Just shows what clean living will do," said the modest master angler.

Thompson Golf Course Officially Opened



John Lewis

Club president Gene Winter drove a gold ball down the fairway to signal the official opening of the new golf course at Thompson on September 22. Undaunted by rainy weather, a field of over 40 enthusiasts turned out for the opening tournament, playing an improved 9-hole layout on the six fairways that were completed this year.

Paul Bourque came in with the low gross score, a 68, with T.

Kimmel as runner-up. B. Evanson had low net, with Gene Winter as runner-up. Mrs. Hugh Carter had the best score among the ladies.

Watching the president fire the opening shot in the above pictures are Wint Newman, Ralph Cook, Jack McInnes and Ray Puro. An unusually wet summer delayed completion of the Thompson course's sporty initial nine holes, but all signals are set for next year.

INCO FAMILY ALBUM



The family of Murray mine burner Ray Bouchard and his wife Laurette is complete once a year when daughter Doris (Mrs. Glen Harris), standing left, comes from Ottawa for a visit with her parents. Beside her is Theresa (Mrs. Delia Tarini) of Gatchell, who nurses at Sudbury Memorial Hospital, and between them, adopted son Roger, 14. Ray left Bagotville, Quebec, for Inco in 1944, worked at Creighton, broke his service in 1945, and returned to the mine in 1948. He moved over to Murray in 1950. The family resides in Azilda.



This month's Thompson family, Jack and Lila Maltby and their three youngsters, are familiar to people in both the Manitoba and Ontario divisions of the Company. Starting with Inco in 1948, Jack was a well-known figure in the Copper Cliff purchasing department before moving in 1961 to Thompson, where he is now assistant purchasing agent. Jack has been a member of the Thompson school board for the last three years, was chairman last year. He is a bridge and curling enthusiast. The three young livewires are Gordon, 11, Bruce, 13, and Susan, 5.



Perth, in Ontario's Ottawa Valley, is home town to Dan and Gloria Barr, and it was in 1964 that Dan, the youngest in a family of 14, shelved his carpenter's tools to become a miner with International Nickel at Garson mine. He works as a driller on the 2800 level. Shown with their parents in a shaded corner of their garden on Mildred Avenue in Sudbury are Cindy, 3, Duane, 5, and Shane, 11 months.



It runs in the family. One of four brothers who are Inco men, Frood garage mechanic Paul Charbonneau also has three sons working at Frood mine. Seated in the front row with Paul and his wife Anne is brand-new bridegroom and chute blaster Ron. The young fry are Denis, 9, and Marcel, 10, while in the back row are jumbo drill operator Norm, Roly, and driller Paul Jr.



There's an international touch to the Port Colborne family of Josephine and Armando Pambianco. Both parents are Italian, their two oldest children, Franca, 14, and Grace, 13, were born in France, and the other two, Angela, 11, and Ambra, 7, in Canada. A bricklayer by trade, Armando and his wife left Italy for France in 1949, and came to Canada in 1956. Armando has worked in the shearing department since he joined the "Port" nickel refinery in 1959.



A newcomer to Inco, Vince Ursano joined the Company last year and works in the roaster kiln building at the Iron Ore Plant. Vince and his wife Raffaella were both born in sunny southern Italy, he came to Canada from Tiria in 1951, she from Serra S. Bruno in 1954. Their three bright-eyed youngsters are Eva, 6, Alida, 8, and Maria, 11.



MOMENT OF TRUTH

At 5,000 feet, with the Piper Colt throttled down to around 70 miles an hour, Jerry Rafter steps out onto the wheel of the aircraft and steadies himself by grasping the wing strut. "This is the moment of truth. Now it's up to me—I'm on my own." A safe landing won't be due to luck, but to a combination of "cool" and the automatic reflex actions that have been ingrained by careful training.

The Wonderful World of the Sky Divers

If you're looking for a sport that's statistically safer than golf, a sport that gets you away from it all and provides an exhilaration second to none, then join the ranks of the Canadian Sport Parachuting Association and try sky diving. It gives you that warm feeling of accomplishment in a game that involves "keeping your cool" and being able to make split-second decisions.

It's dandy for emotional purging, and reportedly an excellent way of releasing accumulated hypertension, if that's what's bothering you. It's also a lot of fun.

Most weekends, summer and winter alike, members of the Sudbury Sky Diving Club can be seen free falling and then floating gracefully down to earth in the area of the Sudbury airport.

The club has a current membership of nine, and its chief instructor is Jerry Rafter, a veteran of some 565 jumps. He has to come up from 1,800 feet below ground, where he operates a Scoop/Tram at Creighton mine, before he can climb another 5,000 feet in order to launch himself into space.

The group could almost be called the Creighton mine contingent. Harvey LeBlanc is a slusherman at the mine, John Boyd and Graham McKeddie are drillers, and Bill Marson, Garry Marson, Terry Bortnak and Graham Williams are all sons of Creighton miners. Bob Barn completes the group.

A stocky red-head with an infectious grin, ex-army paratrooper Jerry Rafter sums up his feelings on sky diving in a few words. "When I'm up there, I'm on my own. I'm not depending on anyone else but myself and if I should get hurt it's my own fault. And besides," he quipped, "in what other sport do you experience the rain coming up at you!"

The "noisy time" between leaving the plane and pulling the "joy" handle that releases the chute is not very long. A free fall of 2,500 feet from an exit altitude of 5,000 feet takes ap-

proximately 18 seconds, and by then the diver is heading for the ground at a speed of no less than 130 miles an hour.

With his eyes glued to the hands of the altimeter, which is fastened to the emergency chute at his middle, he makes his decision—now! His hand reaches for the rip cord handle—a light pull, out pops the pilot chute, and three seconds later the main chute billows out and jerks the diver to a relatively motionless 20 miles an hour.

"And there you are," said Jerry. "Suspended in space, the monarch of all you survey and without a care in the world. It's quiet and peaceful, and you've made it—it's fantastic, it's beautiful, it's indescribable, there's nothing like it on earth."

Floating downward the parachutist spots the landing field, reaches up, and by manipulating his lines, maneuvers himself towards the tiny target.

Depending on good judgment when he left the plane, and wind conditions as he approaches the ground, he may or may not hit the spot. "Sometimes it's a case of boots down right on the dot. When it isn't, it's usually a T.F.T.M. touch-down," said Jerry with a twinkle in his eye. "That means too far to mention."

For anyone who's interested in joining the club there's only one way of finding out if he'd enjoy the sport or not, and that's to make a jump—it's that simple, and only costs \$40.00.

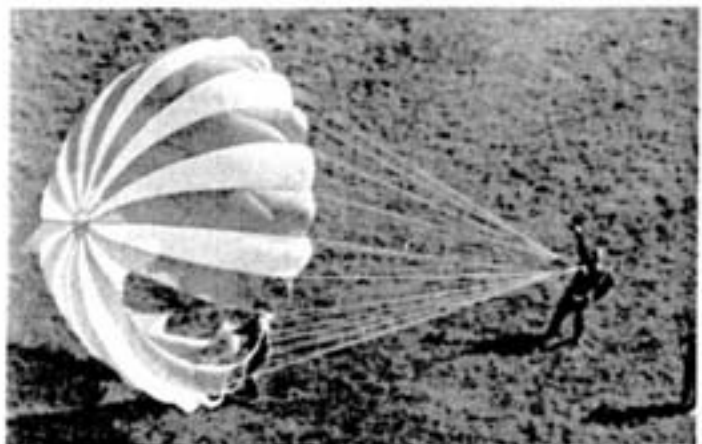
"It wouldn't be very practical to buy a complete outfit for around \$200.00 and then find out that the game didn't agree with you," the instructor explained. "We loan the applicant the gear, make sure he's had a physical examination, give him a crash training program which can take from three hours to three days depending on the man, and then up we go to 3,000 feet."

The pupil, who must be free and 21, or over 16 with parental con-

Continued on Page 7



And Away He Goes — for an 18-second free fall. After one second of drop Jerry is spread-eagled in space in perfect control position. His rate of descent will have accelerated to nearly 130 miles an hour by the time he has reached the 18-second mark and he will be halfway to the ground below. If he fails to feel the jerk of his main chute four seconds after he has pulled the rip cord, he yanks the pin on the emergency chute, which will snap him back with a jolt to a peaceful 20 miles an hour.



Safely on the Ground Jerry Rafter braces himself against the wind as a member of his ground party collapses his chute. At first glance it would seem that the moths have been at his shrouds—not so. That gaping hole is the vent which enables him to adjust his speed sideways and forwards, to correct drift and avoid ground hazards.



Controlling Flight Suspended in space under his 28-foot-wide chute, Harvey LeBlanc maneuvers himself by manipulating the lines, spilling air and side-slipping towards the target area. The white patch to the left of the chute is the pilot drogue that pulls the shrouds from the pack when the rip cord is pulled. Regulations stipulate that the nylon chute must be re-packed every 60 days and stored in a dry place at not more than 65° F. Constant attention to strict safety rules make the sport almost as safe as crossing a busy street.



A Particular Job Carefully packing his parachute on a sunny Sunday afternoon at the Sudbury airport is sky diver Harvey LeBlanc (left), assisted by Bill Bostnak. Harvey holds a commercial pilot's license, flies regularly, and became a parachutist because "I often wondered what it would be like if I had to bail out one day." He tried it, liked it, and is now an experienced jumper. Packing the chute takes all of an hour but a jump is over in two or three minutes.



Checking Instruments Ready for a jump, club chief instructor Jerry Rafter adjusts his altimeter to ground zero and checks his stop watch. The instruments can become a sentinel device when connected to the chute, which then opens automatically at a pre-determined altitude. Jerry prefers to pull his own rip cord. "Too tame the other way," observed the redhead. Watching him is his wife Sheila, who has eight jumps to her credit.



His First Jump It's hard to guess just what's going through Bill Marson's head despite the cheery look on his face as he prepares to make his first jump. The send-off committee are his parents, Creighton mine shift boss Art Marson and his wife Edith, and sister and brother Judy and Garry. Bill is wearing the specially designed jump boots that give adequate ankle support and have a thick rubber cushion sole to absorb the shock of landing.



Good Pilot Helps Having an experienced pilot at the controls of the jump plane is a big advantage when a sky diver is aiming for a 10-foot-square target some 5,000 feet below. Seen discussing current wind conditions and flight plan with Manitou Airways pilot Brian Stockdale are Sudbury Sky Diving Club chief instructor Jerry Rafter and Harvey LeBlanc, prior to takeoff for Harvey's 22nd jump. Flight cost for a jump is \$3.50.

Reverb Rebels Win 3rd Straight Championship



Reverb Rebels took the finals in three straight games when they tangled with the Warehouse in the Copper Cliff Athletic Association shift softball league playoffs.

This is the third time the Rebels have carried off the championship trophy since it came up for competition 18 years ago. Pictured above the Rebels are, back row, Don

McLeod, Eugene Kitty, Marcel Houle, Eddie Lacoste, Rene Gervais; front row, Cam McLeod, Don Lefebvre, coach Frank Marrow, and go-getter league convener Gerry Renaud. Missing from the picture are Bud Hall and Glen Butcher. The Gordon McLean trophy for the league's most valuable player was awarded to Marcel Houle.



Runners up in the playoffs, the Warehouse gang made the Rebels work hard for their victory losing by skinny margins of one and two runs. The stores boys are, back row, Lorenzo Marcia, Noss Kavanaugh, Bill Taylor, John Stos, Laurie Bazzinet and Teedy Leclair. In the front row are the umpire-in-chief Ray Smythe,

Jerry Reedy, captain Gary Hall, coach Jerry Mills, Ray Dicaire, Terry True, and umpire Buzz Farmer; not present, Fritz Reedy, Larry Mason and Dina Degan. Mechanical Department and Converter Harnets were the other two teams in the playoffs.

Appointment

G. R. Green, assistant general manager (mining), announced the appointment effective September 1 of Alfred A. Ryter as area engineer, Leveck and Coleman mines.

Born in Edmonton, Al Ryter graduated from the University of Alberta in 1942 with a degree in mining, and joined International Nickel. He was posted to the Leveck mine engineering staff early in 1943 after serving briefly at Frood mine and Copper Cliff.

He was married in 1945 to Ida MacDonald of Cobalt, a nurse at the Copper Cliff Hospital, and has three sons, Donald, Glen, and Christopher.



A. A. Ryter

Brooks Mathews Top Golfer at Refinery

Brooks Mathews, with a score of 90 for 18 holes, was the top golfer in the copper refinery athletic association's annual golf tourney. Second low gross with 91 was Vic Malinen.

The winner was presented with the Canada Metal trophy.

Winner of the low net prize was Emil Jolicœur, with Fabe Casas as runner-up. The Callaway handicapping system was used.

Association president Wayne Wilson won the putting contest.

Forty golfers enjoyed the tourney, which was played at the Chelmsford Golf Club on September 21. The day was topped off with a fine buffet dinner served by the ladies of the club.

Association secretary Bud Eies as usual handled the arrangements to everyone's satisfaction.

with the assistance of the other two members of the golf committee, Jim Bryson and Dunc White.

Inco Corrosion Research Benefits All Industries

Corrosion can do a lot of damage. It can ruin a product. Yet the reason for corrosion is simple — all refined metals have a tendency to revert to their natural states through corrosion. Knowing which metals resist cor-

rosion best is an important goal of research by International Nickel.

Over the years, in a continuing series of experiments in seaside laboratories, towns and cities, and in industrial plants, Inco has been experimenting on the effects of salt air, salt spray, salt water and other corrosives on metals. When metals and alloys are developed to best withstand corrosion, the facts are made freely available by the Company to all industry.



John Thornborough

Mr. and Mrs. George Price won first prize for the overall excellence of their home grounds at 52 Westwood Drive.

Inco Garden Competition Prizes Given at Thompson

Despite the disadvantage of an unusually wet summer, lawns and gardens in Thompson responded well to the magic influence of the short but prolific growing season, and the judges of International Nickel's annual home grounds competition had a big job on their hands in picking the winners.

The judging committee was composed of Mrs. Louise Johnson, Mrs. M. Mears, Mrs. M. Reimer, Mrs. M. Heibbard, Mrs. E. Jaeger, Mrs. L. Smith, P. Price, M. Swanson and R. Penfold. In their report they noted the large number of new gardening developments in the fast-expanding town, and commented on the civic pride shown by the steady improvement in the care of home grounds.

Prizes were presented to the competition winners by E. F. Winter, assistant to the general manager of Inco's Manitoba division, at a meeting in the Municipal Hall. He extended the Company's congratulations to all who had contributed to beautifying the community, and thanked the judges for their valuable assistance. Mrs. Louise Johnson chaired the presentations.

The awards were:

FLOWERS

1, \$25.00, Mr. and Mrs. W. E. Chaddock, 86 Juniper Drive; 2, \$15.00, Mr. and Mrs. C. Duncan, 167 Riverside Drive; 3, \$10.00, Mr. and Mrs. N. Kalika, 47 Westwood Drive; and prizes of \$5.00 each to Mr. and Mrs. A. Baker, 263 Riverside Drive, Mr. and Mrs. E. Sawicki, 155 Greenway Crescent, Mr. and Mrs. J. Swierstra, 74 Elk Bay, Mr. and Mrs. W. Laing, 48 Deer-

wood Drive, Mr. and Mrs. W. Keen, 76 Elk Bay.

LAWNS

1, \$25.00, Mr. and Mrs. H. Jacobi, 123 Greenway Crescent; 2, \$15.00, Mr. and Mrs. A. Crouter, 183 Juniper Drive; 3, \$10.00, Mr. and Mrs. H. S. Fraser, 175 Riverside Drive; and prizes of \$5.00 each to Mr. and Mrs. A. Quemer, 280 Riverside Drive, Mr. and Mrs. W. Newman, 251 Riverside Drive, Mr. and Mrs. S. Prusak, 16 Hickory Avenue, Mr. and Mrs. H. Lamontagne, 72 Martin Bay, Mr. and Mrs. W. Draper, 116 Westwood Drive.

VEGETABLES

1, \$25.00, Mr. and Mrs. W. Fadygas, 59 Greenway Crescent; 2, \$15.00, Mr. and Mrs. P. Becker, 24 Elm Street; 3, \$10.00, Mr. and Mrs. J. Watson, 296 Riverside Drive; and prizes of \$5.00 each to Mr. and Mrs. C. Clark, 7 Silver Crescent, Mr. and Mrs. E. St. Goddard, 104 Greenway Crescent, Mr. and Mrs. V. L. Halchyshek, 263 Deerwood Drive, Mr. and Mrs. Cliff Doman, 72 Parkway Crescent, Mr. and Mrs. H. Sinclair, 209 Riverside Drive.

OVERALL EXCELLENCE

1, \$25.00, Mr. and Mrs. G. Price, 52 Westwood Drive; 2, \$15.00, Mr. and Mrs. A. Wrist, 68 Martin Bay; 3, Mr. and Mrs. I. Incebrigsten, 96 Greenway Crescent. Honorable mention, Mr. and Mrs. D. Woods, 199 Juniper Drive; Mr. and Mrs. G. Postnicks, 68 Westwood Drive. Special mention, Midwest Diamond Drilling Co., Station Road; Northern Health Unit, 28 Station Road.

MOST IMPROVED

Mr. and Mrs. G. Neff, 144 Riverside Drive, \$25.00.

26 Members Join Quarter Century Club at Port Colborne



Margaret Binner



Steve Borer



Bill Burgess



Ted Byng



Louis Cognigni



Albert Dagenais



Pete Desrochers



Jack Eden



John Gaverlok



Leo Julien



Tony Klokach



Leo Lacroix



Adrien Lapage



Wilfred Maves



Howard McCutchen



Ed Mitchell



Jack Nash



Norm Newberry



Armand Pars



Glen Sherk



Maurice St. Louis



Slim Tath



Val Tumul



Leonard Young

FIRE PREVENTION



in the
HOME

Orest Andrews

Prepared by the
Inco Safety Department

In many ways fire can be called one of man's greatest assets. We use it to heat our homes, prepare our food, dispose of refuse, smelt our ores and for countless other tasks. As long as we are careful with fire it serves us well.

With today's advances in the field of electrical appliances we tend to feel that there is little actual danger from fire in our homes. This is not true. Statistics tell us that approximately 85% of all fires occur in the HOME. Deaths due to fire in the home account for one-half the year's total fire victims. For every such death there are 100 serious injuries. Monetary losses may take years to recover. It is evident we must do our utmost to prevent this happening to us.

An excellent outline of how to avoid such fires and how to cope with them has been prepared for us by our Fire Inspector, Don Bray.

There are three times during the year when fire prevention is brought to the attention of the public on a national scale. Fire Prevention Week occurs annually in October and provides an opportunity to make the whole family fire-conscious.

If we are to keep the hazards in our homes to a minimum we must not wait for one of these periods to start a crash program of inspection and clean up. We must train ourselves and our families to maintain a hazard-free home at all times.

Some of the items to look for as we go through our homes are as follows:

LIVING ROOM: Wiring should be checked for defects. Frayed or worn extension cords should be discarded. Do not overload circuits and use only 15-amp. fuses for wall plugs and lighting circuits.

Be careful when smoking on upholstered furniture. Use only adequate ash trays and make sure they are emptied before retiring to bed.

KITCHEN: Use only safety-approved appliances. Do not permit grease to accumulate on stoves or vent fans. Keep curtains, clothing, paper etc. away from the stove. Keep matches in metal containers and out of reach of children. Keep inflammable cleaning solutions out of the kitchen.

BEDROOMS: Do not smoke in bed. Keep doors closed when asleep. Make sure you have an alternate escape route such as a window.

BASEMENT: Have your heating system inspected and cleaned each

year. This should include your chimney and flue pipes. Make sure the area adjacent to your furnace is adequately insulated and does not overheat. Your emergency stop switch for your heating system should be readily accessible. Make sure that all paints etc. are tightly covered and stored away from the heating system. Clear out any accumulated waste or trash.

Additional Safeguards

Valuable advice to those of us who from time to time hire baby sitters is given at this time as well. Items emphasized are:

1. Choose a reliable baby sitter.
2. Leave your destination and phone number in writing.
3. Make sure the baby sitter is aware of and knows the emergency phone numbers.
4. Make sure the layout of your home with exits, entrances etc. is known by your baby sitter.
5. Instruct your baby sitter to get children out of house quickly in case of fire and to call the Fire Department.

Additional safeguard suggestions are:

1. Maintain a multi-purpose dry chemical fire extinguisher in a location readily available to kitchen or basement.
2. Maintain a garden hose coiled and connected at the head of the basement stairs.
3. Installation of fire detection systems have become available at reasonable costs.
4. Automatic sprinkler heads could be considered for such areas as the furnace and work bench.

Finally, this very sage advice is offered — "Don't Give a Fire a Place to Start." The old adage "An Ounce of Prevention is Worth

OTHER NEW MEMBERS

New members of whom photographs were not available are Nelson Boyer and William Davidge.

a Pound of Cure" is most applicable here.

If a fire does start, keep a cool head and follow a previously planned procedure.

The Wonderful World

Continued from Page 5

sent, will make a static line jump, which means that his rip cord will be pulled by a line attached to the plane and then he'll be as free as a bird.

"They usually come back for more," said Jerry, "and after anywhere between five and 10 static line jumps, during which he has successfully pulled a dummy rip cord within three seconds on three successive jumps without loss of stability or control, he then makes 10 jumps on his own to obtain his class A international parachuting license."

Strange things can happen to jumpers — usually on landing. "I once landed in a stiff breeze," recalled Jerry. "It was one of those T.P.T.M. landings and I plowed up about 50 bushels, 200 yards of potato field before I finally came to rest."

NOTHING TO LOSE NOW

Warden: "Is there anything you fancy before the execution?"

Condemned Man: "Yes, mushrooms. I've always been scared to try them in case I'd be poisoned."

Lots of Alloys

Nickel is used in almost 3,000 alloys to improve strength, toughness, corrosion resistance, and high- and low-temperature properties.

Honored for Their Part

New Members' Wives Received Roses

"I would like you to know that in honoring your husband we are well aware of your share in his achievement through your help and understanding over the years," said Ontario division general manager J. A. Pigott in a letter accompanying bouquets of roses delivered to the wives of the new members of the Quarter Century Club.



J. A. Pigott

"While this year's group of 234 new members is not the largest we have had, I am sure you will agree with me that it is one of the most important, since your husband is one of those who will be presented with the gold 25-year badge," Mr. Pigott's message of appreciation to the ladies read.

"A quarter century of continuous working relationship between a man and his Company is a fine record, bespeaking mutual respect, stability, and security. We are proud that over 4,500 International Nickel men have been with the Company for 25 years or more."

Distribution of a dozen red roses to the wife of each new member was carried out in a well-planned one-day blitz by members of the special projects department under the direction of P. W. Souter. The ladies also received photographic prints, in mounts bearing the Quarter Century Club crest, of the pictures of their husbands published in the August issue of the Triangle.



"This is the first bunch of roses I've had that came without an addition to my family," said a smiling Mrs. Rollande Dutrisac, mother of five and the wife of Murray motorman Henry Dutrisac. "I must say it's a nice change of pace."



"It was very kind and thoughtful of Mr. Pigott to remember the wives in this manner," observed Mrs. Veronica Haas. Her husband is Harold Haas, underground switchman conductor at Creighton.



"They're so lovely," said Mrs. Rita Dufresne, wife of Levack locomotive battery serviceman Adrien Dufresne. "Roses are my favorite flower, and red ones my very special favorite."



Seen with her nine-month-old assistant flower-arranger John is Mrs. Olga Shelekey, wife of Coniston smelter materials coordinator Walter Shelekey. "Every woman loves to receive roses," she said. "This is a real treat that doesn't happen very often."



There's little doubt about how Mrs. Cecile Wabegijig felt about receiving her bouquet. "I love arranging flowers," she said, "especially roses." She is the wife of Pat Wabegijig who works in the silver building at the Copper Refinery.



"These roses symbolize 25 wonderful and happy years," said Mrs. Jean Merla, wife of assistant superintendent of smelters Sil Merla. "Though where the time has gone I'll never know, it has passed by so quickly."



Mrs. Vivian Kelly grows roses of her own. "But none as beautiful as these," she said. "They're a real treat." Her husband, Bill Kelly, is a plate-worker at Frood.



Mrs. Delina Suomu, wife of Garson slusherman Vic Suomu, was at home alone when her roses were delivered. "I was so pleased when I opened them that I almost felt like crying."

President Stresses Safety

Initiative and Hard Work, Not Miracles, Set Nickel's Future

In vastly expanding its facilities International Nickel is betting the know-how and efficiency of its production force, the skill of its research people, and the drive of its marketing brigade against ever-increasing competition from other producers and materials.



A. P. Gagnebin

This was the challenge outlined by the president of the Company, Albert P. Gagnebin, in his first address to the Inco Quarter Century Club at Sudbury September 12.

"The future growth of this area, and the future increase in jobs for your children and grandchildren, depend on the steady increase in the market for nickel," Mr. Gagnebin said. "Remember there is no God-given law which says the market for nickel will constantly grow; hard work, the creation of better and better nickel alloys, and constant effort to help our customers create new markets for nickel-containing materials, are the answer."

Strong Emphasis on Safety

The president gave top priority to the subject of safety in his address.

He was well aware, he said, that in the Sudbury district and at Inco operations elsewhere the Inco safety record has been good, and that many more accidents occurred off the job than on the job. He was well aware that Inco's record has been far superior to nearly all other mining companies, and far better than many industries commonly thought to be less hazardous.

But there could be no compromise with safety.

"The record has been good, but we must not be satisfied. We must make it better. Not to set a record for the Company, but because there is no industrial goal worth attaining if it involves hurting or fatally injuring human beings.

"It can be done. Individual mines and groups have proven this. Some have operated for over 12 months without an accident. I commend them. They demonstrate it can be done. Yes, I want efficient production, and we must have increases in production. The Company's future and all our futures depend on it. But it must be accomplished safely.

"It is no consolation to find out after an accident that carelessness

was involved — that a Company practice was not followed — or that it wasn't the Company's fault. This may please the lawyers, but it misses the point. Our objective must be to reduce injuries to zero. It can be done. The key is sound practices and constant awareness.

"I speak of this because I want all of you to know the importance the Company's management places on operating safely. I am proud of our past record, but it must continue to improve."

Inco's Greatest Expansion

One of the biggest threats to the continuing growth of the nickel market, Mr. Gagnebin said, was a feeling among some customers and designers that the nickel producers would not be able to meet the demand, with the result that there was a tendency to substitute other materials.

"For example, one of the long-term large markets for nickel has been for many years the automobile bumper. Today some automobile designers are moving away from bright bumpers to painted rubber or plastic bumpers. We believe that this is a mistake — that the auto-buying public wants a bright, corrosion-resistant bumper — a nickel-containing bumper. But make no mistake, the competition is on, and all I can say to you is that Inco metallurgists, Inco mar-

EXECUTIVE OFFICERS GREET NEW MEMBERS



Three smiling new Quarter Century Club members from Murray mine, Tony Horack (left), Nick Hnatluk, and Ed Gauthier, take their turns in the line to be congratulated by general manager J. A. Figott, executive vice-president Foster Todd, chairman of the board Henry Wingate, and president Albert Gagnebin.



The chairman, Mr. Wingate, shakes hands with Joe Luptak of Frood-Stobie while executive vice-president Todd warmly greets Alma Maki, whom he remembered from the days when he was superintendent at Garson mine.

keters, and Inco salesmen are there fighting to sell the importance of the brightness, strength and anticorrosion quality of nickel bumpers. I believe they will succeed for, like you, they know their job."

"Inco is meeting this challenge by the largest expansion in our history," the president declared.

In the Sudbury district five new mines are under development, the iron ore plant is being expanded, and plans have been announced for a new \$85,000,000 nickel refinery using the new Inco-developed IPC process.

"In total, we expect to invest in the Sudbury area some \$120,000,000 in 1969 and about \$130,000,000 in 1970. We expect that by 1971 we will be employing 1,500 additional employees."

Similar expansion is taking place in Manitoba, including three new mines and related surface facilities. Another new mine is being developed at Shebandowan, in north-western Ontario.

Other properties are being explored, evaluated or developed by the Company elsewhere in Canada,

in Minnesota, in Guatemala, New Caledonia, Indonesia, the British

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SIGN OF APPROVAL



With a big Irish wink "Blondie" Mayle, Creighton first-aid man, puts the A-Okay on the dinner and the proceedings in general. Beside him is George Orbeck of the Frood first-aid staff.

THE TOAST TO THE PENSIONERS



Gordon Machum, assistant general manager (processing) is shown on the left as he proposed the toast to Inco pensioners. On the right L. E. "Barney" Hamilton, recently retired from the electrical department at Copper Cliff after 45 years of service, replies to the toast. To his right is the banquet chairman, R. G. Daw.



*The Great Annual
Inco Get-Together*

At the 20th Annual Quarter Century Club Banquet

*Sudbury Arena
September 12*



An all-star act featuring two local "musicians" was the Swiss bell-ringing performance in which veteran troopers Art and Mabel Guinness got some highly professional assistance from Walter Curlook and Bert Meredith. Above left is a picture of perennial favorite Juliette as she charmed the crowd. Above right is the 60-voice Dnipro choir of the Sudbury Ukrainian National Federation, which scored a triumph. And on the right is one of the assembly lines that served up that delicious dinner.





In one of the countless little reunions that spark the warm friendliness of the huge Quarter Century Club gathering, copper refinery pensioner Bob Mornan (seated) chats with two old buddies, Bill McBain and Harvey Mellow. At lower right is pensioner Hjalmar Stavang.



Two well-known Levack 25-year men, Phil Gross and Jim MacCoy, talk things over. At right is Garson skiptender Nilo Sippola.



Thoroughly enjoying himself was a visitor from Indonesia, H. Singawinata of Jakarta, assistant to the managing director of the new International Nickel operations in his country. He is shown with his host, C. E. Michener of Toronto, vice-president of Canadian Nickel Company, Limited.



Looking pleasantly relaxed are two Creighton stalwarts, Ron Grigg of the carpenter shop and Paul Bugg of the geological section, as also is Sam Milosevich on the left.



Chatting over old times at Creighton are Garson mine superintendent Bruce King and Creighton pensioner "Kaiser" Cretzman, who now lives on Manitoulin Island.



Three of the new 25-year men shake hands with the president of the Company, Mr. Gagnebin, who presented them with their gold Quarter Century Club buttons: Harvey Nadeau of the personnel department at Levack,

Mike Salhani of the mines engineering department at Copper Cliff, and Silvio Merla, assistant superintendent of smelters.

Hearty Fellowship Reigns at Quarter Century Club Meet

A warm welcome was given its 234 new members by the Sudbury branch of the Inco Quarter Century Club at its 20th annual banquet at the Sudbury Arena on September 12. More than 2,000 attended.

As the "freshmen" filed into the arena to receive their gold membership buttons the assembly rose to give them a resounding round of applause.

Two Top Executives Present

The occasion was unique in that it was the first time both the chairman of the board and the president of the Company were in the receiving line. Chairman Henry S. Wingate and president Albert P. Gagnebin were joined in congratulating the new members by executive vice-president F. Foster Todd and Ontario division general manager Jack Pigott.

Introducing the new members were G. R. Green, assistant general manager (mining), J. N. Lilley, assistant manager of reduction plants, E. G. Stoneman, manager of the iron ore recovery plant, and

G. A. Dick, manager of the copper refinery.

The two new lady members, Miss Dina Minardi of Copper Cliff and Miss Marjorie Dubery of Coniston, were escorted by R. R. Saddington, assistant to the general manager, and D. B. Taylor, administrative assistant.

"Backbone of Our Company"

"The Quarter Century Club members are the backbone of our Company," Mr. Gagnebin said in the address of the evening. "Their experience, loyalty and dedication are Inco's most important assets. It is a real cause for celebration that we have again come to that time of the year when we welcome new members into this elite club. To the 234 men and women who are joining this evening I extend my warmest congratulations."

Richard Dow, the secretary of the Quarter Century Club's Sudbury chapter, was chairman of the meeting, which as always was marked by a spirit of good fellowship, and hearty reunions between

old friends and workmates from the various operations of the ever-expanding Inco complex. Pensioner Wes Thompson probably had the distinction of traveling farthest to attend the banquet. He came from Vancouver to share the evening's comradeship with his old Frood mine buddies.

Sudbury soprano Chrissie Nemis led the big gathering in singing O Canada. The invocation was pronounced by veteran Frood mine

pensioner H. J. Cullen of West Ferris.

Proposing a toast to the Company's pensioners, O. O. Machum, assistant general manager (processing), said "International Nickel is very proud of this group of people, and keeps in touch with them all around the world."

Early Retirements Increasing

"There are 1837 pensioners from the Sudbury operations, 1126 of whom are Quarter Century Club members," said Mr. Machum.



Richly colorful folk dances of the Ukraine, performed by a spirited group of 25 young people from the Sudbury Ukrainian National Federation, brought round after round of applause from the audience. Many of the dancers also sang in the Dnipro choir. On the right are some members of the Ukrainian



troupe offstage: Slavko Basalyga of Creighton mine, Natalka Kowch, whose husband Mike also works at Creighton, John Wasylcia of Frood, Milly Basalyga, the choir's pianist, Lesia-Marcia Maluha, one of the dancers whose father Julian works at Stobie, and Ollia Rohatyn, the choir's director.



Won Two Big Awards

Carmen Bray, Coniston smelter welder, has picked off Suggestion Plan awards of \$1,000 and \$825. Shown sharing his good fortune are his wife Margaret and daughter Barbara, 6.



Clicked for \$1,000 Award

Sid Lineham, maintenance mechanic at Copper Cliff mill, hit the Suggestion Plan jackpot for a \$1,000 award. His wife Cecile and daughter Cindy, 9, are proud of his success.

\$2,825 Paid For Three Bright Ideas

Three major awards totalling \$2,825, two of them to one man, further revved up interest this month in the Inco employees' Suggestion Plan, which has been drawing a flood of ideas since it was revamped in June.

Carmen Bray, welder at the Coniston smelter, really hit the jackpot when two of his suggestions earned awards of \$1,000 and \$825, largest ever received by a Coniston employee.

Also in the big money was Sid Lineham, maintenance mechanic at the Copper Cliff mill, who picked off a \$1,000 award.

The brain waves that made the old cash register ring for Carmen Bray involved hard-surfacing

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Sudbury District

Members of the Sudbury district Inco Suggestion Plan committee are shown here: clockwise from top left, E. H. Bracken, superintendent, iron ore recovery plant; J. G. Rickaby, general safety engineer; M. E. Luck, assistant to manager, copper refinery; L. N. Pearce, assistant manager, reduction plants; J. Dyck, technical assistant, maintenance, and committee chairman; Brian White, committee secretary; M. E. Young, superintendent of mines; P. Souter, research engineer, special projects; J. Dawson, equipment specialist, mechanical - electrical department. Not shown, Fred Coffin, senior electrical engineer.



Port Colborne

The Suggestion Plan committee at the Port Colborne nickel refinery in session: clockwise from the left, A. D. Finlayson, chief engineer; B. Lindenau, superintendent, electrolytic department; C. Bridges, superintendent, yard, shipping, and stores; W. W. Spence, assistant to the manager and committee chairman; C. E. Ott, assistant to the manager (personnel) and committee secretary; A. Zahavich, electrical superintendent; C. MacPhail, superintendent, mechanical department; N. Hillier, superintendent, leaching, calcining, sinter and anode departments.



Thompson

Approving the first Suggestion Plan awards at Thompson is the committee: clockwise from left, W. R. Cook, assistant superintendent, refinery; E. Summers, chief planner, maintenance; R. J. Swain, personnel department, committee secretary; G. A. Romanis, administrative assistant, committee chairman; K. L. Summerville, assistant superintendent, Thompson mine; L. M. Ames, assistant to superintendent of reduction plants; L. J. McNamara, assistant superintendent, smelter.



Some Day We May Mine the Ocean for Nickel

FROM the shallow coasts off British Columbia to the depth of the mid-Pacific, from the frigid waters of the Arctic to the murky estuaries of the Atlantic, in every ocean known to man, manganese nodules are found on the ocean floor.

Containing nickel oxide and many other mineral components, they range from pin head size to more than a foot in diameter and may some day provide a new source to satisfy the world's growing appetite for metals.

It is this possibility that executive assistant John L. Shaw of the New York office is currently investigating for International Nickel.

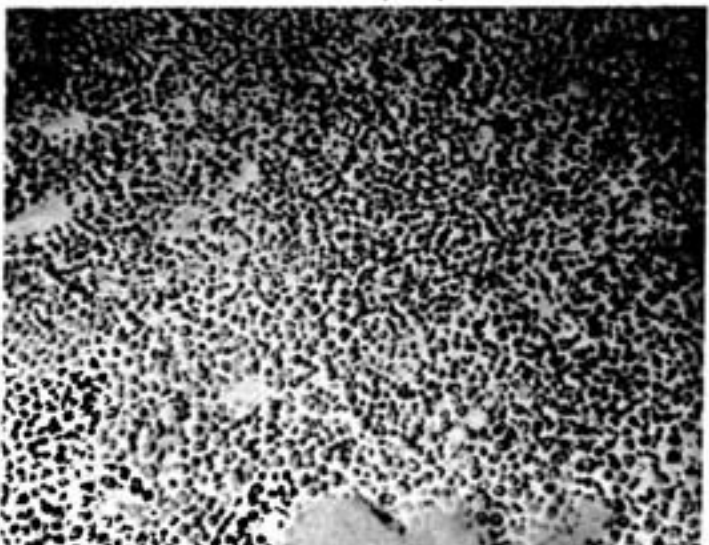
Inco's interest lies in the possibilities of raising and refining manganese nodules, so-called because of their high content of that metal. However, despite the proportionate preponderance of manganese, nickel and copper contained in the nodules are of greatest economic interest. Although scientists discovered the presence of manganese nodules as early as the 1870's, scant work was done on them. It has been only recently that the world's scientific attention has focused on the ocean's resources.

Millions of Years Old
Manganese nodules are distributed in large numbers (but unevenly) throughout the ocean floors. They appear in shallow

water as well as deep, some having been found even in Scotland's lochs.

Dating by radioactive decay method, oceanographers have

Nodules on Ocean Floor, 15,000 Feet Down



Special underwater cameras and strobe lights are used to photograph the nickel-containing nodule beds. This picture was taken in the Pacific ocean at a depth of 15,000 feet, where the pressure is 6,600 pounds per square inch. The nodules shown average slightly less than two inches in diameter, contain about 1.5% nickel.

Has Eye on Davey Jones' Big Locker

John Shaw, executive assistant of Inco New York who is currently investigating the potential new field of ocean mining, has had wide experience in scientific research for the Company. From 1954 to 1960 he was stationed at Copper Cliff, developing electro-magnetic gear for geophysical exploration. In the course of his ocean mining studies he



has travelled to France, Switzerland, the Netherlands and Great Britain. He is closely associated with the Scripps Institute of Oceanography at La Jolla, California, where Inco has established three oceanographic fellowships.

found many of the nodules to be quite young (geologically speaking); one dredged off the eastern United States was 10 million years old.

Well-formed nodules have been found on dry land in Chamberlain, South Dakota — left behind when the oceans receded over 17 million years ago during the Miocene period. On the average, the growth rate is four millimeters per million years.

Frequently, the nodule begins its formation around a foreign object — quite often a shark's tooth — as the manganese is precipitated from the already saturated water.

Views Conflict on Growth

Although most oceanographers now agree that manganese forms the base of the nodules, there is some debate about how the other minerals are added in the growth process.

One school attributes the addition of other metals to volcanic activity on the ocean floor. Another holds that the manganese (in its oxide form) electrostatically attracts nickel and copper ions from the sea water rather like a magnet attracting iron filings. When the nodule is covered with ions, another layer of manganese oxide must form before more ions can be attracted.

John Shaw and others agree with this second theory but they point out that it does not provide an adequate explanation for the fact that high nickel-containing nodules occur only in certain areas.

Mid-Pacific Good for Nickel

Price and Calvert at Edinburgh University have noticed that in those areas of the ocean high in organic matter, there is little nickel to be found in the nodules. It would seem that organic material creates a state of oxidation that stops the attraction mentioned above. But in the mid-Pacific where the organic content of the sea water is low, nickel is found in the nodules at levels that would make it good ore on dry land. Here the nodules contain an average of 1.5% nickel, 1.3% copper, 23% manganese, 0.25% cobalt, and 11% iron, the balance being oxygen and water. Unfortunately, these areas encompass some of the deeper parts of the Pacific and the nodules would have to be recover-

ed from depths of 12,000 to 18,000 feet.

Collection Devices

Scientific studies of the nodules have so far consisted of collection devices from the ocean surface. Common procedures include the use of drag buckets and free fall corers. The latter device, when dropped into the ocean, embeds itself in the bottom and then rises with its load by a flotation system. Photography, too, plays an important role, enabling man to judge the density and distribution of the nodules at any particular site.

At this point, the sampling of the ocean has in one sense been very meager. Only 200 samples (available to the public) have been raised from the Pacific. This is equivalent to trying to judge the soil content of the whole of the United States from specimens of dirt gathered from only four spots in the nation. On the other hand, the ocean beds' mineral contents do not change as radically from one place to another as does the composition of dry land. Samples vast distances apart of 1.5% nickel may represent the area between them. If so, there is on the ocean floor an almost inexhaustible supply of nickel.

A Host of Problems

But, along with the promise arises a host of problems. How can the nodules be raised from such depths? Will the expense justify the procedure? What problems will processing the nodules involve? What will be the legal difficulties?

As in all of its other operations, should Inco ever begin to mine the nodules, it would also be concerned with the recoverable by-products. Those in the nodules in sufficient quantities to refine include copper, cobalt, molybdenum, and possibly iron. However, the great amount of manganese would present some difficulties for new manganese markets would have to be developed to cope with the new output.

How to Harvest Them?

To raise the nodules from the depth at which they are found would necessitate equipment beyond the present level of technology. Proposals for gathering the nodules include manned or unmanned crawlers, scoops and

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Dinner Party Honors Marg MacDougall

A popular member of the Copper Cliff accounting department for the past 18 years, Margaret MacDougall has retired on disability pension. She was given a rousing send-off by a large group of friends at a dinner party at Cassio's restaurant, and during the evening was presented with an oil painting and a gift of money.

A native of Garson, she first joined the Company at the copper refinery in 1943, broke her service to work in Toronto, and returned to Inco and the accounts payable department in 1950. She has worked in the insurance and retirement department for the last two years. She is a sister of Grant MacDougall, chief chemist at the copper refinery.

Shown in this group picture at the party are:

Front row: Laura Dinero, June Steinhach, Diane Primeau, Karen Taggart, Susan Ladyk, Lori Barrett, Sharon Timmers, Carol Blake, Joy Johnson.



Second row: Dina Minardi, Helen McParland, Nora Bargnes, Ann Fowler, Margaret MacDougall, Florence Husson, Jo Walmesley, Ethel (Walmesley) Bobb, Eleanor Hambley.

Third row: Marion Seawright,

Dorothy Smith, Marge Jones, Doris Wilkie, Carolyn Ferguson, Diane Lemieux, Sondra Hannan, Marilyn Harper, Raija Luoma, Bea Marsaw, Marge Martin, Linda Roy, Beverly See, Jean Parri, Colleen Penton, Edna Walberg, Della Jen-

nings, Pat Charlebois, Kay MacDonnell, Ann Difilippo, Birdie McHugh, Lee Peters, Wilma Zahavich, Bernice Larouche, Isabel Casey.

Fourth row: Shirley Ruuskanen, Elsie Greuel, Mary Saffic.



Levack Again!

With its second run of one million safe man hours in 1968 completed on October 4, Levack mine is now shooting at its all-time record of 1,537,000 safe man hours. November 28 is the date on which it would go over the top with a new mine record.

In this gag shot stope leader Joe Lefave is drawing a bead on the target with the rifle he won in the mine's monthly safety draw, and everybody hopes that goose is a dead duck.

In the representative group shown enthusiastically coaching Joe are (standing) safety engineer (now general foreman) Glen Strutt, superintendent Dave Lennie (giving the "Fire!" signals), assistant superintendent Grant Bertram, divisional foreman Bill O'Neill, blacksmith Earl Adams, stope leader Albert Beaudry, powderman Roy Campbell, stope leader Ron Pepelinski, stope leader Bob Armstrong; (front) blacksmith Bruce Hykin, powderman Bill Sawchuk, and drillers Lucien Vachon and John Raiche.

Lots of Loot for Golfers

So plentiful was the loot that there was a prize-winner among every six players in the annual golf tournament of the Copper Cliff Athletic Association. A field of 90 turned out for the popular event, which was played for the last time at the Fairway course, soon to bow to the bulldozers for a housing development.

Young Berk Keaney, following in the athletic footsteps of his sports-minded Froonian father, posted the winning score of the day, a highly creditable 77. Bill Prusecki was runner-up. A perennial winner, Joe Sharpe, came in with the low net, 71. A toss of the coin broke a tie for low net runner-up, with Jack Newell getting the nod over Bill Hughes.

Besides the prizes for the leading scorers, there were special gifts for just about everything from slicing to sex appeal. Picture shows most of the winners: back row, Russ Tunney, Geoff Perras, Doug Thom, George Joyce, Berk Keaney, chairman Roy Maud, Bill Muraska, Joe Sharpe, Ray Chateauvert, Jack Newell; front, Gord Poulton, Norm Borgogelli, Doug Martin, George Allen, Bill Hughes, Ron Gauthier.

Headed by hustling Roy Maud, the committee in charge of the much-enjoyed event included Hugh Allan, John Spec, Fred Burchell and Val McGauley.





At Frood-Stobie No. 8 shaft, standing beside poster drawn by the mine's safety department artist Len Webster.

Minister of Mines Pays Official Visit To Inco Operations

Paying his first official visit to the Nickel Belt, Ontario's new minister of mines, Hon. Allan Lawrence, made a thorough tour of International Nickel Company operations. He was accompanied by his deputy minister, Donald Douglas, and the chief inspector of mines, Robert Smith.

The provincial mines department officials are shown above, prior to their trip underground at Frood-Stobie No. 8 shaft. They were escorted by G. R. Green, assistant general manager (mining) and S. J. Sheehan, area superintendent, Frood-Stobie and Little Stobie mines. Left to right are Messrs. Green, Lawrence, Douglas, Sheehan and Smith.

The visitors were entertained at luncheon at the Copper Cliff Club.

The mines minister listens intently as G. O. Machum, assistant general manager (processing) explains a detail of the melting process. In the centre is executive vice-president Foster Todd of Toronto.



Hamilton in his reply on behalf of the pensioners to Mr. Machum's toast.

Should Plan Steady Interests

"I would say it requires a great deal of consideration and planning, since it is not easy to suddenly break off a daily work routine which has been established over the years. Unless you have planned some steady interests or activity, boredom comes easily and you may find yourself, before too long, envying your former fellow workers as they pass your door each day on their way to work, and this might make you wonder if your decision to retire early was a wise one."

A second generation Inco pensioner, Barney Hamilton retired last year from the Copper Cliff electrical department after 45 years of Inco service. His father, who retired in 1925, was on pension for 23 years before his death.

He offered another suggestion to Inco employees soon to retire. "Pass on to the fellows who follow you the knowledge and information you have gained from experience."

"I could not permit this opportunity to pass without expressing, on behalf of my fellow pensioners, our sincere appreciation to the

International Nickel Company for establishing and maintaining a pension system which we are able to enjoy throughout our retirement years," he said in conclusion.

The lights of the arena were dimmed while the assembly stood for a "moment of remembrance" honoring deceased members of the club.

Ukrainian Troupe Featured

Singers and dancers from the Sudbury Ukrainian National Federation, in colourful traditional costume, were a special feature of the entertainment program and won sweeping applause. The 60-voice choir, which has been outstanding in Sudbury's musical world for 35 years, and has scored many triumphs throughout Ontario, was conducted by its gifted director for the past 11 years, Mrs. Ollia Rohatyn.

The familiar song stylings of Canada's own Juliette, the sensational aerobics of the Morgan Ashton family, and the perennially popular Art and Mabel Guinness with their bell-ringing act were part of a fine show brought from Toronto by entrepreneur Paul Simmons, along with his orchestra.

Ladies of the auxiliaries of St. Andrew's and St. Paul's United Churches catered for the excellent

dinner with smooth and swift efficiency.

Members of the personnel department assisted with various details in handling the big crowd at the very successful event.

Initiative

Continued from Page 3

Solomon Islands, Australia and Africa. In many cases low-grade lateritic ores are involved, putting a high premium on the years, man-hours and money Inco has invested in research and process technology.

Canada's Position Secure

There is no question that one or more projects in other countries will become a producing unit in the next five years, Mr. Gagnebin said, but this offers no threat to the Sudbury or Manitoba areas. "One can say with complete assurance that whatever new overseas properties we bring into being, that for the foreseeable future Canadian nickel will be the heart of our production, and that the Sudbury district will remain the nickel capital of the world."

In production of nickel, as in the safety program, the president continued, "we must not rest on our past accomplishments, outstanding though they have been, but must adapt to the needs of the future. We must constantly develop new methods and improve old ones; we must systematically plan for future needs, and we must operate profitably so we can attract the huge amounts of new capital we will need."

People Are Basic Asset

"But our basic assets are human ones — competent, knowledgeable people. You and your Quarter Century colleagues elsewhere in the Company will provide the indispensable know-how and experience. I salute you, for if we are to succeed — if we are to have larger and larger celebrations like this in the future, it will be people like yourselves who will make them possible."

Mine the Ocean

Continued from Page 14

scrapers dragged by ship, and suction heads. Bucket ladders, buoyant systems and pipe lines are among the methods suggested for raising the nodules.

Processing will also involve new problems but Mr. Shaw is advised that the refining will be similar to the methods used in extracting nickel from laterite ores, a field in which Inco has already done a good deal of research.

Legal aspects of ocean mining such as jurisdiction may become a problem in the future, but according to Mr. Shaw, presently "the ocean is open and any one can explore it and develop its resources as long as he doesn't interfere with others' operations."

CURTAIN!

The young suitor was trying hard, but she wasn't buying it.

He (sighing): "Those lovely soft hands. Those warm lips. And those beautiful eyes! Where did you get those eyes?"

She: "They came with my head."

Hearty Fellowship

Continued from Page 12

members. With early retirement becoming more popular, these members will increase markedly over the next few years. In 1969, for example, some 300 will join the ranks of our pensioners. I trust that their talents for work, responsibility, integrity and inventiveness will be passed on to the younger generation."

Judson Webb, who celebrated his 100th birthday last July, is the Company's oldest pensioner. Mr. Machum said, but he has not been the longest on pension. This honor is shared by two people, Miss Ivy Reynolds, a former head nurse at the Copper Cliff Hospital, who resides in Sudbury, and Clarence S. Millard, formerly a mechanical engineer in the Copper Cliff engineering department now residing in England. Both were pensioned in 1935.

A bit of advice to employees approaching retirement, especially those contemplating early retirement, was offered by L. E. "Barney"

Retired on Inco Pension

BENNY LABINE

Retirement on early service pension for Benny Labine has resulted in a change of jobs. "I've swapped my switch conductor's job at Garson for a full time one painting the inside and outside of my house," he explained. Benny worked for Inco for 25 years. Born near Ren-



Mr. and Mrs. Labine

frew in 1904, he joined the Company for the first time in 1929, left, and returned in 1942. His marriage to Adele Vizine of Warren took place in 1934, and they have a family of four, plus five grandchildren.

FRED HALLIKAINEN

Fred Hallikainen, whose last job at Stobie was that of powderman, has retired on disability pension after 35 years with the Company. He was born in Finland in 1906, came to Crean Hill with his parents in 1909, and was married



Mr. and Mrs. Hallikainen

to Veino Tainio in 1938. Mrs. Hallikainen died in 1942. Fred was remarried to Mrs. Annie Holla in 1966. They have a family of five and two grandchildren. Walks through the pleasant countryside around his Long Lake home are one of Fred's favorite activities.

FRED MATTSO

Fred Mattson knows Frood mine from top to bottom. Retired now on service pension from his job



F. Mattson

as timberman, he worked at the mine for all of his 38 years with Inco. Born in Finland in 1903, he came to Canada and the Company in 1929. His bride of 1936 was Hanna Lambert, and they have a family of two. Son Dennis is an apprentice machinist at Copper Cliff. The Mattsons will continue to reside at their home on Haig Street in Sudbury.

VAINO LEHTO

Special early service pensioner Vaino Lehto doesn't plan to sit and twiddle his thumbs now that he's retired. Plans for the imme-

diately future include a trip to British Columbia, then comes a visit to the old country, Finland.



Mr. and Mrs. Lehto

and after that, winter under the palms in sunny Florida. Vaino was born in Ruovesi in 1906, came to Canada in 1926, and to the Copper Cliff Smelter in 1936. He was a furnaceman when he left the Company after 32 years of service. His bride of 1942 was Martha Makela, and the couple plan to be home based on Howey Drive in Sudbury.

GIAN LIMARILLI

Gian Limarilli has worked at the Coniston smelter since he started there in 1928. Now, with 40 years of service behind him, he has retired on special early service pen-



Mr. and Mrs. Limarilli

sion from his job as brakeman. Riese, Italy, was his birthplace in 1906, and Anita Baldisera of Coniston his bride of 1932. They have one daughter. "We waited 20 years for her — now she keeps us both young," said Gian with a smile. He and his family will continue to live in Coniston.

SIRO CAVALLIN

Because he's retired from his job as carpenter at the Copper Cliff smelter doesn't mean that Siro Cavallin will be downing his tools. "Woodworking is one job that can



Mr. and Mrs. Cavallin

be carried right into retirement as a hobby," said the special early service pensioner who has worked for Inco for 31 years. He was born in Venice in 1904, started with the Company in 1928, and married Louisa Cecchetto in 1929. They live in Sudbury, have a family of three plus 11 grandchildren.

TED LAWRENCE

A move to Georgetown in southern Ontario has followed the retirement on early service pension of Levack mine senior stores foreman Ted Lawrence. He has worked for Inco for 38 years. Born in London, England, in 1905, he joined the Company at Copper Cliff in 1930, moved to Levack in 1947. His



Mr. and Mrs. Lawrence

marriage to Lillian Walker took place in 1941 and they have one son. Both Ted and his wife were very active in community activities.

MOISE GERVAIS

After living in Coniston for 42 years, special early service pensioner Moise Gervais hates to think



Mr. and Mrs. Gervais

of moving out of the friendly town, so one of the first things he'll be doing in retirement is building a house. Born in Warren in 1905, Moise joined Mond Nickel at Coniston in 1923, and continued on with Inco. He was a crane man. Blanche Collin became Mrs. Gervais in 1928; they have a family of three, and eight grandchildren. Son Gerry is a shift boss at the Frood-Stobie mill.

JOHN MOROZ

John Moroz has been a resident of Coniston since he came to Canada from Austria 40 years ago.



John Moroz

A dryman at the smelter, he has retired on special early pension after 35 years' service. John's wife, Mary Strouchuk when they were married in 1954, died in 1961. He plans to remain in Coniston and enjoy his pensioner comrades.

PAUL AMYOTTE

A sand blaster at Clarabelle open pit, Paul Amyotte at a hale and hearty 65 has stepped into retirement after 35 years with Inco. Bonfield, near North Bay, was his birthplace in 1903, and 1926 was the year he married Maria Cote from Perkins, Quebec. The couple have a large family of eight and



Mr. and Mrs. Amyotte

no less than 21 grandchildren. Son Marcel is a driller at Frood mine. Paul and his wife will continue to live at Minnow Lake.

PAUL FOUCAULT

Although retired on service pension after 22 years with Inco, Frood driller Paul Foucault has plenty of family working for the Company to keep him in touch. Of his offspring, Adrien is a driller and



Mr. and Mrs. Foucault

Maurice a stope leader at Frood, Omer is a driller at Stobie, Jeanette is the wife of Murray haulage truck driver Jack Leclerc, Leo is a slag chute man at Copper Cliff, and Claudette is the wife of Stobie driller Rosaire Bigras. A native of St. Sixte, Quebec, Paul was married to Cecile Fex of Blezard Valley in 1929. To date they have 18 grandchildren.

JACK RANDALL

A native of Llanelli, South Wales, Jack Randall has retired from his job as hoist inspector at Frood after 42 years with Inco. Jack took a special early service



Mr. and Mrs. Randall

pension. He came to Canada in 1923, started at Creighton in 1926, and married Copper Cliff's Inez Leck in 1928. Ken, one of their family of four, is an instrument man at the Frood-Stobie mill. Six grandchildren complete the family.

MICHAEL PIGEON

The first thing that early service pensioner Michael Pigeon did in retirement was take off to New York, Montreal and Ottawa on a



Mr. and Mrs. Pigeon

Retired on Inco Pension

honeymoon with his 1968 June bride Mrs. Zerilda Belanger. A carpenter at the copper refinery, he has worked for Inco for 27 years. His son Norm, from his previous marriage, is an electrician at the Clarabelle open pit, and daughter Stella is the wife of Copper Cliff matteman Ray Dubreuil. One of his recently acquired family of eight, Evelyn is married to Garson driller Gerry Sanch.

ANTII LUOMA

As the proprietor of the new trailer park, camping and picnic area enterprise known as "Holiday Beach", on the Vermilion River west of Sudbury, disability pensioner Antii Luoma certainly isn't



Mr. and Mrs. Luoma

sitting and twiddling his thumbs in retirement. A construction leader at Creighton since 1938, Antii worked for Inco for 33 years. He and his wife, Sivia Saari when they were married in Copper Cliff in 1938, have a family of 10. Son Ed works with the engineering department at Stobie.

GINO RONCHINI

A young-looking 62, special early service pensioner Gino Ronchini often has a hard time convincing his friends that he has worked for the Company at Copper Cliff for 45 years. "I never married," said the ex-crusher with a broad grin. "Maybe that's why I've worn so well." Gino was born in Pano, Italy, in 1906, and came to Canada in 1923. He will continue to live in Copper Cliff with his 86-year-old mother, and enjoying his camp on Whitewater Lake.



G. Ronchini

"STEVIE" STEPHENSON

A popular stope and development engineer at Creighton mine, "Stevie" Stephenson had racked up 40 years with the Company when



Mr. and Mrs. Stephenson

he retired on early service pension. Born in Burlington, Ontario, in 1905, he joined Inco shortly after graduating as a mining engineer from the University of Toronto in 1928. In 1933 he took as his bride

Isabella Stevenson of New Lis-keard. One of their family of six, Alex, is an instrument man at the iron ore plant. They have 13 grandchildren. After living in Creighton for 38 years, the Stephensons have moved to Val Caron.

MATTI KOTANEN

If Matti Kotanen had worked for one more month before taking a special early service pension he would have rounded off his time with Inco to a proud 40 years. A



Mr. and Mrs. Kotanen

Creighton leader shaft inspector at retirement, Matti was born in Alajarvi, Finland, in 1906, came to Canada in 1927, and was hired by Charlie Lively at Creighton in 1928. His bride of 1929 was Hilda Siipola, and their son Alf is on the staff of the general engineering department at Copper Cliff. Six grandchildren complete the family. Matti and his wife will continue to live in Creighton.

ALEX MOSSEY

With over 41 years of Inco service to his credit, Alex Mossey has retired from his job as pattern-maker at the Copper Cliff smelter and is enjoying the role of an early



Mr. and Mrs. Mossey

service pensioner. A native of Copper Cliff, where he was born in 1905, he married Violet Hall in 1930, and they have a family of two, with five grandchildren. Son Tom, a chemical engineer, works at the Company's Port Colborne research station.

PETE VECCIA

Now that he's retired from his job as crane man at the Copper Cliff smelter, after 41 years with Inco, Pete Veccia is planning his first return trip to his home town of Pesaro, Italy, which he left in 1923. His wife, Irene Mionioni,



Mr. and Mrs. Veccia

whom he married in 1927, died in 1957. Of their family of three, Roly is a machinist at Copper Cliff, and daughter Bruna is the wife of Crean Hill maintenance foreman Larry Souliere. Pete was remarried to Mrs. Hanna Cecchini in 1958.

LORNE HUDSON

A familiar figure at the Copper Cliff smelter, where he worked for 45 years, Lorne Hudson has retired



L. Hudson

on special early service pension. He was a feeder boss in the blast furnace building. Born in Copper Cliff in 1906, he was married to Florence McAvoy in 1936. She died two years later. He will continue to reside in Copper Cliff, with frequent visits to his daughter and grandchildren in Toronto.

EDMUND GRACE

All of Ed Grace's 27 years with Inco were spent in the car shop at the Copper Cliff smelter. Now retired on service pension, Ed is



Mr. and Mrs. Grace

proud of the fact that he never lost time due to sickness. Born in Corkery, Ontario, in 1903, he took an Almont girl, Cecilia Galvin, as his bride in 1939. One of their family of five, Mike, is a technician with the mines engineering department at Clarabelle. They have four grandchildren.

RUDY SLIPCEVICH

Now on special early service pension, Rudy Slipceovich has worked for the Company for 36 years. He was a sampler at the Copper Refinery at the time of



Mr. and Mrs. Slipceovich

his retirement. He came to Canada from Yugoslavia in 1928 and started at the refinery in 1932. His first wife, Julie Loncar, whom he married in 1927, died in 1929. They had one son. Rudy remarried in 1957, taking as his bride Mrs. Donna Tepic.

URHO NASI

Urho Nasi's introduction to the mining game came in 1928 when he joined Mond Nickel Company at Garson mine two years after coming to Canada from Finland. His service of 35 years with Inco started in 1933 at Frood, where he was a powderman when he retired on disability pension. His bride of 1930, Lempi Tuominen, died in 1955 leaving him with a family of



Mr. and Mrs. Nasi

two, and five grandchildren. He was married to Mrs. Louisa Brady in 1960 and added five more to his family and an additional 14 grandchildren.

JOE LABERGE

Joe Laberge's one regret is that he broke his service with the Company back in 1927. Now retired on service pension, after 33 years at the Copper Cliff smelter, he first started with Mond Nickel at Levack in 1921. He was a transportation department conduc-



Mr. and Mrs. Laberge

tor at retirement. His marriage to Mary Lacroix of Copper Cliff took place in 1929, and their daughter, Bernadette, is the wife of Copper Cliff pay office clerk Gerry Bertrand. Two grandchildren complete the family.

NICK STEMPIEN

Nick Stempien's 39 years with Inco were spent at Frood mine and Clarabelle Open Pit, where he was working as a bench blaster when he retired on special early service pension. Born in Poland, he came to Canada in 1928. His bride of 1930, Annie Belak, died in 1964, leaving him a family of two, with one grandchild. Nick plans to continue living in Sudbury and enjoy his camp and the good fishing on Kukatami Lake.



N. Stempien

GEORGE SZPONARSKI

Now enjoying the leisure of a special early service pension, George Szponarski of Sudbury is planning a sentimental journey to Poland to visit his brother whom



Mr. and Mrs. Szponarski

he hasn't seen since he left there in 1928. George completed his 37 years with Inco as a Copper Cliff crane man. He was married to Katie Bemmenick in 1932 and they have one son and four grandchildren.

OTTO KALLIO

A trip to Finland to visit brothers and sisters whom he last saw in 1928, when he left for Canada, is planned by Otto Kallio, who has retired on special early



Mr. and Mrs. Kallio

service pension from his job as construction leader at Frood after 31 years with the Company. Otto and his wife, Saima Manninen when they were married in 1938, have a family of two and five grandchildren.

IVAN LANGILLE

A locomotive engineer at Copper Cliff for the past 30 of his 38 years with Inco, Ivan Langille has closed the throttle for the last time and retired on special early service pension. Born in Halifax in 1904, he was brought up in Port Arthur, and in 1928 was married to Irma Vigars. Their interests include music, photography and travel, and two daughters and five grandchildren in Ottawa and Kitchener. They may move to the Lakehead.



I. Langille

ARTHUR WHISELL

Arthur Whissell has retired from his job as tailings dam boss at Copper Cliff after having worked for Inco for 38 years. A special early service pensioner, he will be moving to Noelville to live. "Urban renewal caught up with me," said



Mr. and Mrs. Whissell

Arthur, who served as a Sudbury city councillor for 13 years. His bride of 1927, Evelyn Richer, died in 1947, and he married Nora Tremblay in 1948. Of their family of four, Norman and Larry are Frood miners. There are nine grandchildren.

VITO FRAGOMENI

A track boss with the transportation department at Copper Cliff, where he spent all of his 33 years of service with Inco, Vito Fragomeni has retired on special early service pension. Born in Locri, Italy, in 1904, he was married to Mela Rocca in 1932 and joined the Company two years later. Their daughter, Teresa, is the wife of Copper Cliff conveyorman Tony Larosa, and the mother of



V. Fragomeni

their two grandchildren. Vito and his wife will continue to reside on Copper Street in Sudbury.

NORMAN CHURCH

There's quite a difference between the casting and crushing building and the comfortable kitchen where disability pensioner Norm Church now spends many



Mr. and Mrs. Church

happy hours cooking up all sorts of exotic dishes. A conveyor boss before his retirement, Norm was born in Bradford, Ontario, and has worked for Inco for 32 years. His Sudbury marriage to Eva Rumball took place in Sudbury in 1930, and they have one daughter, Judy.

TED BERTRAND

All of Ted Bertrand's 32 years with Inco were spent at the Copper Cliff smelter. He was a conductor with the transportation department at the time of his retirement on service pension. Born in War-



Mr. and Mrs. Bertrand

ren, Ted married Bertha Walker in 1930, and their union has been blessed with a family of two, plus three grandchildren to date. Long-time residents of Sudbury, Ted and his wife will continue to alternate between their home on Demorest Street and their camp on Trout Lake.

AATI NELIMARKKA

After working for Inco for 35 years, and residing in Copper Cliff for 25, Aati Nelimarkka has retired from his job as skimmer at the Copper Cliff smelter on special



Mr. and Mrs. Nelimarkka

early service pension and has moved to Naughton. Hanna Luoma-aho and Aati, married in Finland in 1925, have a family of four and eight grandchildren. Daughter Toni is the wife of Creighton shaft inspector Toivi Vickman.

CHARLIE JOHNSTON

A native of Pochabers, Morayshire, Scotland, to which he is planning a visit, Charlie Johnston

has retired from Garson after 33 years of service with Inco. A motorman at the mine, Charlie has not forsaken the throttle entirely, for he is now a driver for the C.N.I.B. Grace Taylor became



Mr. and Mrs. Johnston

his wife in Elkhorn, Manitoba, in 1927, and they have a family of five. Daughter Margaret is the wife of Levack slope leader Glen Redden, and Jean is married to Levack driller Stan Janakowski.

MIKE JAKUBO

A tippleman at Frood, Mike Jakubo, who retired on early service pension due to ill health, reports that with plenty of rest he's feeling like a new man. He was with Inco for 32 years. His mar-



Mr. and Mrs. Jakubo

riage in 1927 to Mary Hajnik took place in Vranovske Dlh, Czechoslovakia. They have a family of six and four grandchildren. Daughter Helen is the wife of Levack driller Gil Hujno.

JOE SANTORO

It was in 1924 that Joe Santoro left Italy for Canada, and 1930 when he joined Inco at the copper refinery. Now, with 38 years of service behind him, he has re-



Mr. and Mrs. Santoro

tired on special early service pension from his job as a mason. He married Pat Polco in Sault Ste. Marie in 1948, and they have two children, both attending high school.

FRANK KOWALSKI

Fit as a fiddle and feeling a lot younger than his 65 years, service



Mr. and Mrs. Kowalski

pensioner Frank Kowalski thinks his young family has a lot to do with it. He and his wife, Alexandra Kowalsky when they were married in 1948, have five offspring between 11 and 19 years of age. Frank came from Poland in 1927, joined the Company in 1941, and was a fettler at Copper Cliff before he retired after 28 years with Inco.

FRANK BORKOVICH

Frank Borkovich was a trackman at Frood when he retired recently on service pension after 33 years with Inco. Born in Croatia, Frank was married there in 1922 to Barbara Borkovich. "She didn't have to change her name," ex-



Mr. and Mrs. Borkovich

plained Frank. "Half the village was named Borkovich." John, one of their family of two, is with the maintenance department at the Frood-Stobie mill. Three grandchildren complete the family.

PAT LEVESQUE

Well known locally as manager of the Garson Greyhounds back in the days of the Nickel Belt baseball league, Pat Levesque has re-



Mr. and Mrs. Levesque

tired on disability pension from Garson mine where in recent years he worked as a trammer boss. He has been with the Company for 24 years. Pat married Jeanne Lauzon in Montreal in 1941, and they have one daughter. They will continue to live in Garson. Pat's hobby is woodworking.

JOHN SCOTT

A crane man at the Copper Cliff smelter for the last 28 years, John Scott has retired on disability pension after 32 years with Inco.



Mr. and Mrs. Scott

A native of Bath, England, John and Iva McEwen exchanged vows in Cobden in 1936, and have a family of two and two grandchildren. John is looking forward to a retirement of relaxed travelling, and plans to spend the winters in Florida.

A Fine Gift For Gerry

About as fine a retirement gift as a shift boss could ask for was presented to Gerry McKinnon by his men in the copper converter building at Copper Cliff smelter.

Gerry retires on pension this month, after 39 years of service with the Company. On September 18 his shift put the finishing touches to his retirement present of 1,000,000 man hours without a lost-time injury.

The gift was more than 12 years in the making. The McKinnon shift started its continuous safety performance away back in June of 1956. It's still going strong.

Among Gerry's most cherished possessions will be the memento presented to him and each of his men by the safety department in recognition of their splendid achievement.

"This is the first time that a converter building shift boss and his men have rolled up 1,000,000 consecutive safe shifts," noted general safety engineer Jack Rickaby.

Two husky stalwarts from the 50-man McKinnon crew, crane-man Norm Gauvreau and baleman



Alphonse Ouellette, hoisted their proud and happy shift boss up on their shoulders for the Triangle camera while J. B. McConnell, manager of reduction plants, shook his hand in hearty congratulations.

Others in the picture, left to right, are: front row, superintendent of converters Bob Neal, puncher boss Ed Dubuc, skimmer John Boyuk, blaster Andy Pleich, crane-man Frank Minsky, and reduction plants safety supervisor

Graham Byers; back row, skimmer Tiziano Oliver, tripperman Mike Bann, hot metal car man Bill Bajorek, tractor operator Adelard Savage, skull crackerman Roland Imbeau, puncher Ivan Kjersdam, dewatering man Leo Larocque.

\$2,825 Paid

Continued from Page 13

matte ladle tips for longer wear, which brought him \$285, and attaching copper moulds to repair blast furnace tuyeres, which boosted his total to \$1,825.

Born at the old O'Donnell roast yard, where his father was employed, Carmen is in the 35th year of his Inco career, all at Coniston. He was married in 1939 to Margaret McMenamin and has a family of four. One son, Melvin, is employed at Frood-Stobie mine, and a daughter, Lynn, is the wife of Jerry Clever, also of Coniston smelter.

"I Could Use a Lot of This"

Carmen had clicked only once before with suggestions, receiving an award of \$175, but he says he has some other new ideas he will soon be sending in. "I could use a lot of this kind of folding money," he said, gazing at his big award cheque with a happy grin.

Installation of drilled plastic pipes as sprays on the magnetic separators at the mill, with rubber-lined stainless steel deflectors, was the bright idea that reduced maintenance costs and earned a \$1,000 award for Sid Lineham. It was his first Suggestion Plan success but he'll be back for more, he says.

A Copper Cliff boy, Sid has 20 years of continuous service with the Company. He married Cecile Labonte in 1936, and has a family of five. One of his sons, Frank, is employed at Frood-Stobie mine. He resides at 52 Kathleen Street E., Sudbury.

His Suggestion Plan bonanza will pay for a new color television set.

Great Interest in New Plan

Launching of the new Inco employees' Suggestion Plan with its \$5,000 top award brought a quick and heavy response at all

operations. In the Sudbury district, under the old plan, 240 suggestions were received during the months January through May, an average of 48 per month. The mines contributed 64 suggestions, 136 were received from the reduction plants, and 40 from the copper refinery.

In the four months following the June introduction of the new plan, 647 suggestions were received in the Sudbury district, an average of 162 per month. Of these, 212 came from the mines, 266 from the mill and smelter, 87 from the copper refinery, and 82 from the iron ore plant.

A similar increase is reported from Port Colborne, where the number of suggestions has doubled under the new plan. At Thompson, where the Suggestion Plan was introduced for the first time, 62 suggestions were received in the first two months.

The plan is open to all hourly-rated employees of International Nickel in its Canadian production operations.

Suggestions may concern any of five main areas: increased safety; increased production; improvements in mining, processing, or maintenance operations or methods; conservation of materials, time and/or labor; reduction in cost, waste, or material handling.

Computed on a Year's Savings

The Company will pay from \$10 up to a maximum of \$5,000 for each suggestion accepted, depending on the value of the idea. Where a suggestion can be definitely tied in to dollar savings, the award will be one-sixth of the amount which the Company considers will be the savings during the first year following the introduction of the suggestion, up to \$5,000 maximum.

Where employees put in a suggestion together and it is accepted, the award will be shared between them. If similar suggestions are received from different employees,

the award will be made to the employee whose suggestion was received first. If the suggestions are received on the same day, the award will be divided equally.

Other basic details of the Suggestion Plan are included in a folder which was distributed to all hourly-paid personnel at the end of May.

Golden Wedding

The neat little house at 541 Granite Street, Sudbury, where they have lived since 1929, bulged at the seams September 14 when some 150 relatives and friends of John J. "Bob" Brown and his wife Margaret dropped in to congratulate them on the 50th anniversary of their marriage, which took place in Caerau, Glamorganshire, Wales, in 1918.

"Bob", who retired from Inco in 1959 after 30 years with the Company, was born in Maldenhead, England, is a spry and



Mr. and Mrs. Brown

active 74. His wife, Margaret Gertrude Watts before they exchanged marriage vows, is just six weeks younger and was born in Pontypridd, South Wales.

First coming to Canada with his parents in 1908, "Bob" was brought up in Montreal, served in France in World War I, and after his marriage settled in England until 1928 when he returned to Canada

and joined the Company at Frood mine.

Mr. and Mrs. Brown have a family of two, Ken in Kitchener and Betty (Mrs. Harry Hickey) of Toronto. Their seven grandchildren range in age from 12 to 24 years. All were present for the celebration.

The couple renewed their marriage vows in a service at the Anglican Church of the Epiphany, Sudbury.

ON THE MENU

Missionary: "I suppose tonight's banquet will be quite thrilling."

Cannibal king: "You've no idea how stirred you'll be."

(THE FRONT COVER)

Third Generation

Felled for safety reasons by the Inco agricultural department, one of the big poplar trees in the picturesque little Inco power plant community of High Falls, on the banks of the Spanish River, had spread its cooling shade over three generations of the Taylor family.

It sheltered pretty little Dawn, shown in our cover picture in front of the 4½-foot trunk, armed with a canhook and ready to haul it away. It sheltered the home of her father Wally, floorman in the power plant. And it sheltered her grandfather Bill, veteran foreman of the Copper Cliff electrical department in his comings and goings when he too was a young floorman at the High Falls plant 35 years ago.

The tree was over 65 years old, and stood about 100 feet tall.