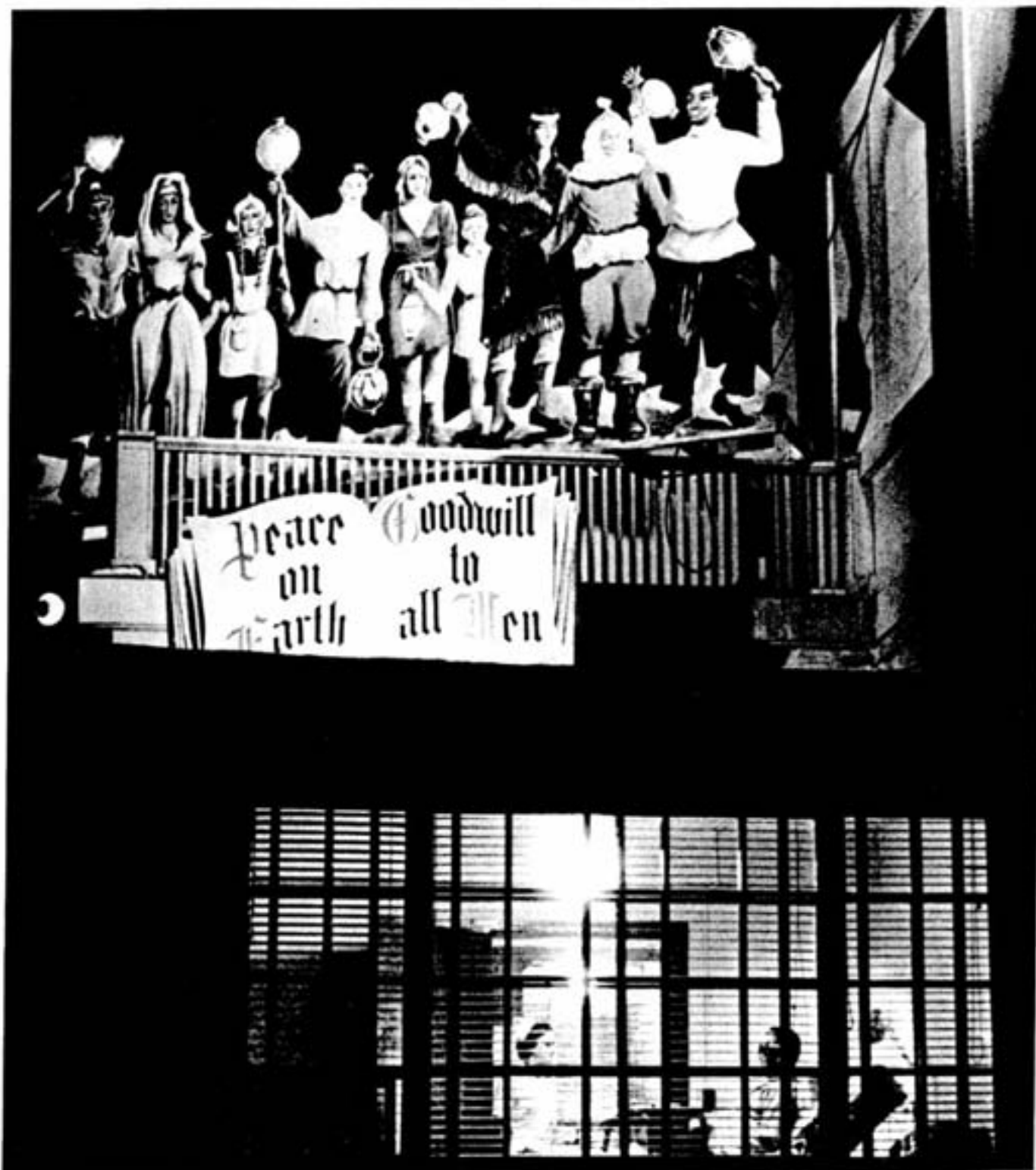


INCO TRIANGLE

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Making wine is labor of love for Pat Gallagher

There's always plenty of Christmas cheer at Pat and Irene Gallagher's home. Pat's own wines provide the hot wassail for his grown-up family of four and his 10 grandchildren — when they drop in to visit.

It all began shortly after Pat, a 34-year Inco veteran, retired from Creighton Mine in 1967 on a disability pension due to a heart condition. "I was searching for something to occupy my time," he recalled, "and my wife suggested I make some wine."

THAT was four years ago and his wife's suggestion has grown into a sort of second career for Pat as the owner/manager of The Wine Cellar on Copper Cliff's Poplar Street.

Pat says wine is the best sedative or tranquilizer in the world and he's backed up by the medical facts. Doctors have prescribed it to treat diseases of the heart and blood vessels since the 13th century. This is because wine tends to ease the discomfort of high blood pressure by reducing nervous and arterial tension.

When Pat calls wine his "health food" he's not far wrong either, for it is a source of energy for work and body maintenance, containing essential iron and sodium.

Pat has many customers

Over 3,000 regular customers place orders with Pat for all their wine-making supplies. Pat reckons he's as well-known in Pittsburgh as he is in Copper Cliff, because so many Americans here on a contract buy their first wine-making supplies from him. Part of the reason for so many regulars is the personal touch he gives customers and visitors who drop in — everyone gets the opportunity to sample Pat's own wines over some entertaining conversation.

In the short time he's been in business, Pat has built up one of the finest selections of wine ingredients in Canada. His basement shop stocks 55 different kinds of liqueur mixes and over 70 different kinds of wines, both fruits and concentrates, as well as all the supplies required to make them — from simple gallon starter kits to the acid and specific gravity testing apparatus the advanced amateurs want. Lately, he's also branched into wine-oriented gifts, such as glasses and goblets, and fancy candles.

Running the Wine Cellar is more of a labor of love for Pat. He still has to take it easy due to his heart, but the whole family pitches in to help him when they're needed. Irene's kitchen

has become a rendez-vous for many local amateur wine-makers who respect Pat's opinion of their efforts. For his part, Pat enjoys meeting them to compare notes on favorite wines or to swap secret recipes.

Hobby is popular

Wine-making has become one of Canada's most popular family hobbies. No one knows how

and the ingredients. Your money will turn into five gallons of wine, about 30 26-ounce bottles. Your real savings begin when you re-use your equipment over and over again to make more batches.

Wine-making is simple, if you follow your recipe and keep everything hospital-clean. Just add water to the concentrated juice, sugar, yeast and chemicals (to control the acid level and sterilize the bacteria in the fruit). Set it all aside to ferment under a plastic sheet and, in less than a week, you can siphon or "rack" your wine into the carboy and let it sit. So the wine doesn't rest on dead yeast which will destroy the flavor, you'll have to "rack" it every few weeks until it matures in three months or so. Then comes the grand day when you can bottle your brew.



Pat Gallagher checks one of his own wines, a red-and-white blend, for clarity. He recommends using concentrated juices for wine-making but also stocks dried fruits in his shop. The concentrate is about twice as economical as the actual fruit, he says.

many Canadians are making wine in their own basements because no licenses or permits are required, as long as less than 100 gallons are being made at one time. Nonetheless, sales of wine ingredients and equipment are booming across the country. (A warning: home-made beer does require a permit — no charge — from the Customs and Excise Department.)

It's easy to appreciate the enthusiasm for home-made wines once you've tried them. They're cheap, easy-to-make, and what other hobby gives such satisfaction in the end.

About \$17 will set you up in the wine business. That buys the big plastic garbage can for fermenting the wine, a large glass jar or carboy for holding the wine while it ferments a second time, some bottles, chemicals

The longer you leave your wine, the better it'll be, Pat advised. Wine continues to age and mature even after bottling. Most will still require six months before they're palatable. Most fruit wines will improve if kept bottled for up to two years, but beyond that they're not going to get any better and might even start to deteriorate, Pat said. Wines with high alcoholic content, such as madeira, however, are good "keepers" and madeira has lasted up to 100 years if the cork is changed periodically.

Wine is made from almost any fruit and "we're developing new wines all the time," Pat said. Tried and proven recipes suggest African passionfruit, apricots, blackberries, blueberries, cranberries, loganberries, peaches and pears, rhubarb, and, of course, grapes.



Established in 1936

This month's covers



The decorations over the "sun room" in the Copper Cliff Hospital express our wishes to our readers and to shut-ins during the Yuletide season. Merry Christmas! Our back cover is courtesy of Bell Canada's employee newspaper, *Bell News*.

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You can make dry or sweet wines, the only difference is in the amount of sugar you add to sweeten to your personal taste. Most wines contain 12- to 13-per cent alcohol by volume, but Pat "fortifies" his sherry and madeira with brandy. Two ounces of brandy per bottle raises these wines to a potent 19- to 21-per cent alcoholic content.



*"My sincere best wishes for a very merry
Christmas and a New Year with health and happiness
for all Inco men and women and their families in Ontario"*

Jim Creedy

*Vice President
Division General Manager*

Santa Claus comes to the Nickel District





LEN CYWINK

Lowering a 70-ton side-dump car while loading quartzite from the quarry's 300-ton storage bins, is car loader Len Cywink.

A loaded 30-car train leaves the quarry and makes the 64-mile journey to Clarabelle Station near Copper Cliff four times a week. Last year, 380,000 tons of quartzite were shipped from the quarry. It is used at Copper Cliff and Coniston as a flux for smelting operations.

Age 23, Len was born and grew up in Whitefish Falls, and joined Inco to work underground at Creighton Mine in 1968. He has worked at Lawson Quarry for the last two years.

Daughter of Crean Hill maintenance mechanic Lloyd White, Len's wife Judy is with the accounting department at St. Joseph's Hospital in Little Current.

EARL SIZE

It could be said that Earl Size lives a double existence. At Lawson Quarry the 47-year-old Earl is a maintenance mechanic. But home on his 285-acre farm near Manitoulin Island, he becomes Earl the gentleman farmer and cattle breeder.

On his farm, 35 Herefords share pasture and barn with five Charolais, a breed that was first imported into Canada from France in 1965. "They're bigger than other breeds," Earl explained, "and they provide good lean meat." At 18 months a Hereford cow weighs about 1,300 pounds while at the same age a Charolais tips the scales at over 2,000 pounds. Crossbred with Herefords, the resulting "stockers" carry about 150 pounds more than a pure Hereford. Expensive beasts, Charolais cows on the hoof

WALKABOUT Visits Lawson Quarry

cost around \$1,500, and a hull twice that much.

Earl's Inco service dates back to 1951. He worked at Copper Cliff and at Creighton



Mine before he started at Lawson Quarry in 1969. He and his wife Effie have two daughters.

Backgrounded by the mast of a rotary drill, he was busy replacing a bearing cap when the camera zeroed in on him.

ADELARD RIENGEUTTE

Approaching his 52nd birthday as a bachelor Adelard Riengutte grew up in Little Current with nine brothers and seven sisters. "To say the least, the experience made me a little leary about raising a family of my own," he said.

An Incoite since 1951, Adelard worked at Creighton and Levack Mines before his move to Lawson Quarry in 1969. He operates the crushing plant singlehandedly, using a jaw crusher and a standard and shorthread crusher to reduce the quarried quartzite to minus 1½ inches.

Living in Little Current, where his main off-the-job activities revolve around his garden, Adelard boasts he can



cover the 18 miles between home and quarry in "something under 20 minutes".

In our picture, he is using a king-size wrench to set the gap on the crushing plant's shorthread crusher.

CHARLIE DAGENAIS

Responsible for the maintenance of the quarry's mobile equipment, Charlie Dagenais is the resident garage mechanic. Of the 16 personnel at Lawson Quarry, Charlie holds the distinction of being the first to have been employed there. "I was in on the construction of the plant—I started on June 5, 1941."



In the garage, Charlie was photographed while salvaging spare parts from a retired 250 hp haulage truck diesel motor.

Born in Pleasant Valley, just a little south of Espanola, he has lived in Whitefish Falls since 1942. He and his wife Beatrice have two school-age youngsters.

AUSTIN STEVENS

A shovel runner, Austin Stevens has been employed at Lawson Quarry since he joined International Nickel in 1941. Inspecting the electric shovel that he operates, he was photographed while in the 3-cubic yard bucket of the machine.

Born in Sheguindah on Manitoulin Island, Austin was a Great Lakes fisherman before he joined Inco. "We'd set our 28-foot long pond nets in the spring," he re-



called, "they'd be about 14 miles off-shore, and we'd check them maybe three times a week. We had some good fishing in those days. I can remember my father pulling in sturgeon weighing more than a hundred pounds."

Austin and his wife Ella live in Willisville, a mile or so across the valley from the quarry. "We've lived there since the first house was built there in 1942," he said. They have a grown-up family of five.

PERCY GRAVELLE

Percy Gravelle started his Inco career at the Frood Open Pit in 1940 and moved over to Lawson Quarry in June 1941. "The plant was brand-new," he recalled. "We started producing quartzite in January of 1942."

Following some 29 years at the controls of a churn drill, Percy switched to the job of haulage truck driver 18 months ago. He was photographed at the wheel of one of the quarry's four 35-ton Mack trucks that, prior to their introduction to Lawson Quarry, saw service at both Frood and Clarabelle Open Pits.

Born in Sudbury, Percy was 12 when his family moved to Whitefish Falls. He still lives there, and one of his neighbors who recently built a summer home nearby is cameraman Harry Makin who shot footage for the TV series "Rainbow Country" that was produced in the area.

Percy's wife Ann hails from Tehkummah on Manitoulin Island.





When Vilia and Angelo Franchetto first posed for the Triangle camera in 1952, they had only two children, Jane and newly-arrived Raymond. Some things have changed and others have remained the same for this Coniston family. The most noticeable change is daughter Elizabeth, now 13 years old. Jane is in her fourth year of teaching Spanish and French at Marymount College in Sudbury. Raymond is in his second year of chemistry studies at Laurentian University. As for the things that are the same, Angelo is still a 1st class carpenter at the Coniston Smelter and the family continues to reside on 5th Street in Coniston. Angelo started with the Company in the spring of 1935.

Family Album

THEN...and now



Jim and Madelyn Smith's identical twin sons Doug and Bill were hard to tell apart when 20 months old back in June 1953. But Father Time has turned them into two easily distinguishable sons: Doug, on the left, is a first year biology student at Laurentian University and Bill is in his first year of a general arts program at Cambrian College. Jim's employment record with Inco started in 1936; he's a lead welder at the copper refinery. The Smiths enjoy their home in Sudbury — they have the same house on York Street as they did in the original picture.



When the Triangle visited the Dar Storey family in 1948, it was just six weeks after Dar and his wife, Ad, brought home twins Gary and Greg, much to the amusement of big brothers Carl and Randy, then 9 and 4, respectively. Carl, now married, transferred back to Sudbury this year from Denver with the mining equipment firm he represents. Randy teaches at Confederation Secondary School in Val Caron while Gary and Greg are completing their studies. In the new picture, Dar is still "between" the twins, with Gary standing on the left. Carl is sitting on the right and Randy on the left. Dar is now efficiency engineer at Little Stobie Mine.



And so another Christmas is upon us, and it's with great pleasure that we present our annual look back to some of our early Album Families. To them, and to the hundreds of others who've appeared on our pages over the past 24 years, the Triangle staff wish a Happy Christmas and "Peace on earth, goodwill to all men".



The "Then" picture for the Harry Shebeski family was taken in 1948 when Harry and his wife, Katherine, had two children, Audrey and Leonard, then 8 and 6, respectively. The family has increased by three since then and all but the two latest arrivals are married. Audrey is Mrs. Mario Favretto and Linda is the wife of Roger Pagnutti, a 1st class garage mechanic at the Clarabelle Open Pit. Leonard is a body repair man in Sudbury and Margaret, 16, and Cathy, 12, are in school. The Shebeskis have six grandchildren. When the original picture was taken, the family lived on Martindale Road in Sudbury and Harry was a tapper helper on the Copper Cliff Smelter reverberatory furnaces. They now reside on Cranbrook Crescent in Sudbury and Dad is a general foreman still in the Copper Cliff Smelter. Harry's service with Inco dates back to 1937.



Continued on Next Page



Creighton pensioner Andy Nesbitt raised his family with a respect for the law: two of his three sons are Town of Copper Cliff police constables, Andy, Jr. in Creighton and Fred in Leveack. His daughter, Andrea, is married to Paul Kelly, another Copper Cliff constable stationed in Creighton. The three Nesbitt boys in the 1971 picture are Brian, Fred and Andy, Jr. The original picture was taken in the summer of 1954 when Andy and his wife Betsy



made their home on Nicholas Street in Creighton. They now live between Creighton and Lively. Andy retired in the spring of this year with 34 years' service all at Creighton Mine. They have six grandchildren.



If the Triangle camera had dropped into the Alex and Gertrude Bujold residence just a few months later back in 1951, Jean-Yves would have been in both the "Then" and "Now" pictures. Brothers Guy and Gilles, then 3 and 6 years old, respectively, are too big to sit in the same chair with mother or dad now. And Jean-Yves no longer takes a back seat to anyone. At the time of the original picture, Alex was a butt welder at the Coniston Smelter and the Bujold residence was on William Street at Coniston. Now their address is Nickel Street, still in Coniston and Alex is a 2nd class maintenance mechanic in the iron ore plant's roaster building. He started with the Company in 1942. The three Bujold sons in the latest picture are Jean-Yves, 19, Guy at Laurentian University, and Gilles, now married and living in Garson.



Family Album

Continued from Previous Page



Three additions have joined Dick Coggins' family since the Triangle visited his Levack home back in 1954. At that time, Dad was working at Levack Mine as a stope leader; he's now a hoistman. In the back row are Sharron, 18, a Bell Canada employee in Sault Ste. Marie, Dick, his wife Mavis, and Marie (Mrs. Jim Laframboise), who is a supply teacher for the Sudbury Board of Education. In front are Richard (now married and taking a garage mechanic's course in the Soo), Ronnie, 13 and Bennie, 16. Dick likes to spend most of his spare time keeping the Levack Minor Hockey League running smoothly.



Back after 20 years, we revisit the happy family of Preston (Pep) and Vi Roe. Eleanor (left) is now Mrs. Roy Dixon of Welland; Harry, a third generation Incoite, is with the shearing department and Doris Anne is now Mrs. Raymond Schooley of Port Colborne. Nine grandchildren will add to the pleasure of Christmas this year when the family gathers at the home of Doris Anne for Christmas dinner. Pep is an analyst in the precious metals laboratory at the Port Colborne Nickel Refinery, with 33 years' service.



The flash of the Triangle bulb that recorded the family of Charlie and Agnes Moreau in 1948 seems to have changed a trend. Until then they had been blessed with three sons, but following the picture they welcomed three daughters. A shift boss for 21 of his 28 years with Inco, Charlie saw service at Froid-Stobie, Garson and Murray Mines. He was working at the Clarabelle Open Pit before his recent retirement. With their parents are twins Rona and Mona, Wilmer, Edgar, Reg and Carol.



Oktoberfest ist wunderbar

At Port Colborne's Oktoberfest, revellers sang and danced in banner-bedecked Club Rheingold to the brassy strains of a German oompah band. The hall was filled to capacity as the 450 dancers "kiked up der heels", drank special beer brewed for the occasion from Bavarian hops, and gulped down succulent German sausages, sauerkraut and other German delicacies.

Of special delight was the colorful performance by the Bavarian Dance Group from Hamilton. In their gaily-colored costumes and plumed hats, these young men and women brought to life memories of German folk dances of bygone generations.

Oktoberfest was first conceived in 1810 when a Bavarian soldier, Franz Baumgartner, suggested that horse races be held in Munich to celebrate the wedding of Ludwig, the 24-year-old Crown Prince of Bavaria. The Prince agreed and the races were a tremendous success.

Oktoberfest is held each year during the month of October. Kitchener started producing theirs on a grand scale in 1969 patterned after the one held in



Emcee Louis Schweitzer of the Hamilton Schunplatter Dancers obviously enjoyed himself in Port Colborne.



An evening of fun and good fellowship: that was Port Colborne's "Oktoberfest". Among the crowd enjoying themselves were Frank Nehell, boxman in the electronic refinery, his wife Mary, Eleanor Frey, and her husband George, a carpenter in the mechanical department.

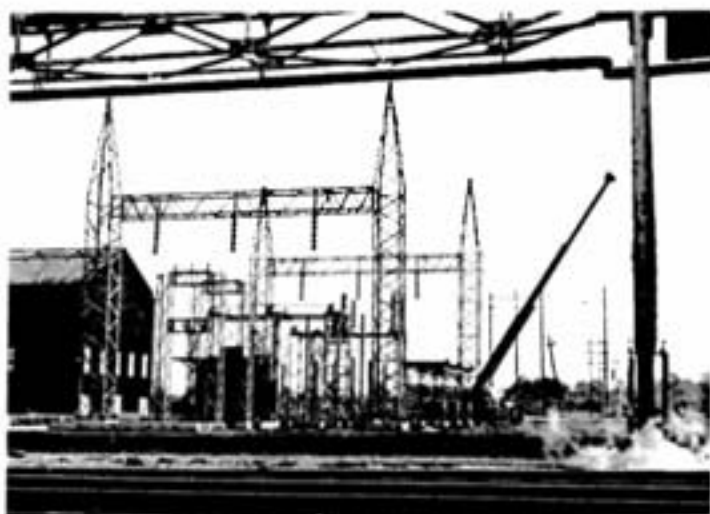
Munich each year. In 1970, over 200,000 people jammed the parade route and in 1971, 300,000 enjoyed the festival.

Port Colborne residents of German origin joined together in 1962 to build their own club which they called "Club Rheingold." Their first Oktoberfest was held in 1963 and has continued to grow in popularity each year. This year, it was completely sold

out. A German band was "imported" from Kitchener and Lowenbrau beer from Germany for the festivities.

Homemade German delicacies were served throughout the evening.

Ja! Yu haben der time at yer lifen ut der Port Colborne Oktoberfest. Yu sae zu yerself, "Sauerkrauten! Das her Oktoberfest is sumting."



Port gets new substation

This new 60 cycle, 115,000 volt transformer station, now in the process of construction will take care of the electric power for the present and future expansion programs at the Port Colborne Nickel Refinery. The initial transformer installation will have a rated capacity of 20,000 Kilovolt-ampere (KVA) and space is available for an additional 20,000

KVA when required. Further expansion may be accommodated by increasing the supply to 230,000 volts.

The transformer station will step down the voltage to 13,800 for plant distribution. Primarily, it will supply the power to the new foundry additives plant which is scheduled for completion early in 1972.

Port's school for casualties

A casualty simulation course under the auspices of the Emergency Health Services for Ontario was held in Port Colborne's Inco Recreation Club last fall. The purpose of the course was to train additional Inco personnel to realistically produce simulated injuries for first aid classes and first aid team training and competitions.

The course was ably super-

vised by John Potter, provincial staff officer from St. John Ambulance Association.

The successful candidates were Geza Szalkai, John Koval, Walter Goulding, Arnold Pichette, Gaetan Rodrigue, Harry Roe and Don Moscrip. In addition to plant requirements, they will be available for civil emergency exercises at institutes in the Niagara Peninsula.



Instructor John Potter checks Gaetan Rodrigue's handiwork as Gaetan feigns out the plasticine on "victim" Louis Ciolli's other arm to start making a laceration.

Shebandowan

— a winter place



Framed by trees, Shebandowan's No. 2 shaft headframe is clean and uncluttered. In the final stages of construction, the concrete headframe will be 176 feet high and will house two 15-ton friction hoists in its penthouse. No. 2 shaft is 2,395 feet deep and the mine has a design capacity of 2,900 tons-per-day when it starts production in November 1972.



Nearly all of the tailings lines will be buried underground, as part of Inco's efforts to remain as unobtrusive as possible in the Lake Shebandowan area. Where burying is impossible due to the contours of the land, attractive trestles will be used to bridge the gap between tunnels.



The headframe is half a mile from the mill. The collarhouse, to contain offices and the lamproom, will be built at the base of the tower. On the hill in front of the headframe is the fresh air raise building, which supplies ventilation and heat underground, and the mine substation. The original exploration shaft, located about a mile from this point, will become part of the mine's return air ventilation system.



Over 10,000 feet of tailings lines will extend from the mill to the special 280-acre tailings pond Inco created to hold mill wastes. All mine water is treated on the 2300 level underground, and is then pumped 1½-miles for release into nearby Gold Creek, through the second pipe. The third pipeline returns the tailings effluent to the mill.

Costing \$31 million, the Shebandowan mine/mill complex is 50 miles from Thunder Bay. This view, looking west, shows the concentrator building, thickener, reel house and conveyor gallery, and the services building (right). The towers in the mill building house the sandfill plant, a 1,300-ton coarse (minus 8-inch) ore bin, a 1,300-ton fine (minus 1.5-inch) ore bin, and an 1,800-ton fine (minus $\frac{3}{8}$ -inch) ore bin, as well as a disc filter. The services building contains the general offices, shops, warehouse and dry for the whole complex.



Looking north, this view of the mill building shows the 70-foot diameter thickener, and the main electric substation in the background. The mill has a design capacity of 2,500 tons-per-day and will come on-stream using development ore in mid-1972. In keeping with the Company's objective of building an attractive complex, the mill uses steel cladding of contrasting colors.



Rising up from the 400 level ore bins is the 3,300-foot main feed conveyor, which moves along an inclined tunnel from the mine shaft to the mill. All the service lines are also installed underground. Because the ore is moved underground rather than by surface trucks, there is less chance of ore spillage. In the foreground is the reel house which contains the drive pulley which operates the conveyor belts.



Inside the mill building, the foundations are ready for the mill (left) and crushers (foreground). The mill will have one standard and one short-head crusher, transferred from the Copper Cliff Mill, one 13½-foot diameter by 22-foot long ball mill, the largest in any Inco mill, and 72 flotation cells. The nickel-copper concentrate will be shipped by rail to Copper Cliff for further processing.

Vacation shutdown is announced at the 3rd Company-Union meeting

The Ontario Division's first vacation shutdown of operations was announced at the third interim Company-Union meeting, held in Toronto last month. The shutdown, to last three weeks, will start July 31. It will enable most salaried and hourly employees, many of whom have not had an opportunity in the past due to seniority or production commitments, to enjoy vacations with their families during the summer.

The vacation shutdown was included in a general review of

The interim meetings are not designed to renegotiate or extend the terms of the Collective Bargaining Agreement. Instead, their purpose is to clarify administrative and interpretative difficulties in the contract; to keep problems from building up; and to exchange information on matters of mutual interest.

Included in the latest exchange of information was a review of the changing nature of the nickel business, including the growing importance of foreign ore re-



Among those attending from Local 6500, Sudbury, were Allyn Butler, Norm Carriere, Mickey Maquire, and International Union representative Lynne Williams.



Some of the members of the Company representation were Frank Burnet, Hugh Judges, Art Bennett, Bruce Seli and Mel Young.



Ray Moreau, John Tronko, Gaetan Marquis and Jay Ayers were part of the Local 6200, Port Colborne, delegation.

business conditions, provided by the Company.

There were 29 items on the Company and Union agendas discussed during the two-day meeting. Attending were representatives from Local 6500 (Sudbury) and Local 6200 (Port Colborne) of the United Steelworkers of America, the International Union, and Inco.

serves and of foreign competition, as seen by the Company. Inco also outlined the steps it is taking to protect its position as the leading world producer of nickel, and the short-term financial and employment problems caused by the current slump in demand for nickel.

Figures released by the U.S. Department of Mines show that

only 14% of the world supply is in Canada (in sulphide ore) and 86% lies outside Canada (mostly in laterite ores). This, it was pointed out by the Company, clearly indicates that other countries have the potential reserves to supply an increasing proportion of the world's needs.

Actual free world production increased from 703 million pounds in 1965 to 1,055 million pounds in 1970. The free world's capacity could reach 1,755 million in 1975. Canada's share declined from 74% in 1965 to 57% in 1970 and could drop further to 43% in 1975, even though the number of pounds produced in Canada is increasing substantially.

A steady decline in the proportion of production from sulphide ores, from 77% to an estimated 58% in 1975, is being matched by a corresponding increase in the proportion from laterite ores. This demonstrates the need for Inco to extend its operations not only in Canada, but in foreign countries in order to protect its position as the leading world producer.

There was a brief discussion at the meeting of the three foreign projects which Inco is planning to develop in New Caledonia, Guatemala and Indonesia. Plans call for these to be brought into production during the 1970s and to produce a total of about 200 million pounds annually which would be about 25% of Inco's total output.

A slide presentation was shown to illustrate the Company's continuing program to improve working conditions in Sudbury and Port Colborne. The presentation noted that since November 1969, expenditures of \$9,452,257 had been planned and completed on such items as parking, employee access roads, improved working areas and lunch room facilities. Since April 30, the date of the last interim meeting, almost a million dollars has been spent on the program, and \$2,075,845 more is under study.

The Union reviewed with Company officials the status and functioning of the grievance procedures at the Sudbury mining and smelting complex. The



This noise abatement shelter for the operator in the hoistroom at Levack is one of the projects included in the multi-million plant improvements program in the Ontario Division.



Ray Moreau, president of Local 6200 and Jim Walter, senior industrial relations advisor, talk over a few points during a coffee break.

parties agreed to continue to investigate the grievance procedure machinery and to study alternatives to improve the system.

Other items raised between the parties included job descriptions and wage inequality investigations, safety problems, subcontracting, the disability pension claims procedure, absentee counselling program and problems created by the decline in employment levels in both Sudbury and Port Colborne. Also reviewed were a variety of problems dealing with the application and operation of some of the Company's benefit programs.

The Port Colborne Union delegation questioned the Company's decision to retain apprentices out of seniority at the same time as lay-offs are being made. The Company explained that the retention of apprentices is necessary to ensure a continuing supply of well-qualified tradesmen in the future. It was, however, agreed to review the Union's arguments in this regard to determine if a mutually satisfactory solution could be devised.

The joint news release issued at the end of the meeting stated: "While a number of issues remain open, the Union and Company representatives agreed that the sessions have provided a useful forum for exchanging views and exploring problems during the life of the current Agreement. It was also agreed that further meetings of this nature should be continued following renegotiation of the Collective Bargaining Agreement next year."

Inco sponsors Laurentian hockey games

There's a special hockey treat in store for Nickel District fans. Starting next month, the Laurentian University hockey Voyageurs' games will be shown live and in color on CKNC-TV, channel 9. All the remaining 1972 home games will be telecast on Sunday afternoons starting January 9.

The hockey games will alternate with CKNC-TV's Cavalcade of Sports, when the Vees are playing out of town. The two-hour Cavalcades will feature highlights of other varsity sports, such as basketball, swimming and volleyball.

Sponsoring the series will be International Nickel's Ontario Division which has promised no corporate commercial breaks during the programs. The program schedule is below:

January 9 — Live Hockey: Laurentian vs. Waterloo
January 23 — Live Hockey: Laurentian vs. York
February 6 — Cavalcade of Sports
February 13 — Live Hockey: Laurentian vs. Queens
February 20 — Live Hockey: Laurentian vs. Waterloo Lutheran
February 27 — Cavalcade of Sports
March 5 — Cavalcade of Sports
March 12 — University Sports Roundup



Marilyn Flindall is presented with her "junior camper" badge by Mrs. Richard Dow, while Guide Vicki Doherty, Ranger Beverley Koski, Guide Vicki Poff, and Ranger Cathy Fleming look on and await their awards.

Copper Cliff Guides make awards, honor leader

Almost 100 Copper Cliff Girl Guides, Brownies and Rangers met at St. Stanislaus Parish Hall in mid-November for their annual Mother-and-Daughter banquet. Over 150 Mothers and Guide leaders attended the dinner.

The focal point of the evening, convened by Ranger Cathy Fleming, was the presentation of badges, emblems and awards earned by some of the girls at Hazelmere and Doe Lake summer camps.

The girls also honored retiring division commissioner Shirley Maskell during the evening. Mrs. Maskell's involvement with the Guides began as a girl in Toronto. She became a "Brown

Owl" in Lively in 1955 and the district commissioner for Lively in 1960. She taught Brownie leaders in the Sudbury area for six years and worked for the past year as an international advisor in the Algonquin area co-ordinating overseas trips.

She has been associated with the Guide movement for nearly 25 years. Mrs. Richard Dow, wife of the Copper Cliff mayor, noted when she presented Mrs. Maskell with a gold pin.

Three of the district commissioners in Mrs. Maskell's division attended the banquet to pay her tribute. They were Mrs. Marion Prior from Lively, Mrs. Alice Laurin from Azilda, and Mrs. Josie Pearson from Dowling.

He endorses safety glasses



Illustrating the perils of doing-it-yourself is John Weloski, a process control technician in Copper Cliff. Obeying the new Ontario law requiring studs to be removed from car tires so equipped, he had a very close call.

He used a pair of pliers to re-

move the studs from his tires. "I grabbed the stud and was prying it out using the edge of the pliers against the tire when it probably slipped," John said.

"I never saw it coming. All I heard was a noise and the shattering of my glasses."

It could have been a tragedy had John not been wearing safety

glasses, which shattered but did not splinter.

John always wears safety glasses and has encouraged his 19-year-old son to use them too. "It doesn't dawn on you how important they are 'till something happens," he says about safety



Shirley Maskell received the coveted gold "thanks" badge from Mrs. Richard Dow at the Copper Cliff banquet. Mrs. Maskell has retired from the Guides and was the Wildwood division commissioner from 1963 until recently.

glasses, "then you say to yourself: how lucky can I be."

After his accident, John bought a narrow screwdriver to work the studs out far enough to grip with his pliers. The best way, if you still haven't removed your studs, is to let your local garage do it.

Christmas is for kids... although 18-month old Derek Teneycke seems a little apprehensive about Old Saint Nick. The meeting took place during Copper Cliff's "Light Up" ceremonies December 5. Besides Derek and his dad Robert, a diesel loaderman at North Mine, hundreds turned up in front of the town's hospital. They enjoyed carol singing and watched Mayor Richard Dow turn the switch to light up the R. L. Beattie Branch of the Canadian Legion's Christmas display, part of which forms this issue's cover. Santa arrived during the fun and handed out packages of candies to the children.



Faces & Places



On location at several of Inco's plants at Copper Cliff, this four-man crew from Toronto-based Westminster Films of Canada were shooting footage for an up-dated film covering the milling and smelting of the Sudbury district ores. On the right and in command of the action, producer Don Haldane was responsible for the production of International Nickel's award-winning documentaries "Downstream", "Rye on the Rocks", and "Shebandowan: a Summer Place". With him are Leslie Koskota, director of photography Joe Seckeresh, and production designer Keith Harley. Groups interested in viewing Company films can contact the public affairs department.



For the past couple of months, local playgrounds have been gearing up for the coming winter sports season. At the Valley Acres Playground in Val Theres, these volunteers replaced the ice rink's deteriorated light standards and installed high-intensity mercury vapour lighting. In the picture the dedicated dads have just put a new pole in place prior to securing it. Identifiable are Leo Burns, Walter Kienapple and Yves Beland. Walter is a conveyorman in the Copper Cliff Smelter nickel reverbs and Yves is a process assistant in the Copper Refinery tankhouse. The "project super" on the right is Yves' son, 10-year-old Marc.



The largest amount of money paid out to date, under the Company's Suggestion Plan was presented to South Mine maintenance foreman Rocco Gualtieri by Charles Hews, assistant mines manager. The \$1800 cheque was for Rocco's suggestion to use a different type of universal joint at mid-ship of the ST-4A load-haul-dump machine. As a result of his suggestion, considerable savings have been achieved due to the need for fewer universal joint changes, and fewer incidents of oil pan damage caused by the part's failure. At the time he made his suggestion, Rocco was employed as a mechanic at Creighton Mine No. 3.

There are 30,000 good reasons for the smiles in this picture, because that's the number of dollars printed on the cheque that Lively Mayor Len Turner is handing over to Lively Golf Club president Ray Caverson. An insurance payment, the money represents the value of the clubhouse that was demolished during last year's tornado. The cheque changed hands in front of the new clubhouse under construction on Birch Street in Lively. With a price tag of \$80,000, the new building was designed by Louis Bardeggia of Inco's general engineering department. Looking forward to a late December completion date, the club's 500 members are hoping to hold a New Year's party there.



Elmira area farmers and members of the old order Mennonite Church, Henry Martin, Tobias Bowman and Abram Weber travelled north to New Liskeard on a cattle buying trip just before the snow flew. Keenly interested in things agricultural, they broke their journey to view some of the spectacular results attained by Inco's agricultural department regarding seeding and reclamation of the Company's mill tailings disposal areas. Their knowledgeable guide was assistant agriculturist Tom Peters.



Winners of the first annual mines engineering curling bonspiel were skip Vic Larsen's rink. Vic, from Levack/Coleman, prepares to throw his winning rock. Ready to sweep are vice Gary Kaiway, North Mine, second Peter Kaynes, Copper Cliff mines planning, and lead Don Gibbon, Stobie. Organized by John Woznow of Copper Cliff, all mines were represented in the two-day event held at the Copper Cliff Curling Club. Each of the 28 rinks played four six-end games.



Rene T. Dianne

Hank Bagnell, president of the Onaping-Levack Branch 503 of the Royal Canadian Legion, salutes his fallen comrades after laying the Branch's wreath at the Levack cenotaph. Beside him, during the November 11 Remembrance Day ceremony, was Levack Mine area superintendent Dave Lennie. Hank Bagnell is a rigger at Levack Mine.



Legionnaires Cecil Dennie and Del Briscoe flank Cadet Captain Adrian Lee as he steps out to place the Highlanders' wreath before the Copper Cliff cenotaph during Remembrance Day celebrations in the town. Mrs. C. H. Buck, sitting beside Jack Quinville in the photo, laid the first of many wreaths. The Copper Cliff Highlanders' pipes and drums played during the solemn occasion attended by hundreds of the town's citizens.



Inco's Sudbury area operations were paid a working visit by famed industrial photographer Art d'Arazian of New York. d'Arazian was part of a group headed by John Cornell, photography editor of International Nickel Magazine. The party's "shooting" itinerary included the Clara-belle Mill, the Copper Cliff Nickel Refinery and Little Stobie Mine where this picture was

taken of d'Arazian setting his cameras for an underground shot of a three-boom drill jumbo.

RETIREMENTS

AURELIO ORASI

Aurelio Orasi, known to most as Jack, is the second of three Orasi generations that have worked for the Company. His father, Amadeo, worked for the Mond Nickel Company for many years, and



his son, Ron, works for Inco as assistant cashier at Copper Cliff. Amadeo is a healthy 91-year-old.

Jack was born in Copper Cliff and grew up at Worthington, Creighton, Frood and Levack where his father moved with Mond. Before coming to Inco in 1933, Jack worked four years as a house electrician. He started in the Copper Cliff Smelter, but also worked at the iron ore plant, and Frood-Stobie Mill where he was a 1st class electrician most of the time.

His wife, the former Angela Galati, was born in southern Italy and came to Canada in 1937. They were married in Sudbury in 1941, and have four children and the same number of grandchildren. Mrs. Orasi has worked as a hairdresser in Sudbury for the past 12 years.

EINO TIKKANEN

Eino Tikkanen was born in Finland and came to Canada in 1927. He started several different times with the Company, the last time in 1950. All his working years,



Inco and elsewhere, were spent in the mining industry. He worked for Inco as a hoistman, seeing service at Crean Hill, Creighton and Levack Mines.

Married at Sudbury in 1930 to the former Helen Lehto, Eino is the father of two children. Mrs. Tikkanen was born in Toronto and grew up there and at Beaver Lake. The Tikkanens have three grandchildren.

As well as their rural home at Beaver Lake, west of Sudbury,

the couple also have a cottage at Ella Lake in the same area. Eino summed things up by saying, "My relations with Inco were good at all the plants where I worked. I also want to thank the boys at Crean Hill for the very fine send-off they gave me."

JOE ZIMMERMAN

"Times were tough in this country in the late '20s and early '30s. I rode the roads from coast to coast looking for work," Saskatchewan-born Joe Zimmerman was reminiscing about his pre-Inco days when he really had to be on his toes to make ends meet. Joe's



luck changed and he started with the Company in 1935 at the Copper Cliff Smelter. He spent most of his service as a skimmer on the nickel converters. "I'll never forget the day I hired on—I slept in a boxcar the night before," he chuckled.

Married in Sudbury to Agnes Shulman, Joe is the father of three children. Mrs. Zimmerman is originally from Warren. They have six grandchildren.

The Zimmermans have enjoyed vacations in Florida, the Bahamas and western Canada. In 1972 they plan to visit Europe. The couple used to live in Copper Cliff but they now make their home in Garson where Joe maintains a big vegetable garden. Their summer cottage on the French River also provides a lot of recreational pleasure.

ELMER BRANNING

Elmer Branning started with Inco at the Frood in 1937, after an exciting 180-fight boxing career.



Elmer's record in the ring included 120 knockouts and five wins by decision. He was knocked out five times and lost the rest on TKOs. It all started when his father brought him home a pair of eight-ounce gloves and with 14 brothers, there was lots of opportunity for sparring.

Elmer was born at Port Perry in southern Ontario, but grew up in western Canada on the family farm. At Inco he stayed at the Frood until 1950, when he transferred to Stobie Mine where he worked as a maintenance mechanic for the rest of his service. Married in Sudbury in 1937, Elmer is the father of three children and has 11 grandchildren as well. His son, Terry, is following in Elmer's footsteps as a 2nd class maintenance mechanic in the Copper Cliff Smelter.

ONNI WILSON

Copper Cliff native Onni Wilson started with the Company in 1940 in the Copper Cliff Smelter plate shop. He worked mostly as a maintenance mechanic in the converter building replacing the plates that make up the big converters. Onni sold cars in Sudbury for 15 years and worked for the Custodis Chimney Company for another three years repairing the stacks in the Copper Cliff Smelter.

He married Mary Foran in Sudbury in 1934 and is the father of two children. Mrs. Wilson was born in the Ottawa Valley but



grew up in Sudbury after age 14; the Wilsons also have five grandchildren.

The heart attack that levelled Onni a year ago has left him with indifferent health but when he's feeling up to par, he and his wife will travel to California to visit a relative.

Onni likes fishing and "keeping up the property" at the Wilsons' Sudbury home.

REG FOUCAULT

Reg Foucault has put the safety brake on his underground electric locomotive and punched out for the last time. Reg was a motorman on the 1400 and 2400 levels at Frood Mine and covered many thousands of miles on Frood's 22 miles of underground track. He started with the Company in 1930 at Frood and worked continu-



ously at that mine. Born in Blezard Valley, he worked the family farm a number of years before joining Inco.

Reg was married in Sudbury in 1936 to Cecile Dignard. Mrs. Foucault was born in St. Charles but moved as a child to Sudbury. Their only son Gerry continues the family presence at the Frood: he's a raise bore boss alternating between Frood and Stobie Mines. Gerry has presented his parents with three grandchildren.

Both Reg and his wife are in fine health: they plan to do a little travelling but will continue living in Sudbury where they operate a confectionery store in their home.

ONNI KAINOLA

Onni Kainola's retirement concludes a 38-year relationship with the Company. It would have been longer still had he not left



in 1929 to go trapping north of Levack on the Onaping River for four years. The bulk of his mining with Inco was done at the Frood-Stobie complex with an additional two years being spent at Creighton. He retired as a tool fitter.

Swea Engblom became Onni's wife in 1935 in Sudbury. Mrs. Kainola was born in Little Current but grew up in Garson where her father, the late Charles Engblom, worked for the Mond Nickel Company. Of the Kainola's three children, Doris is married to iron ore plant roaster kiln boss Enso Floreani. Seven grandchildren complete the family.

The Kainols live in Sudbury where they maintain a prize-winning garden. Mrs. Kainola won the Frood-Stobie Athletic Association trophy at this year's Sudbury Horticultural Society show for the best rock garden. Onni plans to do more hunting and fishing now that time permits.

VIC GAZZOLA

Vic Gazzola joined the "international set" early: Born in Nova Scotia, he was taken to Italy by his widowed mother as an infant. The family returned to Canada again when Vic was 12.

Before coming to Inco in 1937, he worked at a foundry in Guelph, where he married Medina Prigione in 1935. Mrs. Gazzola was born in nearby Acton. Vic started with the Company in the Cop-



per Cliff Smelter but transferred four years later to Creighton where he remained. He was a stope boss and pillar leader for about 20 of his Creighton Mine years.

The Gazzolas have a family of four children and five grandchildren. Their son, Vic Jr., is a draftsman with the general engineering department at Copper Cliff. Vic and his wife plan to do some travelling soon, perhaps back to Italy.

ENIO CAMILUCCI

"The best way to explain how I came to Inco is to say that I followed the bricks," Enio Camilucci better known as "Ginny", wasn't kidding. After arriving in Canada from his native Italy in 1923 at age 14, he worked



for eight years in a Montreal brickyard and kept seeing carload after carload of brick going to Copper Cliff. When the Depression hit in the '30s, Ginny decided to "follow the bricks" and joined the Company at Copper Cliff Smelter in 1934. In 1939, he was transferred to the Copper Cliff Mill as a mechanic and spent the last 10 years of his service on the tailings line.

He married a Copper Cliff girl, Mafalda Longarini, in 1936. They have six children and five grandchildren. Their son Gordon is a 2nd class electrician at the iron ore plant.

Looking back on his years with the Company, Ginny recalled: "I enjoyed every minute I worked with Inco: I raised a family of six children and was never without work all that time."

NAPOLEON LAROCQUE

"I really enjoyed being on the cranes but it's nice taking it easy on pension too," said Napoleon Larocque, better known as "Rocky".

Some of Rocky's love for the cranes must have rubbed off on his family, for Victor, one of the 11 Larocque children, is a crane-

man in the Copper Cliff Smelter just like his father.

Rocky was born in St. Charles, but grew up in Coniston after age 8. His continuous service with the company started in 1942 at Coniston. When he returned from three years' wartime service overseas, he began working at the



Copper Cliff Smelter where he stayed, working 23 of those years as a crane man.

His life partnership with the former Theresa Prieur began in 1939. They were married in her hometown of Markstay. As well as their 11 children, the Larocques also have 14 grandchildren.

Rocky enjoys fishing and hunting and plans to make money out of a former hobby—building lawn chairs in his Sudbury home workshop.

WILLIAM GOYETTE

Bill Goyette is retiring to Ottawa where he grew up. He was born in nearby Hawkesbury.

Bill started with Inco in 1950 at Coniston where he remained throughout his Company service. Before coming to Inco, he worked for seven years as a mechanic for the City of Ottawa. "I was getting 50 cents an hour on that job and the 89 cents advertised for Sudbury miners looked pretty good so up I came."

Married in 1936 to Martha Miron, Bill is the father of four children; Mrs. Goyette grew up in Ottawa too. The couple has three grandchildren. Their son, Pat, is following in his dad's footsteps and is now working in the Coniston Smelter.

ELZEAR PROULX

Elzear Proulx, known to his friends as Elzie, wants to keep



"on the go" during his retirement years—the first step will be to start work as a school crossing

guard in the Hanmer area where the Proulx reside.

Elzie was born in Hanmer and started with Inco in 1946 at the Copper Cliff Smelter. He worked in the nickel reverbs department and was a fettler for 18 years. Before coming to Inco, he worked for seven summers at a sawmill near Skead and later as a carpenter in this area.

The former Florestine Landry became Elzie's wife in 1933. Mrs. Proulx was a teacher in Hanmer and area for 11 years. Their family consists of two children and two grandchildren.

STEPHEN BEAUSOLEIL

"La visite" at the home of Steve and Ella Mae Beausoleil in Hanmer can be quite an affair if all their 10 children and 25 grandchildren are present. And you can be sure that some of the conversation will be about Inco—two of Steve's sons and two of his daughters' husbands work for the Company.

Sons Nelson and Laurent are both miners, the former a switchman conductor underground at



Stobie and the latter a driller at Garson. Margaret is married to Garson stope leader Stephen Benoit and Phyllis is the wife of Copper Cliff nickel converters puncher Leo Laplante.

Steve Beausoleil started with the Company in 1937 at Frood Mine, left in 1943 but returned the same year to Garson Mine and stayed; he was a timberman on the 14 and 2200 levels.

Steve was born near Penetang, the birthplace also of his wife, the former Ella Mae L'Esperance. They were wed in nearby Midland in 1934.

VERNER KUTSCHKE

Better known as "Kutch" to all his friends, Verner Kutschke was born and grew up at Pembroke.

His decision to join Inco in 1950 was preceded by five years' dam construction work in the Ottawa Valley.

Working at Frood Mine, Kutch was a driller for most of his Inco years but became a switchman conductor underground for the last four.

A bachelor, Kutch has lots of

plans for fishing from the camp he built near Mattawa back in 1956. He is presently living in Sudbury but plans to move back to the Ottawa Valley.

AUGUST RAINVILLE

Gus Rainville is the second of three generations in his family to work for the Company. His father, the late Elie Rainville, worked for the Mond Nickel



Company and Inco for over 30 years and his daughter, Jacqueline, is married to Jean Mathias, a senior clerk in the metals section of the accounting department at Copper Cliff.

Gus was born in Coniston where he started with the Company in 1934. After transferring to Creighton and later Frood Mines, he left the Company in 1937 but returned later the same year. Most of his service was spent at the Frood where he worked primarily as a vulcanizer.

Married in 1935 to Leona Levesque, Gus is the father of six children and the grandfather of nine. Mrs. Rainville's father, the late Hector Levesque, also was an Inco employee and worked as skimmer at the Coniston smelter for 28 years.

When time permits, Gus likes fishing and hunting at the family cottage near Alban. He's busy now with the Rainville family's big project—a three-store shopping complex under way in the Minnow Lake area.

LONSDALE PARKER

Lonnie Parker was born in Sudbury but moved to Coniston at age 12 where he remembers hauling wood and coal by horse-drawn wagon for the Laprairie livery stable.

Coniston was also the place where he started with Inco in 1930. Shortly after he trans-



ferred to Frood Mine until 1939 when he went to Levack Mine until his retirement. He finished as a 2nd class carpenter.

Continued on Next Page

RETIREMENTS

Continued from Previous Page

Lonnie married Jean Giroux in Sudbury in 1938. Of their four children, Brian works as a driller at Leveck Mine and Jean is married to Peter Spilchen who also works at Leveck as a pipeman. Lonnie and Jean claim seven grandchildren.

A fisherman and hunter, Lonnie will spend lots of time on those pursuits at the family's cottage on Geneva Lake near Carleton Place.

STANLEY GUALTIERI

"Steve" Gualtieri's service with the Company started in 1936, 10 years after his arrival in Canada



from his native Italy. He worked in the Copper Cliff Smelter's Orford bins and was a feeder boss on the charging floor for the last three years. Steve was employed for

five years on the Welland Canal before he came to Inco.

A bachelor, Steve lives in Copper Cliff. His retirement plans include a visit to Niagara Falls where his brother and sister live.

EARL BAWDEN

Belleville-born Earl Bawden started with the Company in 1936 after working in his home town at the CNR car shop. He eventually joined the railroad at Inco



too when he became a locomotive engineer in 1950. Earl spent all his Company years at Copper Cliff except for the last two when he worked at the Coniston Smelter still "between the rails."

Married in Sudbury in 1937, Earl is the father of one child. His wife, the former Elsie Nickason, is originally from Guelph. The Bawdens live between Wahnapiatae and Markstay just east of Sudbury.

GEORGE SECKER

George Secker managed several trips to Florida when on vacation or special leave with the Company and his interest in tra-

vel hasn't ceased now that he's on pension. He plans to travel a lot around Ontario and also wants to see British Columbia in the near future. At home in Sudbury, much of his time is spent in his garden.

Born in Scotland, George came to Canada in 1925. His career

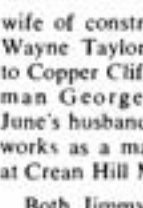


with the Company began in 1936 at Creighton Mine but he transferred later to Garson and Leveck Mines, where he was chief planner in planned maintenance.

After the death of his first wife in 1952, George married Mrs. Mary Harrower Del-Pivo in 1955. Mrs. Secker was born in Scotland too and came to this country in 1912. Of their two children, Elizabeth is married to Arthur Lye, a shaft hoistman at Garson Mine. The Seckers also have four grandchildren.

JAMES FYNN

In spite of being retired, Jimmy Fynn will have no trouble keeping "in the know" about International Nickel. His son, Mervin, works as a motorman at Copper Cliff North Mine and three of his daughters are also married to Company employees — Roberta is the



wife of construction co-ordinator Wayne Taylor, Joyce is married to Copper Cliff maintenance foreman George McDonald, and June's husband, Bob McLaughlin, works as a maintenance foreman at Crean Hill Mine.

Both Jimmy and his wife, the former Eleura Morrison, are from Westmeath in the Ottawa Valley. They were married at Pembroke in 1930 and have five children, 10 grandchildren and one great grandchild.

1930 was also the year that Jimmy joined Inco. He worked as a skimmer in the Copper Cliff Smelter converter building.

Although the Fynns lived many years in Copper Cliff, they are now Sudbury residents.



After receiving hearty congratulations from Hugh Judges, manager of industrial relations and personnel and Graham Byers, supervisor of hourly employment training, graduate Paul Caza received a diploma from Jim Scott. During the course, Jim was the representative of Management and Training Systems for Industry Inc. Paul Caza is now working at the Copper Cliff Nickel Refinery as a 2nd class instrument man.

New instrument men graduate into jobs

Thirty-five new instrument men received their trade certificates and job assignments during a short ceremony in the Training and Development Institute in Sudbury last month. Most received 2nd class positions, but some were successful in bidding for 1st class vacancies. They were the first graduates from Inco's 52-week long intensive instrument training program.

Emphasis in the course was placed on practical work on process instruments with some theory about the principles involved in their operations. The candidates became familiar with both air-operated pneumatic and electronic systems, and were taught how to repair and install, and trouble-shoot the main types of instrument hardware in use throughout Inco facilities.

During the year, the course was divided into two groups which alternated between two weeks in the class room and two weeks of on-the-job training at mines and plants.

Inco instructors Dan Mitroff and Mike Myc assisted Jim Scott of Management and Training Systems for Industry Inc., the firm which organized the course for the Company. A second year-long course for instrument men starts next month, and Dan and Mike will be joined by a third Inco instructor.

Inco's rapid expansion in the Sudbury area was one reason for the introduction of the course, but the increasing trend towards sophisticated process control systems meant the regular four-year apprentice program had to be complemented to meet the Company's manpower requirements quickly enough.

All the candidates in the course were graduates of the two- or three-year electronic instrumentation courses offered at Ontario Colleges of Applied Arts and Technology.



The 35 jobs open in instrumentation at Inco's Sudbury area operations were offered to the graduates based on their company seniority. Larry Maxfield (centre) and Rory Sim had identical seniority so the reliable coin toss was used to resolve the problem. Cliff Duncan (left), personnel co-ordinator for the planned maintenance department, showed the grads the opportunities available. Rory opted for the Froid-Stobie Mill where he works as an instrument man 2nd class, while Larry is a 1st class instrument man in the Copper Cliff Smelter.

Busy workshops look after mentally handicapped youth in Sudbury and the Valley

"Mental retardation is a lifetime handicap and requires a lifetime program", according to W. C. "Duke" Jarrett, Little Stobie mine engineer. A veteran of 15 years of volunteer work with mentally retarded children, he should know. He is now chairman of the adult services committee of the Sudbury and District Association for the Mentally Retarded. There are 40 such individuals, aged 17 to 26, in the W. C. Jarrett Industrial Training Centre, nine in a similar Valley facility, and over 200 in the four schools for retarded children in Sudbury and the Valley.

The Sudbury & District Association for the Mentally Retarded works with what are classed as "moderately retarded". These are the "trainable" people, who with proper instruction in supervised "sheltered workshops" can become self-supporting to a degree. A few have been successfully placed with local companies but most of the trainees will probably work at the Jarrett centre for most of their lives.

In contrast, the Valley Association looks after persons who have suffered less than 25 per cent mental impairment. With proper schooling, these people can master academic work, and can become self-supporting as adults.

Both associations work to avoid a situation whereby a mentally handicapped person is pushed out into a world which is not ready to receive him, and for which he is unprepared.

Workshops are small business

The sheltered workshops help these youths make the transition into adult living through training in a work situation. In Sudbury, the Jarrett Workshop has a full-time professional staff of six, headed by director Brodie Hart.

Virtually a small factory, the workshop is run like a business, bids on jobs from local industries, and "rewards" its employees. One of its mainstays is the manufacture of the wooden washers used with roof bolts underground in Inco mines.

The Valley adopted a different approach. They train their chil-



Mike Tychowewski, Peter Bolton and Peter Berthelot put the finishing touches to roof bolt washers. The Sudbury workshop has turned out over 160,000 of these for Inco and Falconbridge mines. Watching are shop instructor Maxime Morin and Duke Jarrett.



The cafeteria of the Jarrett workshop doubles as a work room. In the foreground, Inco ore samples are being sized for packaging later by the CNIB. In the background, a group is cutting greeting cards into Christmas gift tags—now on sale throughout the Nickel District.



On their way to a barbecue when this photo was taken last summer are the youngsters who live-in at the Grandview Residence: Richard Lavallee (driving), Tony Hilborn, Judy Hankonen, Marlene Sasky, Gaetan Kinsley, John Moylan, Linda Bois and Bob Dewar.



George Walli, Herman Middlestead and Roddy Lalonde, all Incoites, look over the Valley Residence's new Ford farm tractor. Richard Lavallee, a graduate trainee, is the driver.

dren in agricultural techniques at the first small residential training centre in the province. Entirely built with volunteer labor, the residence is located on an 80-acre farm in the Blezard Valley and is well-equipped with machine tools and a new farm tractor, all of which the trainees operate themselves.

The Valley residence provides a home-like atmosphere where the nine children living-in are encouraged to take responsibility. They are gently disciplined by their residence father Inco pensioner Herman Middlestead and his wife, Agnes. After 18 months the youths return home to their own families.

Education is important

Both centres attach great importance to education of a formal and informal type, stressing the development of acceptable personal habits, at home and in public.

In Sudbury, a portable classroom behind the main building is used for the education program directed by one of the staff members. In the Valley, one room has been set aside for a unique self-help situation. The


trainees, who commute to the Valley Association's own school, do their homework together and each night one trainee is an informal teacher and leads a review of the day's classroom work.

The Sudbury sheltered workshop was named after Duke Jarrett in recognition of his efforts to persuade the community that such a facility was needed.

Besides Duke, other members of the Sudbury workshop's board are Norman Stoner, chairman, Enoch Pratt, William McMullen, Bethel Bailey, Evan Gordon, and silver refinery shift boss Tom Cornthwaite.

Incoites are very prominent on the board of the Grandview Residence in the Valley: George Walli, chairman (Levack Mill process technology), Grant Bertrim (Copper Cliff North and Clara-belle Open Pit superintendent), Roddy Lalonde (Levack warehouse), William "Ted" Evershed (Copper Cliff process technology), Norm Dawes (Levack driller), Hilliard Johnston (Levack rigger 2nd class), Dr. Ed Leclair, Dr. Ron Andrews, and Mrs. Alice Christison, all give their spare time to the project.



Dear Santa 

Thanks for the buetiful doll house
you gave me last christmas. It is
alright but the chimney ^{has} broke. Brian
did it.

This year all I want is a favour.
My daddy drinks a lot at this time of
christmas because he goes to so
many parties.

Will you look after him so He wont
have any axadents when he drives ~~h~~
home. I want to keep my daddy be-
cause he is my favourit.

Love XXXXXX

Wendy (age 8 $\frac{1}{2}$)

P.s. Maybe he should have a good
driver like Rudolpf. XXXXXXXX
XXXXXXX