

The Triangle
MAY 1975



The Triangle

Editor,
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On the cover . . .

"Why me?" asked Adeline Moxam when your editor approached her with the idea of creating a Mother's Day cover. "Why not," he replied, "your husband's with Inco and also your three sons — you're a one hundred per cent company family." Finally, after much persuasion, Adeline agreed to represent all you Inco mothers for our salute to you — have a happy May 11. Adeline also penned this month's logo.

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In 1974, "Music in the Park", staged on two August evenings, attracted Inco employees and families to the tune of over 14,000. Well over 3,000 took advantage of plant tours offered to those over the age of 16.

This year, guided tours, in addition to Monday through Saturday day-time public tours, will be offered Monday through Thursday evenings from June 2 to August 28. Attendance at the evening tours will be by advance ticket only, so that sufficient guides and buses can be ready. This year the minimum age for all regular public tours is 12.

The evening tours will include the Copper Cliff North mine hoist-room, the Clarabelle mill, the Copper Cliff smelter and a first-hand view of slag pouring. Evening tours will start at 8:00 p.m. and will be completed at approximately 10:30 p.m. Tickets are available for the evening tours from the receptionist at the Copper Cliff general office. The 1975 public tour programme will be similar to the programme that hosted more than 16,000 visitors in 1974. Tours will be held every day, Monday through Saturday, on a continual basis, starting at 9 a.m. The last tour will start at 2:30 p.m. each day. These tours will commence May 1 and end on Labour Day. No tickets or advance appointments are required for these regular day-time tours. Visitors, 12 years of age and over, should present themselves at the Copper Cliff Curling Club anytime between 9:00 a.m. and 2:30 p.m. Monday through Saturday, including statutory holidays.

Appointments

Igmar Anderson, water treatment technician, utilities.

Brian Benham, specialist (electronic), general engineering.

Fergy Boyd, assay lab technician, geological research.

Ted Chudak, maintenance foreman, Shebandowan complex.

Jim Connors, mine general foreman, Levack complex.

Bill Cook, legal officer, Ontario Division

Orville Cull, supervising timekeeper, Creighton mine.

Dennis Cunningham, assistant superintendent, maintenance, Iron Ore Recovery Plant.

Jim Dorle, process assistant, Copper Cliff nickel refinery.

Gord Douglas, materials co-ordinator, Copper Cliff South mine.

Doug Gathercole, maintenance superintendent, Copper Cliff copper refinery.

Yvon Goudreau, ventilation assistant, mines engineering.

John Gullick, co-ordinator, concept engineering design.

John Haffidson, industrial engineer, Stobie mine.

Brent Holmes, ventilation assistant, mines engineering.

John Kelly, superintendent, milling and maintenance, Shebandowan complex.

John Laronde, industrial engineer, Colemah mine.

David Lerpliniere, computer operations clerk, computer systems.

Jim Loney, supervising timekeeper, Copper Cliff South mine.

Pirkko McCauley, payroll clerk, Division comptroller's office.

Pierre McDonald, engineering clerk, general engineering.

Vince Orlando, foreign trainee co-ordinator. Vince will continue in his present capacity of superintendent of office services.

Tom Plexman, senior tour guide, public affairs.

Bob Remington, superintendent of maintenance, Iron Ore Recovery Plant.

Doug Ross, AEM operator, field exploration.

Doug Sheppard, process assistant, Copper Cliff nickel refinery.

Cliff Speirs, survey assistant, utilities.

James Swain, survey assistant, mines exploration.

Alex Tarnowycz, payroll clerk, division comptroller's office.

Don Taylor, manager, development, Nickel Basin Properties Ltd.

Ed Tessier, mine foreman, Shebandowan mine.

Inco

Rolling Mill

to be located in Sudbury district

The International Nickel Company of Canada, Limited plans to invest \$22 million to build and operate a facility in the Sudbury District of Ontario for the direct rolling of metal powders. L. Edward Grubb, chairman and chief officer, announced today at the company's annual meeting. Mr. Grubb noted that in deciding to locate the rolling mill in the Sudbury region, Inco is furthering the establishment of secondary industry in Northern Ontario.

"Inco, as well as government at both the federal and provincial levels, has long been interested in establishing nickel and nickel alloy rolling mill facilities in Canada," Mr. Grubb said. "Successive studies had indicated the impracticality of such a venture. However, recent technical innovation and in particular Inco's proprietary method of producing atomized powders, along with tax incentives provided by the Ontario government to encourage the further processing and fabrication of metals in Northern Ontario, now make this type and scale of project feasible."

Construction of the 50,000-square-foot plant is scheduled to start this fall. It is expected that operations will begin in the second quarter of 1977. The specific site has not yet been selected, but the plant is likely to be built either on Inco-owned land in the area or on property acquired through the Sudbury Regional Development Corporation.

The rolling mill will manufacture nickel and cupro-nickel alloy strip for coinage from elemental or pre-alloyed atomized metal powders. Prospective customers for these products are the Royal Canadian Mint and the mints of foreign countries. It will also produce by the same process pure nickel and nickel alloy strip for electronic and other industrial applications. In addition, the mill will have facilities for re-rolling intermediate products from Inco's long-established rolling mills in the United Kingdom and the United States.

Initially, the plant will employ about 30 people per shift. The company is confident of its ability to broaden the range of alloys produced by the atomization process so that ultimately the need of imports for re-rolling will be unnecessary. This would result in additional employment.

The plant's unique process for producing strip will begin with induction furnace melting of various forms of Inco's refined nickel and copper, followed by atomizing. The atomized material will then be roll-compacted into strip. Next, the strip will be sintered and hot-rolled, followed by cold-rolling to gauge. Finally, it will be slit to width prior to shipment.



Above. L. Edward Grubb, chairman and chief executive officer, discussed the new rolling mill and other questions in a television news conference with Anita Thompson of CKNC-TV and Larry Gavin of CKSO-TV. The TV question and answer period preceded the company's annual meeting.

Below. Studying suitable locations in the Sudbury district for Inco's \$22-million rolling mill, Don Bradley, left, manager of engineering for the Ontario Division, and Don Taylor, right, manager, development, Nickel Basin Properties, toured the area with Harvey Flynn, second left, vice-president, Inco Canada, and Bruce Goodrich, project manager, powder rolling mill. An announcement on the selected site for the new plant should be made soon.





Bill Oldenburg, run co-ordinator, spot checks the IBM 2540 card read punch.

The symptoms were obvious, and the condition easily diagnosed as a simple case of expectancy.

Finally, amidst great enthusiasm and after much anticipation, delivery was executed on a stormy December weekend; IBM System 370 158 had arrived and, without fuss or muss, quickly adjusted to the unfamiliar surroundings of its new home — Inco's Computer Systems in Copper Cliff.

"the triangle" thought it might be appropriate to announce and introduce the new arrival. Because of its delicate complexion — a delightful shade of robin's egg blue — we here and now take full credit — and full blame — for the unofficial non-political christening of Computer Systems' dynamic new master computer . . . "Big Blue".

We at "the triangle" also think it's time to dispel some of the myths and mysticisms that seem to surround a computer, which, by the way, has only one purpose in life — to store vast amounts of information.

First and foremost, it should always be remembered that, just like a baby, the

Vacancy

⋮
to
be
filled



computer is completely helpless and totally dependent on its parent or guardian for instruction. Computer Systems' manager, Randy Cave, shoulders the responsibility beautifully and is deeply engrossed in the development and welfare of his "brain child". Admittedly, his protege can't think or talk, but it's got a memory potential that more than compensates!

Because great things are expected of "Big Blue", the computer is carefully attended by special departments within Computer Systems. Just for the sake of comparison, let's continue our analogy and think of IBM System 370 158 as if it were, indeed, a newborn — you'd be surprised at how apt the comparison really is, and it'll help simplify an explanation of the roles played by the various departments involved.

For example: "Big Blue" will never, ever learn to feed itself, and fully depends on the people in Systems Development to decide its diet, which consists entirely of data — pertinent information on such things as budgeting, inventory control, mines costs, payroll, financial statements, industrial accident costing, L.H.D. pro-

duction, mine-to-mill ore schedules, and more, much more. The diet's very flexible, and can be added to at any time — at the discretion of systems analysts acting on requests from various of Inco's operations.

Computer Programming then takes over and creates a specific programme — think of it as a formula — from the information provided by Systems Development. "Big Blue" is fed this programme and, if accepted, it's all systems go! If, for any reason, the "meal" is rejected, an error in the "formula" is indicated, and the computer programmers then search out and correct the problem.

Once a programme's been accepted, "Big Blue" relies on Data Control to check the accuracy of all incoming pieces of information which will be integrated into the programme; Data Input then converts this information into a form acceptable to "Big Blue" — computer cards or magnetic tape.

Daily activity of the computer is supervised by Computer Operations, and Systems Maintenance looks after any changes or adjustments that may be

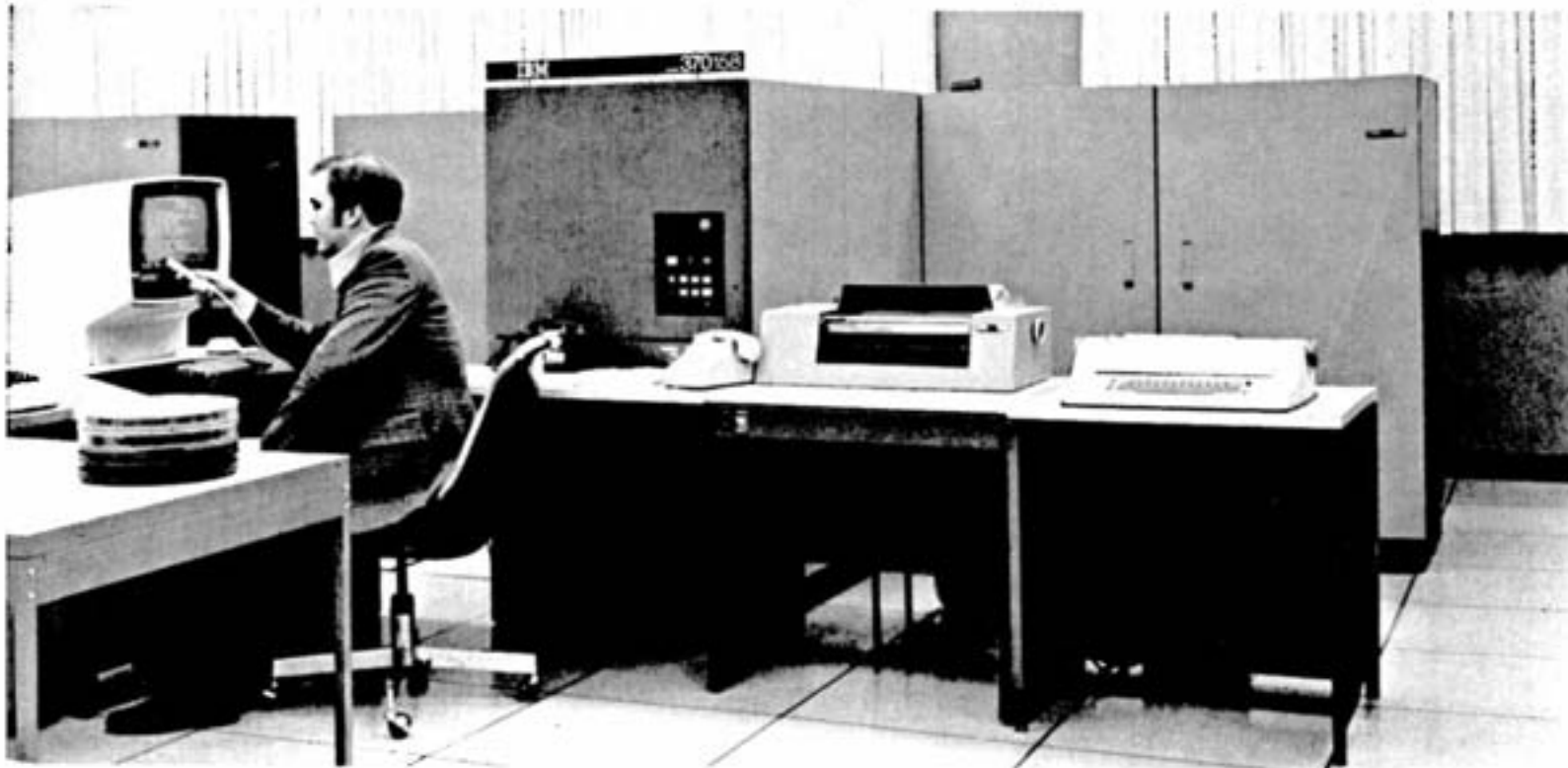
required; forward planning — "Big Blue's" future — is in the hands of Technical Services.

And there you have it! A simplified explanation of IBM System 370 158. As you can see, our new computer is no better and no worse than the people who look after it. The "electronic brain", which cannot make an error and which performs at the speed of light, will do so ONLY IF it's programmed properly and ONLY IF the input data is correct and ONLY IF the computer operators don't make a mistake. It all depends on people!

Something else to keep in mind is the fact that a computer takes on the tedium of everyday, mundane chores that are not only time-consuming, but can be downright dull, thus freeing us for more interesting and challenging work. Remember, too, that the computer never forgets. It can keep a constant record, on tape and on disc, of important pieces of information, thus giving us all the benefits of instant and total recall.

One of the big things a computer lacks is the ability to think — and that's the big difference between man and machine.

Computer operator, Don Keegan, electronically erases a reading from one of "Baby Blue's" cathode ray tubes.





May 11

Mother's Day

Mother's Day — a day for remembering. Adeline and Ken Moxam turn to their photograph albums for visual reminders of the days when their grown-up family was not so grown up.



When the observance of Mother's Day began some years ago, it must have been with someone like Adeline Moxam in mind.

For Adeline is a very special lady.

Oh, you don't have to take our word for it.

There's a crane operator named Ken in the casting building at the Copper Cliff smelter who'll vouch for it and there's Gary in the maintenance department, Robert in the mechanical department and Dennis in the warehouse of the Iron Ore Recovery Plant in Copper Cliff who'll stake their lives on it. Of course, they may be a trifle biased, but then that's the prerogative of a husband of 35 years and three grown sons.

The Moxam men will attest to the fact that Adeline is the kind of mother for whom Mother's Day was made.

Perhaps it is Adeline's attitude towards motherhood — and now grandmotherhood — that makes her so special. Though Mother's Day is celebrated only one day of 365 each year — May 11 this year — Adeline feels Mother's Day is almost every day.

She says: "When my family is around me and I look into the faces of my children and grandchildren, it's always Mother's Day."

Adeline doesn't see anything special about her outlook. She honestly believes that all mothers prefer to get up and look after their families — even on Mother's Day. It's not that she didn't appreciate her Mother's Day treats when the boys were younger and at home. She enjoyed the eat-at-your-own-risk breakfasts in bed and the homemade presents and cards on her tray. And she enjoyed, too, the traditional family outings that took her away from her household chores on her special day. Why, Adeline even appreciated the time the boys scrubbed her floors, though it took her hours to scrape the film off her linoleum.

It's just that none of those things were really that important to her because she already knew she was loved.

And Adeline loved in return. In fact, her first love has always been her family and home.

Born and raised in Windsor, Adeline came to Copper Cliff with her parents at age 14 and married Ken four years later. Ken's father and mother were pioneer settlers in the Walden area and it was the natural thing, somehow, for the newlyweds to set up housekeeping in the same district.

For 35 years now, Ken and Adeline have lived in the same house on the old Soo Road near Lively, and the tradition has carried on through the years as the Moxams now boast a fourth generation on the same land. The Moxam boys, all married now, have nine children ranging in ages from two to 14 years. One family lives up the road from mom and dad, another lives down the road and the third lives right next door.

Though Adeline taught tap dancing in a dancing school before her marriage, she never gave it a second thought after. "I was too busy raising my family to worry about any career," she admits.

Adeline must have been a busy homemaker. To this day, she bakes her own bread, does all her own preserving, quilts bedspreads, crochets and knits and sews a lot of her own clothes. She loves cooking and misses having her boys at home all the time. "The first few years they were married, I still set the table for five," she says.

Though all of Adeline's interests revolved around her family, they were not restricted to the indoors. "Ken started taking the boys out in the bush when they were five years old," says Adeline, "and I knew if I didn't go out with them, I would be spending a lot of time home alone." So, Adeline took to the outdoors with her men and soon relished it.

In fact, the entire Moxam clan is known for its love of the outdoors. They hunt, fish in winter and summer, snowmobile

and spend a great deal of their time at the family cottage on Lake Penage in both winter and summer.

Adeline is happy that the boys and their families are so close to she and Ken. There are lots of family picnics and get-togethers for bouts of euchre and Adeline takes her turn at babysitting the grandchildren.

As a mother, Adeline is somewhat unique in that she never regretted not having a daughter. She doubts that things would have been any different had a girl been added to the family.

Even though the days are gone when the boys brought Adeline her breakfast in bed, Gary, Robert and Dennis still recognize Mother's Day with a kiss, a card and flowers. And, this year she's going to receive an extra special present from Ken — a trip to Europe in June.

In spite of these things though, Adeline still believes that Mother's Day is simply a day on which to be especially proud of being a mother.

Mother's Day — a great day for a family get-together. "My three sons" — Gary, Robert and Dennis somehow always manage to complete the family circle, usually at mom and dad's place on the old Soo Road in Walden.



Family Album

Dennis Tucker, a mould maker at the Copper Cliff copper refinery, with his wife, Susan, and their children, Derek, 5, Bradley, 1, and Jennifer, 2. Dennis is a member of Lively's volunteer fire brigade.



Calvin Parrill and his wife, Diana, reside in Chelmsford with their two children, Jonathon, 2, and Katheryn, 4. Calvin is a driller at Coleman mine.



A driller at Creighton number nine shaft and an avid outdoorsman describe Gerard Lockman. Gerard and his wife, Karen, have three youngsters — Chris, 4, Tracy, 2, and Stephanie, 1.



From the Port Colborne nickel refinery — Wesley Pierce and family. That's Tommy, 8, Chris, 1, and his wife, Iris. Wes is a research station clerk.

You've got the bird all lined up, and then "wham!" you hit it with everything you've got! It sails out of sight in the blink of an eyelash, almost as if it were suddenly transferred into another dimension. But just as suddenly, it returns with the same phenomenal speed — this time you don't have time to see it and it's by you before you know it.

The birds we're referring to are technically known as shuttlecocks and they're used in the sport of badminton. The game we've described is world class badminton. The kind you practice three hours a day, six days a week. The kind where you spend your spare time skipping rope, jogging and lifting weights until your arms are too weary to hold a racket, and sweat drips off your face in huge drops.

Lucio Fabris, son of Creighton mine switchman, Giuseppe Fabris, is a world class badminton player and he's not yet 19. Lillian Cozzarini, daughter of Erminio Cozzarini, a pipeman at Creighton mine, is knocking on the door of world championship badminton — maybe next year she'll make it.

Both Lucio and Lillian recently travelled to Ottawa to compete in the Canadian championships. Lucio did extremely well in the junior division, winning three gold medals. That's a gold for every event he entered!

In the senior division of the same tournament, Lucio placed in the quarter finals in singles and mixed doubles, while making it to the semi-finals in the doubles competition.

Lillian made it to the quarter finals in the singles and mixed doubles events of the junior division, while finishing in the semi-finals in the doubles competition. She did not place in the senior division.

Because of his high standing in the Canadian championships, Lucio qualified for the big one — the Canadian Open. This is where the best players in the world gather for a share in \$10,000 prize money. This year it was held in Montreal and Lucio was there representing the Walden-Creighton Badminton Club.

Lillian's been playing badminton for seven years, while Lucio's been at it for eight. They both started because it was good exercise and it gave them something to do in the winter, which is the season that badminton is most commonly played — the season stretches from September until May.



Lucio Fabris and Lillian Cozzarini.

Lucio and Lillian

There's no pro circuit for badminton like there is for tennis. So when you finally do make it to the top you either become a coach or play for fun. But this isn't the case in other countries. In Indonesia, for example, badminton is the national sport, and the players are treated like royalty.

So let's hear from you people with P.T. International Nickel Indonesia, maybe we can get a challenge match going. Who knows what will happen? Maybe next year Lucio will be over there representing Canada — or we'll have someone over here representing Indonesia!



Frank Homer, right, supervisor, Employee Benefits, takes a moment to explain various aspects of the counselling programme to upcoming pensioner, Stan Vienneau and wife, Jean. Stan's a carpenter at the Copper Cliff mill.

It's new

The day's coming when you — yes, YOU — will be retiring. Maybe not tomorrow or the next day . . . maybe not for another ten or fifteen years. Whatever. But sure as shooting, the day's coming, and it's gonna be great!

Maybe.

There's a lot more to this retirement thing than a simple handshake and a farewell party.

That last day of work is the beginning of a whole new lifestyle. And after you've had your fill of watching the grass grow . . . after your dream vacation is just a memory . . . after you've run out of "the way it was" stories . . . then comes

First meeting of Inco's new Pre-Pension Counselling Programme generated enthusiastic participation and response from those attending. Regular sessions are held each Wednesday evening at the Training and Development Centre.



and it's for you...

the inevitable and unavoidable moment of truth — you finally admit to the first twinges of boredom, and find yourself asking "Now what do I do?" "Is this all there is?"

Well, with a little planning now, you'll have no problem then!

Government and industry, world-wide, are recognizing the full impact of retirement. And are doing something about it.

The Department of Welfare and Social Services, for instance, has been sponsoring seminars and providing thousands of pre-retirement brochures. Counselling centres are springing up, aimed at educating and preparing the prospective "retiree" for his new way of life. And that's good.

What's even better, is . . . it's happening right here at Inco!

No newcomer to the retirement scene, International Nickel's been retiring people since 1928. And along the way, has gained in knowledge and experience.

Greatly aroused by an increased emphasis on retirement and the importance of the issue, Inco's Employment and Benefits department has initiated a new "Pre-Pension Counselling Programme" — the direct result of much study and research, particularly on the parts of Wilf Digby, superintendent of Employment and Benefits, and Frank Homer, supervisor of Employee Benefits.

If you're between the ages of 60 and 65, you've probably already received notice of the programme; next, you can expect an invite. Ultimately, as the programme becomes more firmly established, those between 50 and 65 will be involved . . . which means some 5,000 Inco employees.

Frank stresses that the programme is not designed to be an elaborate affair. The weekly meetings, which started in mid-April at the Training and Development Centre, are very informal and consist of 25 potential "retirees", plus

spouses, and a panel of resource people to provide the expertise.

Topics under discussion? You name it! Money matters, travel and health, hobbies, community involvement, pension plans, legal aid, wills, senior citizen housing . . . all the problems and challenges facing the retiree.

And if the group can't fully answer your questions, it'll steer you in the right direction.

What else can we say? It's new, it's for you, and the success of the new Pre-Pension Counselling Programme depends entirely on your involvement.

Participate! It's YOUR future!

**if you're
between
the ages
of 50
and 65.
It's the
P.-P. C. P.**

Wilf Digby, left, superintendent of Employment and Benefits, details some of the features of the new programme to prospective retirees, Bill Yen, maintenance mechanic at the Copper Cliff smelter, and Joe Majiloux, motorman at Stobie mine.



"Gives you a strange feeling", observed Joe Archibald, as he noted that his job as cage tender at Garson mine was posted as "available".

"I'm not anxious to leave, but I guess I've been a lucky man. Never been out of a job in my life, not even during the dirty thirties."

Joe's not really out of a job. He's retiring. It's his last shift and he's saying his goodbyes.

It's been a special kind of shift, filled with reminiscences, handshakes, thoughts of the future, and long, last looks at everything.

"I've done just about every kind of underground work but I always had my eye on operating the cage."

Joe came to Inco and Garson mine in 1950 and related work as a shaft inspector and as a skip tender brought him that much closer to the day in 1968 when an opening for cage tender became available. Joe was the successful

applicant. "You see, it's not the kind of job you could hire the average guy off the street to do. It's a big responsibility."

Joe is right! The shaft is the main artery of the mine. Without the cage tender's rapid movement of men and materials, all mine activity would soon come to a halt.

Joe has enjoyed the lively humour that's part of transporting men to their destinations. Underground wit between cage tenders is kept to a minimum because rapt attention must be paid to the bell signals at all times. Immediate response is required.

As long as Joe can remember, there have been no slip-ups with the bells at Garson mine. However, there are a few tricky tasks.

One such task is slinging a raise bore bit weighing nearly four tons and seven feet in diameter. Balance must be maintained to avoid a precarious tipping of the cage. Another, is that of moving

Hudson cars filled with wet cement. Sounds simple enough, except that the hoist ropes suspending the cage possess a certain amount of natural elasticity. As a car is pulled out by the tigger hoist, the cage level must be adjusted quickly to avoid spillage. This exercise is executed by a rapid-fire succession of bells between the cage tender and the hoistman. The cage tender must carefully, within inches, know where to stop . . . and does.

During his early days as a cage tender, Joe studied the style of his mate, Freddie Jones, now a veteran cage tender with some 35 years of experience.

"Freddie trained me well," said Joe, "he's super efficient, not a wasted motion at any time."

Joe and Fred look like brothers and are frequently mistaken for one another.

Working his last shift, it's easy to see that Joe Archibald is respected and liked by his co-workers. Perhaps it's a result

Ups and downs . . .

Joe Archibald, cage tender at Garson mine, reads his orders as he starts his final shift after 25 years at the mine. He's tended the cage there for the last seven years.



of his personal philosophy — "anything you do, do it well."

Joe came a long way from farming at the family homestead near Biggar, Sask., to cage-tending at Garson mine and there was many a story in-between. "You know, the younger fellows here like to hear about how things were during the depression and dust-bowl era."

Joe froze his feet while pumping gas to supplement the farm income. "We had a cold snap, 13 days of 65 degrees below. I came east to recuperate."

Well-wishers are asking Joe where he's going for his "long holiday".

Here's the agenda: a trip to Scotland next year; purchase a house trailer and move it to B.C., fish, garden, catch up on his favourite reading — mystery and adventure stories — and a hundred-and-one other things.

"I'll have to live 'til I'm 104 to get it all in!"



With thoughts known only to himself, Joe Archibald, right, leaves the cage for the last time. He and partner, Freddie Jones, were often mistaken for one another.

no more for Joe Archibald

The last of his "ups and downs" behind him, Joe Archibald snuggles down in his comfortable reclining chair to enjoy his favourite pastime — reading.



**Bob Regan and
Lucille Star**



Dennis Day



**Jimmy
Liza
and Charlie**



All this .



The Don Hall Family

More than 650 Inco employees will be initiated into the Company's select group of twenty-five-year employees the last week in May. This number brings the total of Quarter Century Club members to over 6,000.

May 26, 27 and 28 are the dates for the dinners welcoming new members to the Club, and May 29 is the date of the evening of entertainment at the Sudbury Arena.

A new twist this year — the wives of the incoming members will also be welcomed at the dinners and each of them will be given a lasting memento of the Quarter Century Club functions.

The night of entertainment promises to be a memorable one for all new

Howard Hardin



The Royal Hawaiians



... and dinner for two!

and older members of the Club. Headlining the acts this year will be a man with more than 25 years in the entertainment business — Dennis Day. The veteran of the Jack Benny radio programme and many television and stage shows throughout the world, Dennis Day will lead a group of entertainers from all over Canada and the United States coming to Sudbury for the festivities.

Howard Hardin, a well-known juggler, magician and, as master of ceremonies, will tie the many-faceted programme together.

Also appearing on the show this year will be Lucille Star, presently the holder of a gold record in Canada entitled "The French Song". Lucille Star will be

joined by her long-time partner in the Canadian sweethearts duo, Bob Regan, in renditions of country and western music, and music "en français".

For variety, Jimmy, Liza and Charlie — the Charles family, a cycle-mad group of young people, will perform for the Quarter Century Club on bicycles and unicycles of many sizes.

For glamour, beauty, charm and a touch of the exotic, the Royal Hawaiians will be appearing, featuring Camille Deabel, Miss Hawaii of 1974, complete with grass skirts, charming girls and lilting music from the Islands.

Adding an up-tempo beat to the programme will be the Don Hall family,

who will perform vocals, comedies, show dancing and invite audience participation — everything from blue grass country to rock and roll.

Also in the Quarter Century Club 1975 programme will be a segment of Sudbury entertainment. The Quarter Century Club arrangers have decided that there is much fine talent in the Sudbury district that can rate on any show. This year the Dnipro Choir will be taking part in the programme, with special Ukrainian songs and music.

The 1975 Quarter Century Club promises to be, to quote a former television star and New York Times columnist, Ed Sullivan, "a really big shew".



*Greta McKay and Donna Rennehan
at the Levack mill.*


*Laurene Wiens at the Copper Cliff
nickel refinery.*



About a year ago, ladies were hired to work in industrial areas of the company — in realms hitherto occupied by men only. They came from all walks of life — secretaries, housewives, clerks and cashiers — to put on hard hats, overalls, clunky boots and less-than-fashionable safety glasses. They had entered a new world. What happened to these ladies?

*Bonnie Hearn at the Copper Cliff
copper refinery.*

One year



At the Copper Cliff copper refinery, we found 21-year-old Bonnie Hearn engrossed in the complexities of running the acid recovery plant. At the Levack mill, we located Greta McKay and Donna Rennehan having their supper break and sharing assorted home-baked goodies. Laurene Wiens was busy at the Copper Cliff nickel refinery's I.P.C. building and wondering when she would be lucky enough to get off graveyard shift.

These ladies looked comfortable with themselves and their surroundings, and willingly shared some of their reflections of the past year with us.

Bonnie Hearn's recollections put a grimace and grin on her face alternately. A grimace for the safety boots; "they're hard to adjust to — the leather ones are O.K. — I started with the big rubbers and when I took them off I thought I was going to float away." She had a big grin when telling of a co-worker who greeted her downtown with "Boy! Do you ever look different when you're clean!"

At the Levack mill, Greta and Donna eyed each other with a "should we spill the beans?" look and cautiously proceeded to tell of the initial shyness among women when they found themselves having to shower together. "A few just washed up the first day, but that didn't last long, you simply have to scrub and shower."

Laurene told of the ribbing she got while working in the yard driving the fork-lifts — it seemed the men weren't too convinced about "lady drivers". Laurene loves driving and says "there are times I feel like a real pioneer on behalf of women, particularly regarding the general misconception about women drivers". Laurene's stock answer to questions in the vein of "what's a nice girl like you . . ." is . . . "so marry me already." Seriously, Laurene has found that her job has given her the kind of economic security and independence she was after.

Generally, the women conceded that in the beginning they were defensive about their "muscle power". For example, Donna found herself getting set to move a big wheel-barrow.

"I lifted . . . and nothing happened. It hadn't budged an inch". The girls had to be in good physical condition to be hired for their jobs, but physical strength is something they acquired quickly — that is, after the first few weeks of great fatigue from new exertions. Greta pointed out that she's developed larger shoulders and claims the work has done wonders for her figure. Laurene spoke of "sweating it out, to prove we could pull our weight." Donna agreed with Greta that her hips and waist had slimmed down considerably and that bust and shoulder measurements were developing in a positive direction. "It's a great way for girls to keep in shape!" Donna claimed she was getting more compliments from her fiancé these days. She hadn't quite determined whether the source of compliments came from her improved outline or an improved wardrobe which she's able to afford with her improved income. Donna claimed to be so strong that she could almost lift her young man — he stands six feet four and weighs close to 240 pounds.

Initially hired as process laborers, Bonnie, Laurene, Greta and Donna have studied and trained to qualify themselves in other areas of work. Bonnie, in particular, didn't waste any time.

Within two months she was training for nickel residue operator, qualified, and in short order completed a further leader trainee programme.

For Bonnie, the past year was a turning point in her life. "In many respects I've become a different person. I used to find fault with the people in charge. I've acquired a little humility". She related an incident — "The first day I operated the centrifuge alone, I made a terrible blunder. I lost my head and panicked, burst into tears, and ran for the washroom. I thought I was going to lose my job. The foreman awaited my return and, in a very understanding way, said I should clean things up and start the centrifuge again as if nothing had happened."

Bonnie noted that her job had carried over to her personal life. "I used to be able to sit around with the girls and talk about washing machines and fabric softeners — now I like to chat with the boys about evaporators and centrifuges. Mind you", she chuckled, "a centrifuge is not unlike a big washing machine. If the clothes are all on one side, or say, the nickel salts are all on one side, it's thrown off balance and you can expect troubles."

It was noted that the girls weren't wearing make-up. Bonnie and Laurene stated that they rarely wore make-up at any time. Greta pointed out that make-up and dirt just didn't mix. "I ended up with skin problems". Greta and Donna agreed that the best bet was to put some cold cream on their faces, and theorized that perhaps women have thinner skins and are more sensitive to grime.

We returned to watch Bonnie at the acid recovery plant. She had no time for idle chatter and was off and running with 101 things to remember. Worried about evaporators and centrifuges . . . she checked temperatures and barometric pressures, titrated samples of tank solution, tested the cooling pond water for baseness, corrected by adding lime, checked to see if the condenser system pressure was being maintained, found a leaking evaporator tube. At long last she landed in her chair and proceeded to write up the daily reports in cubic feet of acid delivered, quantities of lime used, hours and numbers of evaporator pumps in operation. Unnoticed, a sprinkling of perspiration appeared on her upper lip. She looked tired and satisfied — no real problems today.

later

THE TRANSMITTER

WILLIAM S. BROWN
Executive Editor

The Transmitter is a weekly publication of the *Transmitter* Co., Inc., 1000 Broadway, New York, N.Y. 10003. It is published by the *Transmitter* Co., Inc., 1000 Broadway, New York, N.Y. 10003. It is published by the *Transmitter* Co., Inc., 1000 Broadway, New York, N.Y. 10003.

INTERCOM

Port Colborne Nickel Ref.

Port Colborne Nickel Refinery

Newsletter

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$$\text{Proof 4: } \Delta \bar{H}_m \approx \Delta \bar{H}_m^{\text{ref}}$$

CLARABELLE
OPEN PIT

COPPER CLIFF
NORTH MINE

CLARABELLE
OPEN PIT

THE LIGHT IN THE
DARK

THE

IRON NUGGET

YEARLY NEWSLETTER # 1
MARCH, 1975

APRIL 1975



"A means of internal communication between units of an organization"

who what when where why

What's black and white and *red* all over?

Not just your average newspaper where ink meets "plant papers," and they also come in shades of green and blue, beige and brown, pink and gold. They range in price from free . . . all the way to no charge. And they're popping up with increasing frequency at various of Inco's operations. Whatever sparked the interest has really caught on.

Generosity of "units" is perhaps Field Exploration's "The Transmitter." Bill Arnold, production assistant and 27 years with Inco, was involved in the original production back in '69 when the first issue came out — with so many

fellows out in the field, it was the logical way to keep everyone informed. Today, about 200 copies are run off for monthly distribution, and Bill's hopes and aspirations as editor of "The Transmitter" are aimed at the eventual inclusion of photos and the possible use of colour.

At the Port Colborne plant refinery is "MileCOM." Having read Chrysler's "Supervisory Letter," Rob Zbogar, refinery manager, wondered if there was "any reason why we can't do this here?" That was the beginning. February '74. Now Charlie Oll, assistant to Rob, and Les Lewis, associate editor of "The Transmitter," both act as co-editors for "MileCOM," which, according to Charlie, is "a means of internal communication . . . that's what it's all about."

Then along came the Copper Cliff Smelter's Central Shops Quarterly Newsletter, edited by clerk-typographer, Carolyn McGesney. First issue hit the streets in April of last year and, says Carolyn, the "purpose of the newsletter is to keep our shops' employees — and those who deal with us — involved and in the know . . . to keep everyone up-to-date on what's happening in the shops from quarter to quarter." Carolyn's been involved right from the beginning . . . "It's really caught on . . . other departments have been asking and asking how we do it." Carolyn's off on maternity leave and is "expected" to be back the first week of July. In the meantime, Mary Anne Okun is "looking after the shop."

The Port's "MileCOM" sparked an interest at the Copper Cliff metal refinery in a plant with a constant need to get information out to people, and the die-drawing department's plant newsletter, Karen Curry's, the backbone of the quarterly publication which made its debut in December of '74 and now wants

an official name. To be on the "high ground" from submissions to the refinery's recent "name our paper" contest. Karen feels that it's been really well "accepted" and figures the whole idea is catching on very well.

Bill Elliot, area mechanic at Copper Cliff South metal, adds to pulling in a couple of more days each month early. "On the Level at South metal," one of the newer plant papers. Bill and co-editor, George Jenkins, apprentice machine mechanic, put the whole thing together pretty much on their own, and are looking for "participation . . . that's what we need."

"The Light in the Dark," Copper Cliff North metal's monthly paper, is co-edited by Aurel Rouquet, Gordon Laonde, and Ron Tennant. Says Aurel, a rubber in the ventilation department, "It's a paper for the men, by the men, and I think it's caught on. You can tell from the first edition (January '76) to the third, there's more information, more input. People are saying it's about time for something like this." Gordon, who works in the paint shop on the 2000 line, and is also a dealer, feels that his biggest contribution is the artwork. "Aurel's more of a newsman than I am." Circulation's increased from 600 to 750, possibly due to representation from the Carabelle open pit, in the person of pumpman, Ron Tennant. "I think there's a need for this type of information in the plant. Everybody's so concerned with their own little world . . . the newsletter lets you know what your partners are doing."

Hot off the press is "The Iron Hammer", a quarterly newsletter for the Iron Ore Recovery Plant, edited by Janet Parnetto, 10 years a Inco and senior secretary to plant manager, George Nowlan. In talking on the editorial response by her plant colleagues that it first "puzzled" but when it saw it for real shape, "I felt really pleased . . . it's a lot of fun, and a great way of communicating. Everybody's co-operating and there's been a lot of input."

And that's the whole purpose behind each and every plant paper — to keep you informed on what's happening, where, and who's doing what, when. But one thing's for sure . . . the only way the newsletters can exist is if you "feed" them. Just like "the iron ore." They have an information . . . and only you can provide it.

Sixty—S

Suggesters — unlike bears and such — don't usually hibernate for winter. But it sure seems like some of them did and now there's been a mass awakening, as evidenced by the number of awards and dollars collected by a whole host of employees this month. No less than 67 employees shared \$4,150 bonus money, just in time for warm weather spending. So if you haven't awakened from winter hibernation, stir your stumps and get your ideas into your friendly neighbourhood suggestion box.

Gord Robinson, a maintenance mechanic at the roaster building in the Iron Ore Recovery Plant, topped the list with his award of \$820. He designed a better packing gland for cottrell screws.

Ron Ray, copper refinery, suggested using cast iron plates for pouring spoon lips on ladles. The pouring spoon lips previously had to be machined. Ron collected \$360.

Willie Perreault, also at the copper refinery, picked up \$345 for proposing shear pins on the 3-A conveyor sprocket on the wire bar handling system.

Glen Butcher at the smelter walked off with \$200 for designing a flange on Garr guns, and \$100 for designing new type collars for converter covers.

At the I.O.R.P., **Maurice "Doc" Gaudette** suggested applying Stonehard finish to Hazelton pumps impeller faces thus increasing the life of the impellers. Doc's suggestion was worth \$190.

Oscar Groulx, also at the I.O.R.P., won two awards. For proposing that air-powered pluggers be used to remove ball mill liners, he picked up \$175 as well as an extra \$25 for his idea to use a gauge to set all separators at the same flow.

Romeo LePage at the I.O.R.P. cashed in for \$160 when he suggested that pallet ends could be burned, thus eliminating the need to machine them.

At the Copper Cliff copper refinery, **Nicolaas Van De Kraats** won two awards. He received a \$140 bonus for suggesting revisions to air lance tips, plus a further \$35 for seeing the need for nipples on the centrifuge feed line to release air pressure.

Gaelan Bedard, copper refinery, suggested using salvaged sheets to make

loops to hang starter sheets on in the tank house. He collected \$125.

Ken Hildebrand proposed modifications to the three-inch Hazelton sump pumps at the I.O.R.P. and went home \$95 richer.

Winning \$70 was **Colin Davey** at the I.O.R.P. Colin came up with the idea of using Falk couplings on Philadelphia speed reducers.

Stewart Scott at the copper refinery saw the need for an alarm on the acid circulating pumps and received \$65 for his efforts.

At the smelter, **Henry Lanovaz** suggested using double-ended shear pins and went home \$60 richer.

Also at the smelter, **Fraser Dunlop** and **Louis Cole** combined to split a \$50 award. They proposed a filter for the air conditioning coils. **Pat Albert** and **Vern Armstrong** at the I.O.R.P. received \$50 each. Pat saw the need for a car puller for soda ash cars and Vern proposed dry type filters on cranes.



\$820

Gord Robinson
I.O.R.P.

There were two \$40 awards. One went to **Frank Lacroix** at the copper refinery for his idea to relocate number three Bosh conveyor switch. The other went to **Fred MacDonnell** at the I.O.R.P. for making revisions to the Eimco belt filter shaft bearing.

At the \$35 mark, we have **Ken Bassett** and **Bryan Grace**. Ken won his money for seeing the need for emergency lighting in the leaching building at the I.O.R.P. He also won \$30 for suggesting an alarm bell on the ball mills. Bryan received his money for proposing a metal guard under the conveyor at the copper refinery.

There were six other \$30 winners. **Larry Lamothe** at the copper refinery suggested adding a leg to the triangle bar rack while **Keith Morning**, also at the copper refinery, thought it would be safer if there were handrailings on the roof of the casting building extension. **Eddy Martin** and **Archie Pilon** at the copper refinery won two separate awards. Eddy saw the need for wire

even Successful Suggesters



\$360 **Ron Ray**
Copper Refinery



\$345 **Willie Perreault**
Copper Refinery



\$190 **Maurice Gaudette**
I.O.R.P.

mesh along the railing at the sheet preparation machine while Archie proposed a brace at number three evaporator steam valve shaft. **Pat Rilley** and **Frank Tworo** at the smelter picked up \$30 cheques — Pat, for his suggestion to weld pipe couplings on Eimco filter housings, and Frank, for seeing the need for railings at the matte breaker deck.

There were nine \$25 awards, and of these, three were joint awards. **Ron Wigmore** and **John Hoffman** teamed up and designed a method to test Raco electric cylinders at the I.O.R.P. **Jim Dowdall** and **Heinze Rummell** combined forces and proposed revisions to the sump pump pit screen at the copper refinery. **Edmond Hastings** and **Alban Reid** at the I.O.R.P. suggested that grating be used at the discharge end of the roaster kilns. **Laurier Belanger** at the smelter suggested that extra parts be kept in stock for wheelbarrows, while **Alcide Carriere** at the I.O.R.P. saw the need for emergency stop

cords on the copper filter screws. At the copper refinery, **Ray Guerin** proposed that a door be installed next to the foundry so that people wouldn't have to walk through the shipping entrance. **Marcel Lafontaine**, smelter, and **Horace Rainville**, copper refinery, each picked up \$25. Marcel designed a way to hold the floating pin secure on Gradalls while Horace suggested that a protective plate be affixed to lift trucks. **Bruno Tramontini** at the smelter won \$25 for proposing a salvage box for blister copper.

Reginald Park at the I.O.R.P. was a busy man this month, winning three separate awards. Reg won \$20 for designing an easier access to the nickel thickener valves. He picked up an additional \$20 for seeing the need for a start-stop switch on the soda ash feeder, and a final \$10 for suggesting that a railing be installed around titration table cupboards.

There were ten \$20 awards. **Joe Johnson** and **Dieter Blaffert** combined to

propose a ladder at the head tank and fresh water valves at the MK building. At the I.O.R.P., **Jean Bechard** suggested a walkway to the super-heater trestle, while **Roger Bertrand** at the smelter proposed modifications to the silicon header. **Herb Grubber** at the I.O.R.P. saw the need for a wood floor in front of the oxygen and acetylene cage and **Leonard Landry**, also at the I.O.R.P., suggested that a brake be installed at the drive end of number two sinter machine. **Anastasio Ongaro** and **Ernest Schrader** at the I.O.R.P. won two separate awards. Anastasio thought it would be a good idea to relocate the emergency shower in the recovery building, while Ernest suggested a chain-operated valve for number three copper filter vacuum. **Derek Stewart** at the smelter and **Jean Wolfe** at the I.O.R.P. picked up their money for safety suggestions — Derek, for his idea to install a railing at the crane boarding area and Jean, for seeing the need for an alarm on the Farval greasers.

S. S. S. S.



\$175 **Oscar Groulx**
I.O.R.P.



\$160 **Romeo LePage**
I.O.R.P.

There were eight \$15 awards. **Omer Bellaire, Maurice Boulay** and **Angelo Clavarella**, all at the smelter, pocketed their money for three separate ideas. Omer proposed an angle iron on which to rest skimming rods; Maurice, a retaining wall at door 120, and Angelo, a stand for chipping hooks. **Raymond Gobeil** at the copper refinery and **Johannes Goedhard** at the I.O.R.P. received their money for two separate ideas. Ray saw the need for a pipe guard at number two vertical furnace, while Johannes proposed an iron filter drain pipe to the sump. **Henry Grimard** and **Michel Lalno** at the I.O.R.P. pocketed \$15 each — Henry, for suggesting a railing in front of the fitters' shack and Michel, for his idea to install safety chains while the payload is working at door number six. At the smelter, **Donald Marynuk** proposed cutting a hole in the floor in order to raise Gradalls.

At the \$10 mark, we have **Richard Brown** at the I.O.R.P. His idea was for a better seal

for the Eimco agitator drive shaft. **Richard Coupal**, also at the I.O.R.P., picked up \$10 for seeing the need to install warning horns on the overhead cranes. **Paul Deredin** at the smelter and **Noel Gauthier** at the copper refinery had two separate ideas. Paul suggested that the converter punching bar bins should be labeled for identification, while Noel saw the need for a steel plate beside number three ladle. **Dennis Moxam** and **Derek Polmateer** at the I.O.R.P. won safety awards — Dennis, for his idea to install mesh guards around the steam radiator in the warehouse and Derek, for proposing a valve in the filtrate tank lines. **Graham Priest** at the smelter, **Ernest Schrader** and **Ronald Wigmore** at the I.O.R.P. finish off the list of \$10 awards. Graham devised a more secure fastening system for filter level probes, while Ernest recognized the need for a safety caution sign near the monorail in the leaching building. Ron suggested using a pipe bender to bend bus work and flat bars.

lunch box lament

A lunch box, such as that carried daily by thousands of workers and school children, hardly seems like a dangerous object, and yet an insurance company has reported that one such ordinary lunch box has been the cause of a fatal injury.

An employee of a plant was walking across a parking lot at the end of the day when the accident occurred. He was following his normal habit of carrying his empty lunch box under his left arm. He stopped, and had a minor fall on his left side, with the lunch box pressed against his left side between his lower rib and hip. He got up quickly, dusted himself off, and drove home.

Later the same evening, he fell ill and was taken to hospital and underwent surgery that disclosed a five-inch tear on his kidney, which was repaired.

Only three days later the kidney failed, and he died as a result of water in his lungs.

A survey at one plant indicated that about one in five workers carry lunch boxes under an arm. A small survey of school children shows that nearly all use the carrying handle — which is a much safer way. Out of the mouths of babes . . . ?

lame duck excuses

Many and varied are the publications that find their way to the editorial desk of "the triangle". One of the more interesting ones, the Canada Council's "Safety Canada", usually provokes a smile. An item in a recent issue listed some highly imaginative insurance claim explanations and produced some real belly-laughs. We're passing the item along in the hope that it'll do the same for you.

"I consider neither vehicle was to blame, but if either was to blame, it was the other one."

* * *

"One wheel went into the ditch. My fear jumped from the brake to the accelerator, leapt across the other side of the road and jumped into the trunk of a tree."

* * *

"I knocked over a man. He admitted I was the culprit as he had been knocked over before."

* * *

"I collided with a parked bus coming the other way."

* * *

"To avoid a collision I ran into the other car."

* * *

"My car had to turn sharper than was necessary, owing to an insubstantial truck."

* * *

"After the accident a working gentleman offered to be a witness in my favour."

* * *

"I collided with a stationary tree."

* * *

"The other man altered his mind, so I had to run over him."

* * *

"I told the other idiot exactly what he was and went on."

* * *

"A pedestrian hit me and went under the car."

* * *

"I blew my horn but it would not work because it had been stolen."

* * *

"I threw the side window with a hammer, but it was up, so I found when I put my head through it."

* * *

"A cow wandered into my car — was there and informed that I was not a lion."

* * *

"A bull was standing nearby and a fly must have ticked him because he jured my car."

* * *

"She suddenly saw me (just her head, and we met sideways)."

* * *

"I ran into a shop window and sustained injuries to my wheels and suspension."

* * *

"I badly misjudged a woman crossing the street."

* * *

"Coming home I drove into the wind's house and collided with a tree haven't got."

* * *

"I had to leave my car for a minute when, by accident or design, it decided to run away."

* * *

"The other car ran into mine without any emergency warning or intention to do so."

* * *

Gladys Sylvestri **Garson mine**

Pretty, petite, and very busy, Gladys Sylvestri readily admits to having felt just a little self-conscious at finding herself working in a practically all-male environment at Garson mine. She's secretary to Garson-Kirkwood area mines manager, Paul Parker.

Outside, one hears the sound of trucks, machinery and the whistle. On her desk lie some of the mysteries of mine production; the world of foot-walls, hanging-walls, stopes, tons of ore scheduled and trammed.

One year on the job finds Gladys still sorting some of it out. It took time to decipher what her co-workers meant by the "other side," an all-inclusive "in" term referring to the shaft, head-frame, the foreman or superintendent's offices.

"It's not your average secretary's job!" she observed. Gladys, in addition to her varied secretarial duties, assists with the ladies' mine tours — briefing, outfitting the girls and answering all their questions.

"There's much to learn", says Gladys enthusiastically. "this is where the action is!"



Marjorie Hawkins **Copper Cliff copper refinery**

Hospital secretary to industrial secretary is a radical change, but Marjorie Hawkins says she has no problems now.

Marjorie is senior secretary to Sil Merla, manager of the Copper Cliff copper refinery.

Her days are filled with columns of statistics, reports, invoices, and pages and pages of figures in tons, pounds and troy ounces. One slip of the finger, a little extra zero here or there and the production reports just don't balance! "Accuracy and competency are the key words! You simply don't make mistakes!"

Startling job postings for strippers, crane followers — either inside or outside — and head inspectors had her eyebrows in her hairline when she first started the job.

In a world of metals and men, Marjorie knows how to sweeten things — she keeps a well-stocked candy-jar in plain view on her desk. Any pre-occupied passer-by is welcome to snatch from the jar, with the approval of a warm smile from Marjorie.



a secretary



Lily Kurkimaki

Copper Cliff mines exploration

Granodiorite trondjemite? anorthositic gabbro? Would you believe metamorphosed ultramafic? No, it's not Chinese, it's geologese!

The terms used by geologists threaten to cause not only paralysis of the tongue, but instant jamming of typewriter keys.

Not so for Copper Cliff's Lily Kurkimaki, secretary to chief mines geologist, Carl Gourley. After ten years of typing detailed data, for as many as sixty geologists, she's developed an instinct for spotting spelling mistakes of complex minerals and their abbreviations. Mind you, it wasn't easy! Lily readily admits she was much humbled when it all began. "I thought I was an experienced secretary, only to find I didn't understand anything I was typing."

Good grades in high school chemistry and her trusty "Dictionary of Geological Terms" prevented many a typing disaster.

A routine day? No such thing! Aside from tangling with geological complexities, there are deadlines to meet, letters, phones, expense accounts and stacks of filing. It's not easy, but Lily has it all under control!



Ann DiFilippo

Copper Cliff general engineering

Secretary to John MacDougall, director of engineering and central utilities, and Don Bradley, manager of engineering, Ann DiFilippo is busy prodding, inquiring, and organizing information to get the right people together at the right times and places — who is doing what, when, where, how, why, and for how long? For example: she's posting daily and advance bookings for three conference rooms, making arrangements for training and development courses, out-of-town trips and vacation lists.

To make things more interesting, Ann's "spot" in the general engineering building at Copper Cliff is situated in such a way that any one of about 160 engineering and drafting personnel can drop by with further bits of information to put into Ann's mental computer — enough to bring on a cranial "short-circuit" or an over-developed "blink-rate".

Ann's secret? "I listen hard, think fast, and set priorities; first things first!" Her chief annoyance? That, in her frequent trips around the building's long corridors, she hasn't lost any weight — just developed stronger leg muscles.

— being one just isn't that simple

It's new at the "Port"



An ever-increasing demand for new foundry and industrial additives has led to a more diversified utilization of the foundry additives plant at Inco's Port Colborne nickel refinery. Because the newer, harder alloys do not lend themselves to being easily crushed, smaller ingots were required, thus demanding a totally different production concept.

After experimenting with a new, smaller mould design, it was decided that a continuous casting machine operating inside the ventilated inoculation room would provide optimum performance, while improving environmental conditions.

The overall concept of the system was drawn up by Inco's engineering department in Copper Cliff, while the detailed criteria for such a machine was supplied by the Port Colborne engineering department; Wabir Iron Works Limited in New Liskeard, Ontario, designed and built the casting machine to Inco's specifications.

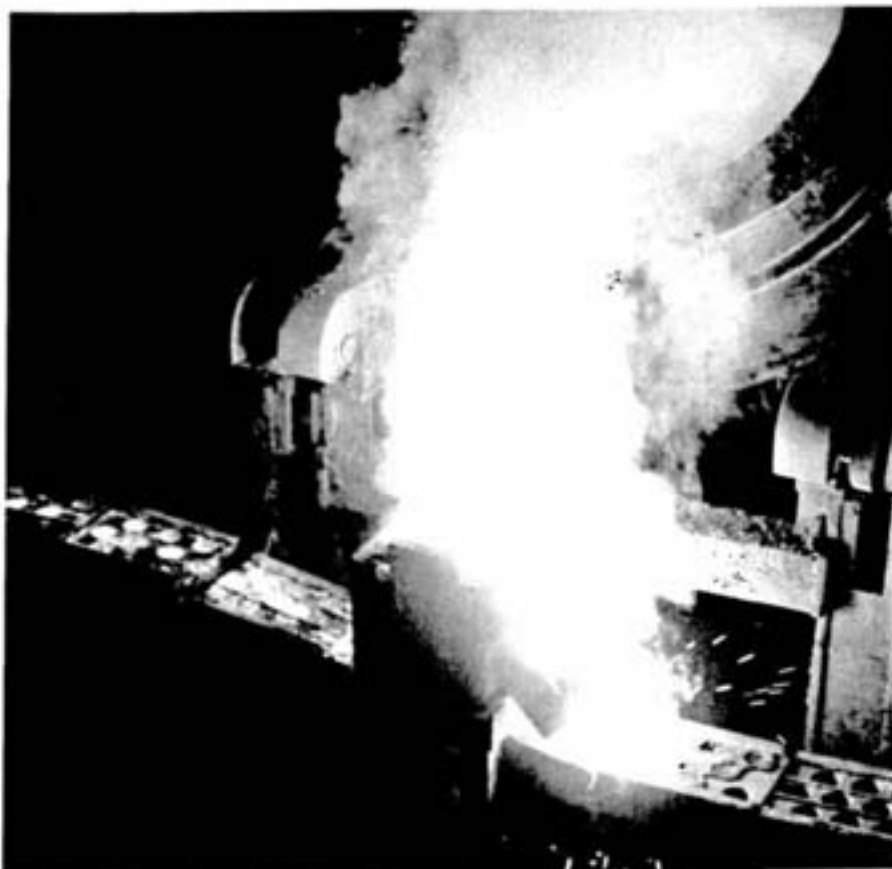
The "billet" casting machine is so called because the alloy ingots produced are known as billets. A continuous chain of 66 moulds — approximately 50 feet

smaller billet a problem solver

long — features a variable speed drive at one end, a pouring station about half-way along, and billet knock-out pads at the discharge end. Actual operation calls for nickel and magnesium to be thoroughly mixed in an inoculation ladle, then poured into the billet machine tundish, which funnels the molten metal into the moulds; the machine is also equipped with air-blowing and water spray systems, to help solidify the metal and cool the moulds.

All in all, the "billet" casting machine is a tremendous advancement in the operation of the foundry additives plant; as anticipated, since its inception in July of 1974, the machine has improved environmental conditions and significantly increased the plant's production of materials in the form of billets.

To date, and including Inco's introduction of such new alloys as INCOMAG ALLOY #3 (93 per cent Ni; 2 per cent C; 5 per cent Mg) and INCOMAG ALLOY #4 (60 per cent Ni; 33 per cent Fe; 2 per cent C; 5 per cent Mg), an equivalent of 1.8 million pounds of alloy have been produced at the company's foundry additives plant.



Billet casting takes place in the well ventilated inoculation room.

Ed Balough at the discharge of the continuous casting billet machine.





Gil Gosselin and Lady. On the one hand Gil is a stope leader at Inco's Kirkwood mine, on the other he's the peace-loving farmer with a 280-acre spread at St. Charles.

Peace and Quiet

How one man and his family
"get away from it all"

Gil Gosselin, son Shawn, Mike the goat and wife, Wilda. Combine family, pets, livestock and horses, and the Gosselin's St. Charles farm population adds up to 47.



Gil Gosselin, his wife, Wilda, and their 22-month-old son, Shawn, live on 280 acres of land "in the middle of nowhere" — and that's the way they like it.

Each workday, Gil makes a 94-mile round trip to Kirkwood mine where he's a stope leader, just so he can be a farmer in his spare time.

But it's not really the farming that's so important to Gil. It's the isolation he has on his St. Charles farm, about 45 miles east of Sudbury — and the freedom.

Out in the country, he's free to live as he pleases with his family, which, in addition to a wife and child, includes cats, Rusty and Tar Baby; a dog, Danko; horses, Lady, Flash, Rex and new foal Gram-Booey; 32 cows; four bulls, and a pesky goat named Mike.

Though born and raised in Coniston and Sudbury (Gil's father Xyste worked for Inco for more than 30 years at the Coniston and Copper Cliff smelters), Gil has always preferred country living.

He loved the isolation of his parents' summer cottage near Markstay. "It was so peaceful," he remembers. "You get to enjoy that kind of life."

And he saw more of that kind of life during visits to his uncle's farm in St. Charles 22 years ago. Although he was only 10 years old, it made such an impression on Gil that he leases that very farm today.

After leaving home, Gil tried to continue living in the city — first in Montreal and then in Sudbury when he started working at Creighton mine for Inco in January of 1966. But he wasn't happy in town and soon leased a spread in Markstay where he got his first real taste of farming. After raising cattle, chickens and pigs in his spare time for three years, Gil tried "town" living once more — this time in Hanmer. He lasted six months, by then convinced he couldn't stand it.

"What's the use of a 200-foot-square lot?" he asks. "You can't do anything on it."

What bothered Gil most about living in town, though, was the people. "It's not that I'm a hermit," he says, "but I do

like my peace and quiet."

Peace and quiet are exactly what Gil has a lot of on his farm in St. Charles.

As the crow flies, his nearest neighbour is more than a mile away. In fact, the only un-Gosselin noises he hears are the occasional calls of bull moose, or the grunts and roars of bears.

The nearest corner store is five miles away, but that doesn't concern the Gosselins. Gil drives his three-quarter-ton truck to town for groceries when they're needed and Wilda may not leave their property for a month at a time. (Wilda is that special kind of gal Gil says is necessary for the man who wants to live in the country.)

The Gosselins are never bored.

Their riding horses occupy a great deal of their time. Wilda has been riding, jumping and showing horses for years and she taught Gil to ride when she met him three years ago.

Gil took to riding like a duck to water and it was his teacher who ran into problems last October while riding. When attempting to jump Flash over a bank and ditch, the buckskin gelding lurched and Wilda broke her nose on his neck.

By now you're probably conjuring up visions of buying your own country retreat and becoming a gentleman farmer in your spare time.

But before you do, the Gosselins have a word or two about part-time farming.

Gil and Wilda spent their honeymoon building box stalls for their cattle in below zero weather.

Between May and November, the harvesting of their hay and oat crops must be completed. When Shawn was only three months old, the Gosselins took him along while they loaded 3,000 bales of hay by hand (the bales weighed 60 to 80 pounds each) and hauled them by jeep to their barn.

When Gil works day shift, he and Wilda rise at 5:30 a.m. and light their wood stove to warm the house.

After Gil leaves for work, Wilda waters and feeds the animals, who insist on

eating even when the mercury plummets below zero. A hand pump, with some friendly persuasion, produces water for the animals from one of their two wells. One cow will drink 12 gallons of water a day. It takes about one hour to water the animals, which are not trained to go to the well themselves, and the whole process must be repeated before the day's end.

During their first year in their ancient farmhouse, the Gosselins ran out of well water and had to haul from the river for a month. Wilda boils all of the water for their personal use.

During the day, Wilda may snowshoe the half mile to her mailbox and of course

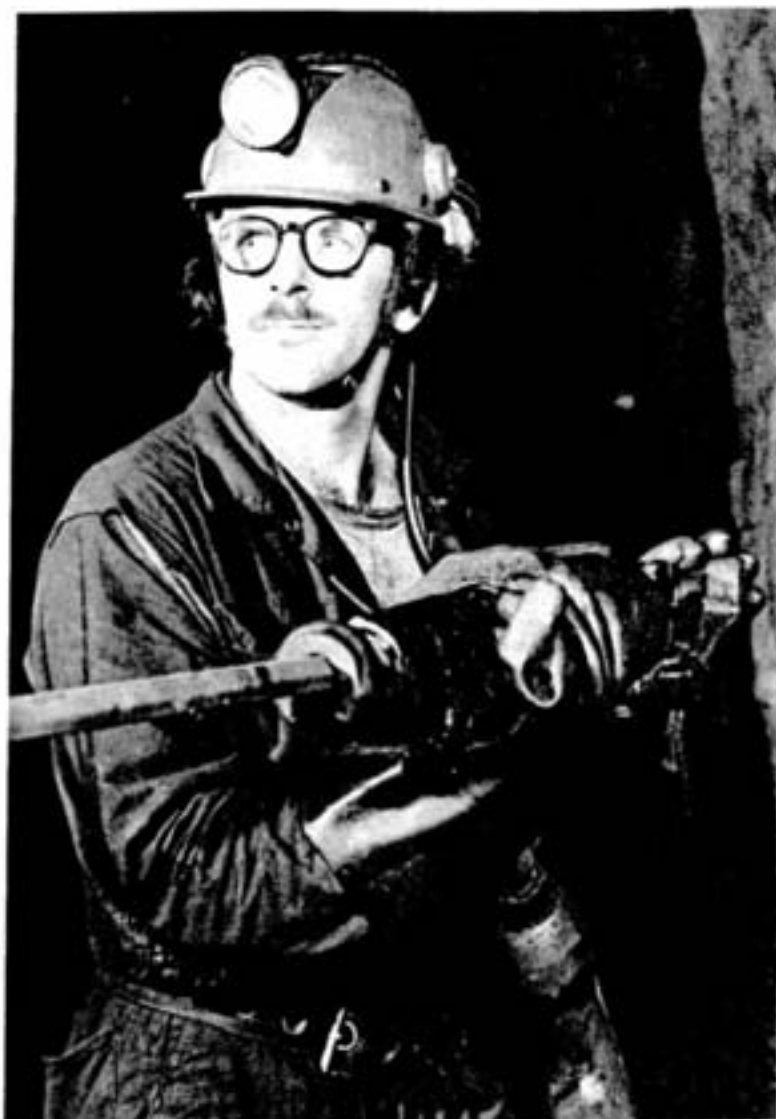
she takes the baby, since babysitters are hard to find where the Gosselins live.

And when Gil comes home from his shift at the mine and his drive from Kirkwood, there may be a sick cow to tend, or a fence to mend.

Then he'll talk to his animals which, he insists, must be treated as we would like to be treated. He even talks to his cattle in French because they prefer it to English.

Yes, there are many joys in country living — so many, in fact, that Gil hopes to own his own farm someday, with a bit of financial aid from the government.

That's the dream of a special kind of people — like the Gosselins — who can say: "This is beautiful, this isolation."



Slope leader Gil Gosselin on the job with a jack-leg drill at the 2000 level of Kirkwood mine. Daily, he makes a 94-mile round trip between his farm and the mine.

a
broken
arm
leads
to...



A broken arm started Louis Fajcz on a profitable and relaxing hobby. He's a custom frame-maker.

While contending with a plaster splint on his arm, it was suggested that Louis take up a hobby to help pass hours of inactivity and to provide therapy for his arm. "Now don't laugh," says Louis, chief draftsman with the mines exploration department in Copper Cliff, "the first suggested hobby was petit point." Louis thought this sort of thing was "pretty sissy stuff" at the time, but he was good with his hands and it gave him an idea — framing the work of others.

A "spying mission" around the stores, dealers and studios in the Sudbury area gave Louis all the incentive he needed to get started. Contact with frame suppliers in Toronto was the next step, and Louis was in the custom framing business.

The first and only real problem he encountered was learning to cut the glass used in much of his work. "You don't cut glass," cautions Louis, "you scratch it, then it faults, and with a firm snap, it'll break in a straight line. Don't press too hard when you're cutting," he adds, "or the cuts won't run evenly, they'll shatter."

Standing in the midst of more than 500 corner samples, which are hanging in the sample room of his basement workshop in New Sudbury, Louis talked about his work. He mentioned that there are many

different ways of accenting a picture. This is the part of his work that he's really proud of.

"It's the quality of the framing and the touch of the artist that makes the work complete," he said. "People are proud of their work, whether it be paintings, needle point or photographs." It's important to Louis that he maintain a standard of quality in his framing, to complement the artist involved. "Frames can be combined, different coloured and textured mats can be used, and a lot of time can be spent in achieving the right effect," says Louis. "My framing may be a little more expensive than retail stores, but there's a reason — I won't sacrifice quality for quantity."

When framing needle or petit point, Louis' work commences with the blocking of the picture, which may require hours of

soaking and stretching if it's badly out of shape or unevenly stitched. He then mounts the material on masonite or plywood to provide a rigid backing. In certain instances, padding is required to round or curve a picture, depending on design and the material used. Non-glare glass is employed in some of the framing, but Louis prefers to be the judge of whether the glass be used or not.

Louis' work is only a hobby to him, and he stresses that he wants it to remain that way. "It's a release from the pressures of the office and daily living, and, more important to me, it's time spent with my family, which I feel is very necessary."

Although it's only a relaxing hobby for Louis, his work is well known and is on display in homes from British Columbia to Nova Scotia.

Frame Fame



Inco award at Thunder Bay

Gary MacDonald, a 22-year-old third-year civil engineering technology student at the Confederation College of Applied Arts and Technology in Thunder Bay, received the Inco engineering technology award during the college's recent fifth annual awards night banquet. Gary hails from Red Rock, Ontario. At the banquet to congratulate Gary were Eric Kossatz, left, manager of Inco's Shebandowan mining and milling complex, and Ted Chudak, right, a maintenance foreman at the complex and, appropriately enough, an instrumentation technology graduate from Confederation College.

Earned

Two dinners were held recently at the Italian Club in Copper Cliff to honor Iron Ore Recovery Plant employees who had the best safety record for 1974. The shift with the best on-the-job safety record in each department was invited for cocktails and dinner. Representatives present were from maintenance, leaching and recovery, pelletizing, roasting, electrical and utilities departments. In total, 109 men and their ladies attended the banquets. This year's get-together was the first such event but won't be the last. The safety department at the I.O.R.P. plans to make it an annual affair.



Safety
salute
at
the
I.O.R.P.

560 in Inco Chapter

Through drizzly weather, sugar shortages and 55 mile-per-hour speed limits, Rita Barlow, her parents, Alex, agriculturist with International Nickel, and Edlina Grey, brothers Bryson and Alasdair, drove to sunny Florida to enjoy the technicolor wonders of Disney World. Rita, clerk stenographer with the Copper Cliff North mine maintenance department, returned with glowing reports of Disney World and the advantages of her membership in Inco's Magic Kingdom Club, Chapter 82000.

Equipped with their special Magic Kingdom Club tickets, Rita and family enjoyed every possible advantage. Refreshments were free and the normal-fare ticket books which included merry-go-round rides, not everyone's cup of tea, (some of those rides take place in actual over-size tea-cups) were not part of their itinerary. Only the choicest of adult fare was what they were after and that is precisely what they were able to obtain with their special tickets which permitted them to sample the most expensive rides without extra cost.

The most outstanding experiences by family consensus were the simulated 20,000 leagues under the sea by submarine, the jungle boat ride with animated Disney hippopotami and such lining the route, and the specially-conceived Eastern Airlines "theatre-in-the-round", a panoramic 360 degree view and audio-visual journey around the world.

Main Street, Disney World, was particularly enticing to Rita who had never seen such an array of unusual shops. Ever heard of prop shops? Within, you may purchase huge rocks and boulders weighing next to nothing — the secrets of movie sets laid bare and ready to obtain for your own tom-foolery. How about watching your own dinner crystal blown with your personal insignia printed thereon?

Our Rita and family felt it was a very worthwhile journey and were much impressed with the V.I.P. treatment their Magic Kingdom Club membership card granted them.

Membership in the M.K. Club is free! If you're planning a trip to either Disney World or Disneyland, the membership route is the only way to go. To join the Club, send your request to M.K. Club Director, Dee Jaye, "the triangle", The International Nickel Company of Canada, Limited, Copper Cliff, Ontario, P0M 1N0.



Edlina Grey, Rita Barlow and Bryson and Alasdair Grey at Disney World in Florida.



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