

INCO Triangle

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Publications
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On the cover

Jennifer Morin experiences one of those magical moments that only children and Santa Claus can share. Jennifer is the daughter of Suzanne Morin who is with the services department at matte processing. The photo was taken during the children's Christmas party held by the matte processing department. Santa is Bob Martin a maintenance supervisor in the department.



There's nothing like Santa to attract children. Santa Bob Martin is ringed by, from left, Dawn McLay, Michael O'Brien, Krista St. Amant, Aaron Babin and Amanda Jones. All are children of employees in the matte processing department.

The faces of Christmas

There are numerous Christmas parties held for children at many Inco locations. Due to publication deadlines it is not possible to feature all of them in this issue of the Triangle.

We are pleased to include those from matte processing and the Froid-Stobie complex in this issue. Most other locations will be included in the February edition of the Triangle.





On behalf of the Ontario Division, I would like to extend our best wishes to you and your loved ones for a joyful holiday season and a happy new year. May all the warmth and happiness that is present during this time remain with you throughout the new year.

Winton K. Newman

Winton K. Newman
President

Central mills Hold open house

Over 400 friends and relatives of employees at central mills attended an open house held at the Copper Cliff mill in November. It was an opportunity for them to see first hand the operation where their husbands

and fathers work. Guided tours were offered which gave visitors a good understanding of the operation.

After experiencing the mill, guests were treated to refreshments. Sample

cards were available for those who wished to take home a souvenir. The most popular destination by far in the Copper Cliff mill among the visitors was the new pyrrhotite rejection circuit.



Patrick McKinnon, 11, seems to be totally absorbed by his father's (Harry McKinnon) explanation of equipment at the Copper Cliff mill.



Joe Blinn, shift engineer, explains gauges monitoring a package boiler at the Copper Cliff mill to Bill Taggart, a maintenance mechanic, his wife Millie and son Scott, 9, during the Central Mills Tour and Open House in November.



Visitors to the Copper Cliff mill including Francine Chenette, left, wife of Wayne Chenette of the electrical maintenance department, and her parents, Mr. and Mrs. Maurice Goulet, picked up Inco sample cards available at the open house.



The sign says it all for Marnie Ranta, 12, left, daughter of Walter Ranta of the carpenter shop, and Heather Young, 13, as they enjoy some refreshments during the open house.

Family Album

THEN AND NOW

The Then and Now Family Album feature carried in the Triangle each December is among the most popular of items carried in the magazine. If you are an Inco employee or pensioner who has had a family album picture appear in the Triangle 15 or more years ago and would like to become part of the Then and Now feature for next year you can do so by calling the Triangle office in the Public Affairs department (682-5425).

Realizing that family gatherings only occur on special occasions we will make every effort to arrange for a photo of your family during those special times if you can give us a few days' notice.



1962 Ira Grant, then a switchman at Creighton #5, his wife Gabrielle, and their young children, David, 10, standing, Sandra, 7 months, on mom's knee, Dennis, 5, and Linda, 3, posed for the Triangle camera



1983 Ira, now an Inco pensioner, and wife Gabrielle are flanked by the children as they look today. From left, David, now of Winnipeg, Dennis, now of Brampton, the proud parents, Linda, a secretary in London, and Sandra, secretary for the Town of Walden.



1966 Rudy Sabourin was a member of the mechanical department at the I.O.R.P. He and wife Rita had four children at the time; from left, Louise, 5, David, 2, Joanne, 15 months, and Guy, 4.



1983 These days Rudy is a certified millwright at Canadian Alloys with 27 years of service with the Company. He and Rita have seen their family grow by two since 1966. Standing behind the parents are Guy, left, and David. Sitting are Louise, left and Joanne. In the foreground are Denis, 14, and Susan, 12. Misty is the family's pet schnauzer.



1963 Twenty years ago Tom Antonioni was a shift boss on the flash furnaces at the Copper Cliff smelter. He and wife Irene had two daughters at the time, Paula, 3, left, and Elaine, 7.



1983 The girls are now women who are married with families of their own. Elaine, right, is Mrs. Noble, Paula is Mrs. Tanni. John, 13, is the object of parental attention these days. Tom is superintendent of operations at the Copper Cliff smelter.



1964 This happy aggregation was the Marcel Brunet clan in 1964. Marcel worked in the reverbs then and wife Claire was busy at home tending to the youngsters; from left, Bobby, 9, Gilles, 5, Lynn, 2, and Andy, 7.



1983 The gang is just as happy all these years later. Marcel is now a garage mechanic with the Company. Claire still is a busy housewife. The kids are now adults with lives of their own. Today, from left, Robert, is an employee of Dominion Stores in Sudbury, Gilles is the owner-operator of M & V Food Services, Andre is a systems engineer and Lynn is Mrs. Paul Desjardins employed as a bilingual stenographer with the Mutual Life Assurance Company in Kitchener, Ontario.



1957 Len and Charmaine Rivals had five children in 1957. They were from left, Diane, 8, Ricky, 6, Brenda, 7, Sharon, 5 months and Joyce, 5 years, behind Len. Len worked at the Coniston smelter.



1983 Len retired in 1982. Since they last appeared in the Family Album section of the Triangle he and Charmaine have seen the family grow by one. From left are Terry, the youngest, Sharon, Joyce, now Mrs. Ron Gautreau, Charmaine, Ricky with janitorial services, Brenda, now is Mrs. Frank Crispo, Diane is now Mrs. Ken Talevi.



1963 Frank MacKinnon was described in the Triangle 20 years ago as a well known softball player who was turning his attentions to coaching and his new home in Waters township. He and his wife Gerry had two children then, Karen, 3 and 5 month old Vicki.



1983 Today Frank is a welder specialist at the Copper Cliff copper refinery. He is still coaching fastball in Walden with great success. Frank is pictured here with his wife Gerry, and a trio of daughters. Karen, center, is Mrs. Makela, and she works for the Town of Walden. Vicki, right, is an employee of Guaranty Trust in Sudbury. Sixteen year old Dyan Lynn is a student at Marymount College.



1963 Gianni Mior was a driller on 1400 level of Stobie mine in 1963. He and wife Vivian had one child at the time, 14 month old Sandra.



1983 In the intervening 20 years the Mior family has witnessed a significant expansion. Sandra, back row and left, now has two brothers and a sister. Next to her stand David, 17, and Donanna, 19. Sitting between Gianni and Vivian is Gianni Jr., 10. Gianni has 27 years of service with the Company and is now a maintenance mechanic at the Clarabelle open pit.



1962 When this Family Album photo was taken in the summer of 1962, Patrick Landry, then working at the separation building in Copper Cliff, and his wife Joan had nine children. They were, from left, standing, Margot, 4, Linda, 6, Joanne, 10, Patricia-Lynn, 11, Raymonde, 9, Diane, 8, Rachel, 5, Sharon, 2, sat on dad's lap, while Mary-Lou, 10 months, sat on mom's lap.



1983 Since then Patrick and Joan Landry have seen their brood grow by two. This recent photo shows the fine Landry family today, in the back row, from left, is Patricia-Lynn, now of Kitchener, Linda, now Mrs. Ed Baronette, Raymonde, John, Rachel, Margot, Joan, now Mrs. Rick Ellis of Montreal. Sitting in the front row, from left, Nancy, Mary-Lou, Patrick, Joan, Sharon, Diane, now Mrs. Don Dubois of Timmins. Patrick, who joined Inco in 1950, is a motorman at Copper Cliff South mine.



1963 In 1963 Tony Augustino, his wife Nellie and 11 year old son Gary represented Port Colborne in the Inco Family Album. At the time he worked in the yard department at the nickel refinery.

1983 Two decades later we find that Tony is a carpenter in the mechanical department in Port Colborne. He has 32 years of service with the Company. Nellie looks after the house and keeps track of the grandchildren. The grandchildren, of course, are the children of son Gary, who is an eight year veteran with the Regional Niagara Police and who is currently stationed in St. Catharines.



- Nickel -

changing market conditions

As national economies pull out of the recession some important changes in nickel markets become visible.

The United States, traditionally the number two market, has been surpassed by Japan. In 1980, the U.S. accounted for 28 per cent of non-communist world nickel demand and Japan checked in at 24 per cent. During the first nine months of 1983 these positions were exactly reversed Japan having a 28 per cent share and the U.S. 24 per cent.

Europe largest market

Europe remains as the largest nickel market in the non-communist world, accounting for a fairly steady 40 per

cent of demand. Other nations, most of them developing countries, continue to account for somewhat less than 10 per cent of non-communist world demand.

Nickel consumption growth in many of these countries has been slower than earlier expected because of domestic austerity programs and massive foreign debt burdens.

In terms of historical averages, about 60 per cent of nickel flows to capital goods end-uses such as plants and heavy equipment for the chemical, aerospace and energy industries, with the remaining 40 per cent going to consumer durable

goods such as automobiles and appliances.

However, since the beginning of 1983, in North America in particular, increases in nickel demand have come from the stainless steel and nickel plating sectors: those first uses for nickel which are linked to consumer durables markets. A closer look at the composition of U.S. stainless steel shipments shows that more than 70 per cent of deliveries, versus 65 per cent historically, are in the form of cold rolled flat products; the mill forms used extensively by producers of consumer durable goods.

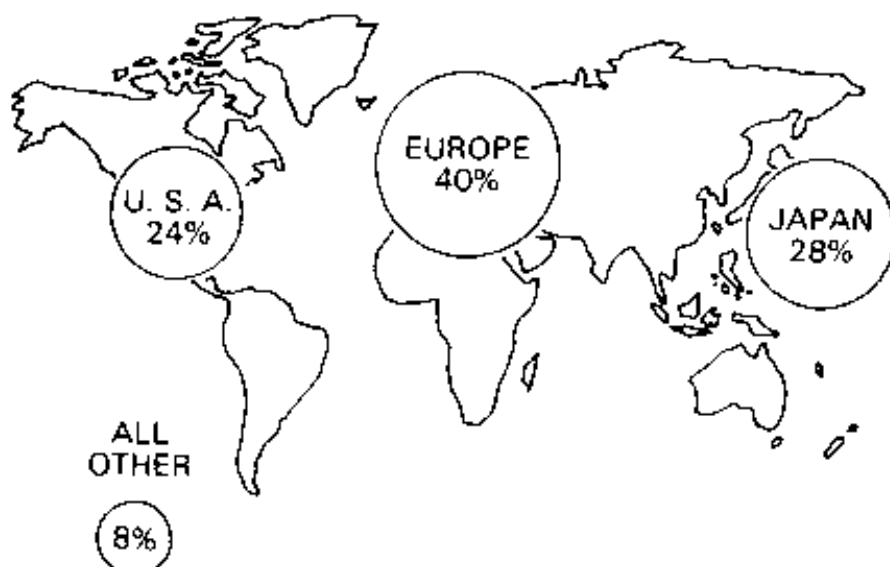
Capital spending up

At the same time, U.S. indicators show that business spending for capital goods is increasing slightly, the first such improvement since the fourth quarter of 1981. Momentum should increase as the recovery gains strength.

Nickel industry deliveries have benefited from the modest economic recovery of 1983. During the first nine months this year non-communist world demand is estimated at 800 million pounds of nickel, compared with 750 million pounds during the same period in 1982. Inco's nickel deliveries reached 225 million pounds in the first three quarters of this year compared with 189 million pounds in the same period in 1982.

The increased demand, together with careful adjustments to production levels, have allowed the Company to reduce finished nickel inventories to 69 million pounds at Sept. 30, 1983, compared with 106 million pounds at Dec. 31, 1982. This represents less than three months of deliveries, which have averaged 75 million pounds per

**NON-COMMUNIST WORLD
NICKEL DEMAND BY AREA,
9 MONTHS of 1983**



quarter during the first nine months of the year. The inventories, in various forms of nickel, are held at Inco warehouses worldwide.

Nickel inventories down

Total nickel industry inventories at the end of the third quarter this year, including stocks held in London Metal Exchange (LME) warehouses, were estimated at 400 million pounds, down substantially from inventory levels in 1981-82, which reached a high of 495 million pounds in the second quarter of 1982.

While rising demand and lower inventories are positive factors, the nickel price picture is not. From the 1980 high of \$3.25 per pound which the Company realized for its nickel products, excluding intermediates, price realization slipped to \$3.10 per pound in 1981, and \$2.71 in 1982. This year, the Company's price realizations will be substantially lower than the 1982 average.

Nickel prices down

In late November the LME nickel price was hovering around \$2.10 per pound. While this is an improvement over the low of \$1.44 per pound in November 1982, it is down from the LME's high price of this year, \$2.35 reached in May.

While Inco does not sell at exactly the LME price, the high visibility of the LME nickel contract impacts on the price the Company can obtain for its nickel. To show the importance of price on the Company's results, a drop of even 10 cents per pound over a year means a loss of \$30 million in sales, or about \$1,200 in sales dollars per Inco employee worldwide.

The Company expects nickel demand in 1984 will surpass this year's demand figure, which should climb back up to the level of 1981. But world nickel production is expected to keep pace, as many producers bring idle plants back on stream.

This expected balance of supply and demand makes it difficult to read future nickel price patterns. Add to that the visibility of the LME nickel

contract and the assumption that the LME nickel price will gyrate like that of other metals -- copper, lead and zinc -- which have been traded on the LME for some time, the consensus is that nickel prices will continue to be volatile.

Inco's strength

An edge Inco has over many competing nickel producers is the Company's strength in specialty nickel products such as carbonyl powders and proprietary nickel plating products. These are generally sold at premium prices. Inco has focused its market support activities on these products, and particular emphasis has also been placed on retaining specific market shares in those industries and key accounts in which the Company is strongest and for which the quality and forms of its products are most suitable.

Inco is active in lowering its costs of production of nickel in order to compete in years of low demand and

benefit from increased volume in years of high demand. While overall market share may vary as economic conditions in the marketplace change, the Company's goal will be to retain some 30 per cent. Inco has also developed a strong position in the growing Japanese market, improving its share to around 25 per cent.

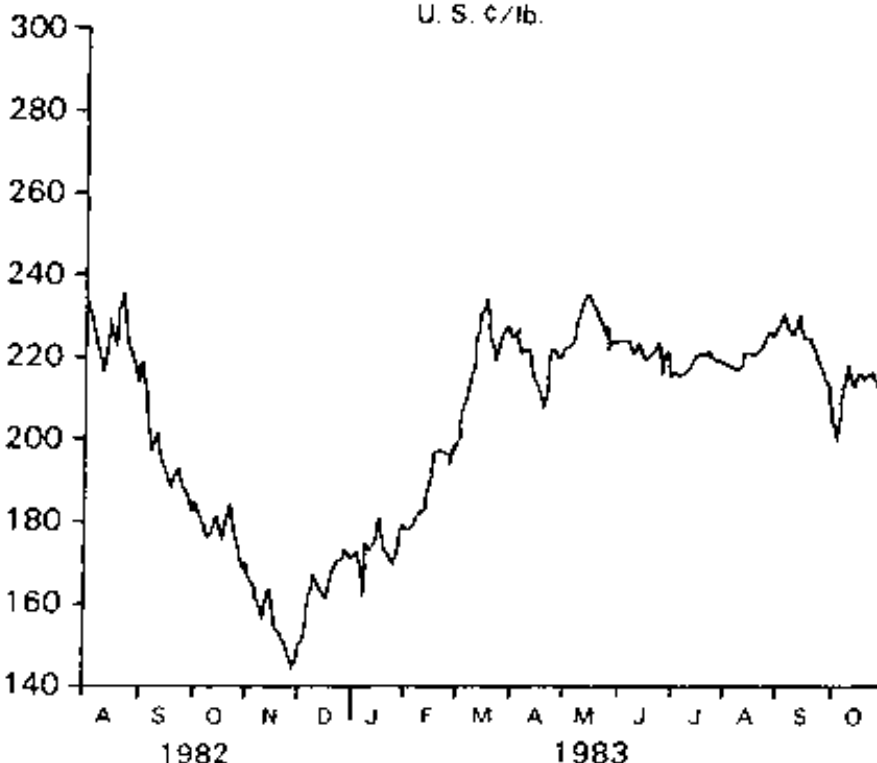
Best customer

Another Inco advantage is that its largest customer is its own Inco Alloy Products Company. No other primary metals producer has a similar outlet on such a large scale. Over the last five years about 13 to 18 per cent of Inco's primary nickel deliveries have gone to the alloy products unit's rolling mills at Huntington and Wiggins.

In fact, Inco delivers more nickel to its rolling mills than most of the world's 44 nickel producers deliver to all of their customers. This reliable outlet will continue to be a major positive contributor to the Company's primary nickel performance.

LME NICKEL PRICE

U. S. ¢/lb.



LME--Daily Open Cash Latest Sept. 30, 1983

Homeward bound

Adolf Nooyens steps into the loft and his eyes shift from one pigeon to the next searching for the qualities that make a champion. The right body contours, the perfectly shaped wings, the properly arranged feathers and those intangible elements of intelligence and desire may be present in only one bird in the bunch and that one bird is the reason why Adolf and many others like him so thoroughly enjoy the sport of pigeon racing.

Eighteen people, including Adolf, a construction leader at Stobie mine, share this interesting sport in the Sudbury District Racing Pigeon Club. Adolf happens to be the club's racing secretary in addition to being a very good breeder and trainer of pigeons. A goodly number of this organization are Inco pensioners; men like Fritz Funk, Jan Szkolka, Alex Psiuk, and Charlie Pagnutti.

They give similar reasons for pursuing this hobby. There is a joy and feeling of satisfaction associated with breeding a quality racer. There is fun in training these pigeons and participating in the various races that

are held every summer. There is very little expense involved in keeping these birds. There is no need for strenuous physical activity. It is a perfect hobby for pensioners, they say.

Older members of the SDRPC such as Adolf, Fritz and Jan trace their interest in this sport back to their youth in Europe. They've carried on in Canada and with success. Fritz had a Canadian Racing Pigeon Champion in 1974 and 1982; Alex had one in 1976; Jan had one in 1978; Adolf had one in 1980.

The use of pigeons as a form of postal service dates back to ancient times when armies used them to relay messages. The actual sport of pigeon racing is said to have originated in Belgium in the last century.

The birds are bred and kept in a certain loft for the first month of their lives. They learn to identify the loft as home. Their trainer allows them out, eventually taking them farther and farther away from home base. The pigeons gradually learn to orient themselves and to develop the sense

and strength to make their way back home. Incredibly they, in time, will find their home loft from hundreds of miles away!

The homing instinct of these racing pigeons is insurmountable. They will fly in the face of wind, rain and snow to find the loft. Racing pigeons have been clocked at speeds up to 57 miles per hour. When they do race over great distances, only a small fraction do not make it. Those who do become lost will have found another loft. Some, unfortunately, become the victims of predators such as hawks, or hunters.

In October, members of the SDRPC brought their birds to face some of the best pigeon racers in the world at the third annual International World Champion Young Bird Race at Muskegon, Michigan. A total of 3,210 representing 750 pigeon breeders from around the world were involved.

Local racers had been training for some time for this big event. Realizing that their pigeons would be travelling north from Muskegon over Manitoulin Island, Adolf, Fritz, Jan and Alex had been "tossing" the pigeons from Providence Bay throughout the summer. Adolf sent some young birds to lofts in Southern Ontario so they would adopt those lofts as home for the purposes of this race. It is in this manner that pigeons from other provinces and countries can participate without their owners having to undertake the expense of travelling to North America from Europe or Japan.

Great odds stood before Sudbury's pigeons. First they had to somehow resist the flock instinct. The overwhelming majority of the thousands of pigeons released from Muskegon flew east towards Hamilton.



These gentlemen, from left, Fritz Funk, Inco pensioner, Jan Szkolka, Inco pensioner and Adolf Nooyens, a construction leader at Stobie mine, know what qualities will make one the pick of the flock

While the other pigeons could look forward to flying over land, their northern competitors had Lake Huron with which to contend. They normally do not fly great distances over open expanses of water.

At the time of publishing race results were not official. There was, however, something to cheer about among the local contingent. Jan's pigeon, a five month female had accomplished what most experts thought was impossible. She had flown the 551 kilometres from Muskegon to Sudbury in less than 10 hours. No matter how you survey, it means that she must have braved flying over the big waters of Lake Huron.

While it is not yet known if the bird has qualified for any of the \$15,000 up for grabs, everyone, and especially Jan, are very proud of this young pigeon. He, a former miner who still holds a couple of production records at Frood mine, says the bird displays the qualities of "intelligence and stubbornness". Since then the other



Only an experienced eye can pick a champion racing pigeon out of this loftfull of birds.

local breeders have had their pigeons clock-in, in this world class event.

The cycle continues; breeding, training, competing. It keeps them

active, the pensioners say. The wealth of knowledge they have acquired in pigeon racing they gladly pass on to the younger members of the club.

AROUND THE PORT

news and views from the Port Colborne nickel refinery



Philippo Capobianco, a tank cleaner in number five building, has created some very different lamps that at first glance don't look like lamps at all. Using his skill in woodworking, Philippo crafts covered wagon lamps that are modelled after wagons he rode in his native Italy. He has already made several lamps for friends and intends to make one for each of his four children.



Frank Nuxoll and Larry Timmerman from the auto shop spent most of their summer vacation bicycling through Northern Ontario. Starting at Tobermory, the two bikers pedalled their way to Sault Ste. Marie and back on their 12-speed bikes. After racking up 470 miles through the difficult hilly terrain they vowed that next year they would seek a somewhat flatter route. In photo, Larry, left and Frank are out getting in shape for next year's trip.

All aboard

The pouring of molten slag is a spectacular sight that has held both visitors and residents of Sudbury spellbound for years. The awesome nature of this scene tends to make a viewer forget that it is the people of the Transportation Department that make it all happen.

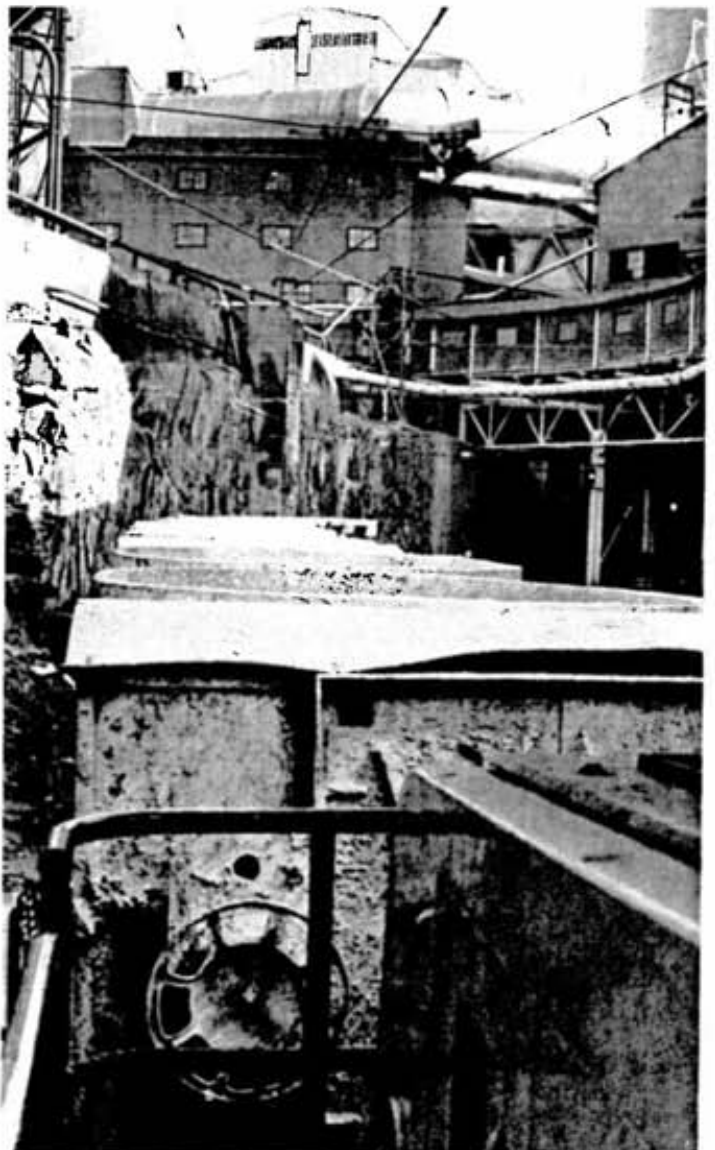


"The circuit", as transportation people call it, begins at the "runaround" in the lower yard of the Copper Cliff complex. Ed Rogers and other car repairmen inspect the entire train. Brake and running gear systems and dumping mechanisms are thoroughly checked. Joints and bearings are lubricated. Any cars that have developed "bad order" conditions are repaired on the spot or are switched to the car shop depending on the nature of the maintenance required.



Ray Ace, guided by the signals of conductor Eugene Kitty, picks up the inspected pots and hauls them to the liming area. Clouds of steam rise off the still warm slag pots as Eugene coats their interiors with a lime solution. Lime prevents the slag from sticking to the walls of the pots during dumping. Eugene joins Ray on the train and the pots are moved towards the west end of the smelter. As they do throughout the entire operation, the crew remains in radio contact with the train dispatcher informing him of where they are and what they are doing.

All aboard a slag train. Explore the slag dumping operation from the point of view of two of the men who bring you the slag spectacle. Your conductor on the trip is Eugene Kitty, a ten year veteran aboard the trains in the transportation department. Your engineer, with four years operating experience on the big electric locomotives, is Ray Ace.



Approaching the smelter's back track area, they watch the signal lights located at the entrance. Unless they see a yellow light they will not push the pots on to the slag skimming track. Having received the proper signal, they move towards the smelter.



Eugene lines the track switch that allows the train access to the appropriate track. The switch target tells the engineer which way the conductor has lined the switch. Ray will move the loco only after he has received the proper signal to do so from his partner. The empty pots are pushed along the track that leads under the skimming platforms of the furnaces. A cable car puller system operated by smelter employees is used to "spot" the pots for loading.



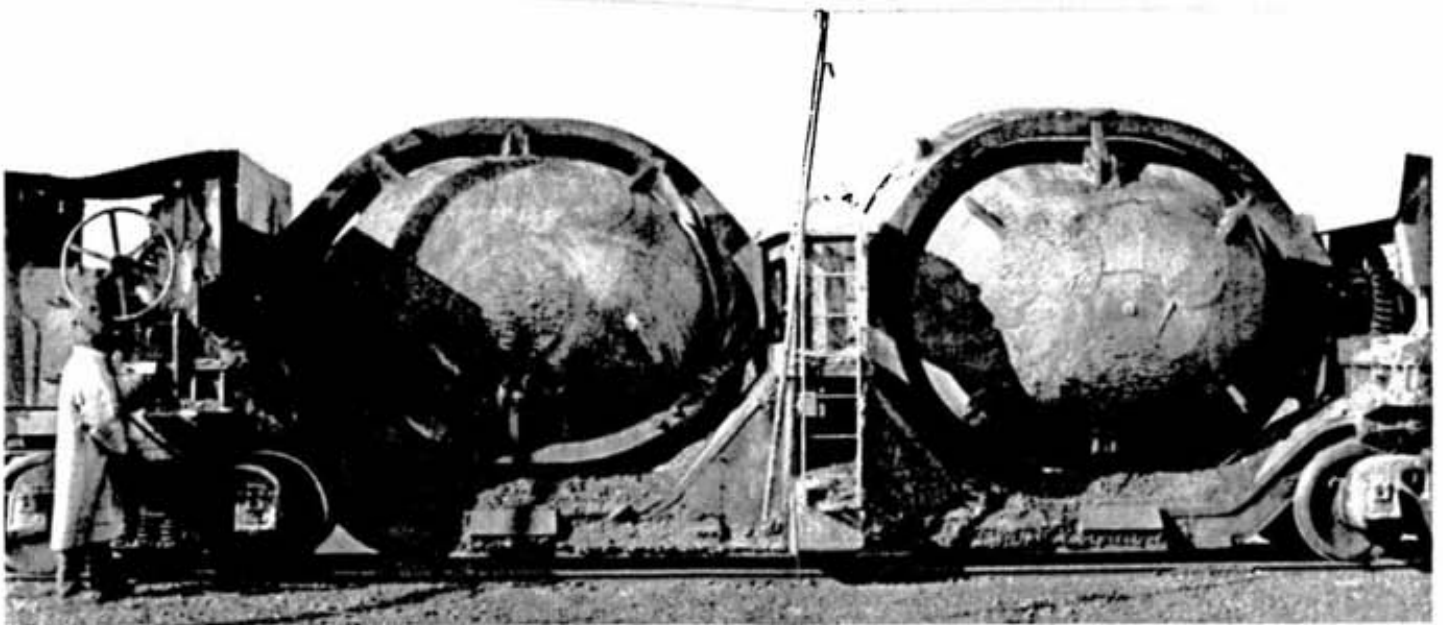
Following the conductor's switching and his signals, Ray moves the big loco to the east end of the smelter to pick up full pots. A green light here gives the go ahead. He sounds the train whistle twice, the signal that he is going ahead. Full pots are connected to the loco and final preparations are made for departure to the slag dumping area.



The most important part of the slag removal operation, is making sure that the train's braking system is charged with air and is operational. Eugene examines those two oddly named devices that control the flow of air from one car to another, anglecocks and hosebags. A final check at the last car reveals that air is flowing through the entire train. After performing a running brake test the slag train is ready to take its load to the dumping area.



John Herman, slag dump leader, looks like a cross between a Martian and a Knight of the Round Table in the aluminized rayon outfit that protects him from the slag's heat. The train comes under his direction at the dumpsite. The slag dump leader decides at exactly what spot the slag will be dumped. Attached to the pole in his hand is the wire that energizes the slag pot's electrical dumping mechanism.



John operates the dumping switch, turning the pots over one at a time. The dumping sequence is entirely up to him. Slag spills in a dramatic

fashion down the side of the dump. Four dump sites are currently being used behind the Copper Cliff smelter.



The pots weigh 96 tons when empty; 151 tons when full of slag. Molten slag has a temperature of 1800 degrees Fahrenheit. The slag dumping operation is continuous. It is carried out seven days a week, 24 hours a day.



Homeward bound. Eugene notes the time of departure from the slag dump while Ray pilots the train back to the "runaround". At the next switch the conductor will check the train's running gear for any damage from the hot slag. This way he can locate a "hot box" if any. Ray keeps an eye peeled for unwary motorists and pedestrians at crossings. Back at the "runaround", they are ready to start "the circuit" once more.

HOME-GROWN HEROES

The Sudbury sports scene has been enriched with a unique contribution to its history. Thanks to Frank Pagnucco, a writer in Inco's public affairs department, Sudbury's sports history has been preserved with his publication of Home Grown Heroes — A Sports History of Sudbury.

"The book was published in time for Christmas last year," said Frank. "And in the ensuing year it has done quite well." (Of the 2,000 copies printed, approximately 1,700 have been sold, which is an excellent indication on how well the book was received.)

Frank first started working on the book before he was hired at Inco and spent approximately three years researching and writing the publication. What he ended up with was condensed into a 182-page book containing 184 photographs.

"I had a wealth of material to work with," he said. "I just couldn't get it all in. I wanted to relive some of the championship moments ... I hope this will eventually lead to a sports hall of fame in the city."

He added, "I'm glad it's been written and I hope people will appreciate it. A second edition is a possibility."

Frank began to write the book on some of the sports he knew and then went on from there.

"I couldn't believe all the people involved in sports in this area," he said. "I wanted the book to offer an insight into the past, to what athletes had gone through to make themselves champions."

The information contained in the book was distilled from old newspaper files, the exhaustive pursuit of scrapbooks, the exchange of letters, and taped interviews.



Yacker Flynn, left, an analyst in the capital expenditures department, leafs through book with author Frank Pagnucco. Yacker was a member of the famous kid line of the 1954 Sudbury Wolves that is featured in the book.

Frank interviewed people involved in the sports scene from times past. Those interviews were the starting point for his research. From there he tried to document people's recollections with facts from old newspapers and other sources. This led to the discovery of "new" heroes and reinforced the legend of others.

There's Kitty Young, born without a left arm, who reached for athletic courage by participating in women's

hockey, golf, badminton and canoeing.

There's Max Silverman, Sam Rothchild and the 1932 Sudbury Wolves, winner of the Memorial Cup.

There's the present-day heroes like swimmer Alex Baumann, billiard player Natalie Stelmach and cyclist Gary Trevisiol.

Frank's book is available at selected Sudbury stores or from Miller Publishing, 52 Drinkwater Street, Sudbury P3E 2N3.

40 years of suggestions

This year the Employees' Suggestion Plan marks its 40th anniversary. Born out of a desire to increase desperately needed production in the Second World War, it has blossomed into a very successful means of employees augmenting the production, efficiency and safety of the Company's operations and being remunerated for their interest.

In 1943, shortly after the Employees Suggestion Plan was instituted, a booklet describing the new plan and how employees could participate was circulated. It explained among other things, the reason behind the Company's adoption of a suggestion plan.

Stated the brochure: "It has always been the desire of the International Nickel Company to operate its plants as efficiently as possible and to make each employee feel that he or she has an important part to play in producing copper and nickel. Right now, vital war materials are required in ever-increasing quantities, and your suggestions will be blows directed at the enemy."

While the first employee suggestion plan in North America was put in place by the Eastman Kodak Company in 1898, it really was not until World War Two when the war effort made increased production imperative that corporations embraced the idea in substantial numbers.

In those early days, Inco employees deposited their suggestions in the suggestion box which was cleared on a daily basis. A Suggestion Plan Committee met on a regular basis to evaluate the recommendations. A suggestion plan bulletin board kept employees informed as to all the suggestions submitted, which were accepted, which were rejected and



The Suggestion Plan's first maximum award winner was Pete Denniel of Frood-Stobie open pit in 1945.

the amount of the awards given.

The award, as it is today, was based on the suggester receiving one-sixth of the annual labour and material savings realized by the Company in one year. Originally the maximum award was \$1,000. The minimum award for a suggestion was \$5. During the war, employees received their awards in the form of war bonds.

It did not take long after the Employee Suggestion Plan got rolling in April, 1943 for suggestions to come streaming in and suggestion awards to go flowing out. In its initial year the

plan attracted 4,899 suggestions, a rate of one for every three employees in the Sudbury district. Of those 829 were accepted for payments to employees totalling \$1,000 per month.

The old suggestion plan ledgers provide the names of the very first award winners in the various plants. Lawrence Laube and Paul Fedick of the Copper Cliff concentrator earned \$100 in April 25, 1943 for a suggestion regarding a chute under the head pulley of number 20 conveyor. In May, R. Morehead became the first suggestion plan

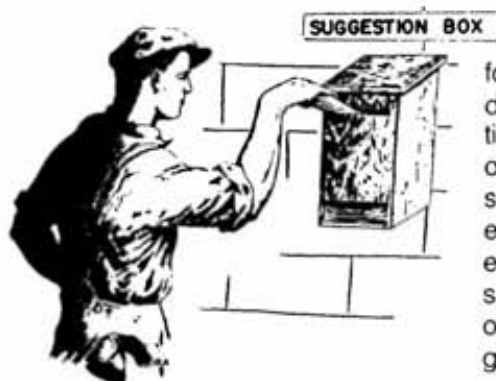
winner at the Coniston smelter with a \$5 war certificate. The power plants had their first winner the same month in the person of Walter Wainman who also garnered \$5. F.V. Vaillancourt became the first winner from the Copper Cliff smelter in August with an idea worth \$10.

The January, 1945 issue of the Triangle carried the smiling visage of Pete Denniel, the Suggestion Plan's first maximum award winner. His idea was to weld a shroud between the two sets of flanges on bulldozer rollers. The shroud prevented the track chain from slipping between the flanges and causing excessive wear and tear on the roller.

Since the war the Employees Suggestion Plan has remained an important fixture at Inco. Things have changed with the times though. Awards are no longer paid in bonds, for one thing. The maximum award was raised to \$5,000 in 1968 and \$10,000 in 1978. A committee does not examine suggestions anymore. Area management now handle evaluations.

When measured against other suggestion plans, Inco's plan stacks up quite favourably, says Denis Lepage administrator of the suggestion plan. He states that the plan is very successful both in terms of suggestions received and awards paid out.

Over its 40 year history the plan has received 65,500 suggestions and paid a staggering \$1,200,000 to winners. Trends indicate that the Employees Suggestion Plan is becoming increasingly successful. Participation has grown over the years, Denis adds. In 1981 there were 40 suggestions for every 100 employees. A year later that figure pushed up to 56 suggestions for every 100 employees. Payments in 1981 and 1982, a shutdown shortened year, were \$206,705 and \$55,170 respectively. In seven months this year the plan has paid out \$154,065.



for employee input has not diminished. Now more than ever, at a time when the ultra-competitive nature of the nickel industry has dictated that survival will rest on production efficiency, we need the insights of employees in increasing efficiency and safety. The Suggestion Plan remains one of our best tools in realizing these goals."

The drawings on this page are from the original Employees Suggestion Plan handbook distributed to employees on the occasion of the plan's inauguration in 1943.

Many ideas have proven to be sound money-savers and have been rewarded accordingly. In the last three years there have been four maximum award winners. Gary Downey, Ray Morin, Bob Huzij and most recently, Emile Langlois have received cheques for \$10,000 for their excellent ideas.

As the Employee Suggestion Plan enters its fifth decade, its function remains as important as when it was inaugurated. Wint Newman, president of the Ontario division states: "The Employee Suggestion Plan was founded to give employees an opportunity to contribute to enhancing production and to be rewarded for that effort. This employee participation was needed to help the nation through the darkest days of World War II. Forty years later the need



Darlene Kuhn—Lady sharpshooter



Darlene with her father, Dan Kuhn, a driller at Stobie mine.



Darlene Kuhn takes aim at a target in a recent rifle shooting meet.

The thrill of competition and the will to win motivated Darlene Kuhn to become a track and field champion at the secondary school level. She has applied that competitive instinct to the sport of rifle shooting and has become one of the top young marksmen in Canada.

Three years ago Darlene picked up a rifle for the first time as a member of the Capreol army cadet corps. It wasn't long before she set her sights on a national title and a berth on a team representing Canada at the famous Bisley meet in England. She proved to be the sixth best junior age shooter at the national meet in Ottawa, in 1981. At a follow up meet to select Canada's Bisley team, she, unfortunately, fell short.

Darlene, the daughter of Dan Kuhn, a driller at Stobie mine, recalls that she fell victim to a lack of experience. "I didn't know what I was doing," she observes. She hadn't mastered the finer points of target shooting. It is a very precise science. Wind direction and velocity as well as elevation must be considered. Graphs are meticulously plotted. As she puts it: "You have to think to be able to put a shot in the bull."

Last year, Darlene with typical resolve, qualified for the Bisley selections in the national shoot. She was one of 25 marksmen who earned the right to compete for 18 places on the cadet team to Bisley. This time she knew what she was doing and finished first, shooting more accurately than both the males and females in the group. Four women made the Bisley contingent.

The Canadian cadet team was flown to Bisley in June where it spent a month. Over 3,000 competitors from throughout the Commonwealth were in

attendance. There were members of the British Rifle team, some of whom were veterans of the Falkland Islands conflict, Ghurkas and representatives of each branch of the Canadian Armed Forces, to name a few. Used to regional and national meets where competitors number around 300 or 400, Darlene says she was surprised to see such a large number of shooters.

As in other rifle meets, Bisley features numerous competitions involving targets at 300, 500, 600, 900 and 1,000 yards. Darlene says she prefers the longer ranges, particularly the 600 yard event because she seems to shoot better at that distance.

While a shooter has a telescope for use in sighting the target, the rifle itself is mounted with no such aid. He or she must aim with the naked eye before firing. When asked how the bull looks to a shooter from 1,000

yards, Darlene takes a pencil and draws a dot on a piece of paper. That's it. And she regularly parks shots from her .308 calibre rifle inside this minute target!

Darlene came away from Bisley with seven individual and team medals. She earned a silver cross for scoring 50 out of 50 points on the 600 yard range. She wound up in the second stage of the quest for the Queen's Prize, which put her in the top 200 of the 3,000 competitors. She and fellow cadets stole top prize in the Inter-Services Competition in a slight upset over members of armed forces of different countries and members of English private school teams.

While most people would have been happy just to shoot in a world class event such as Bisley, Darlene was, true to her competitive nature, commenting that she could have done better. She was not really satisfied

with her performance "because I missed the final stage of everything by one point."

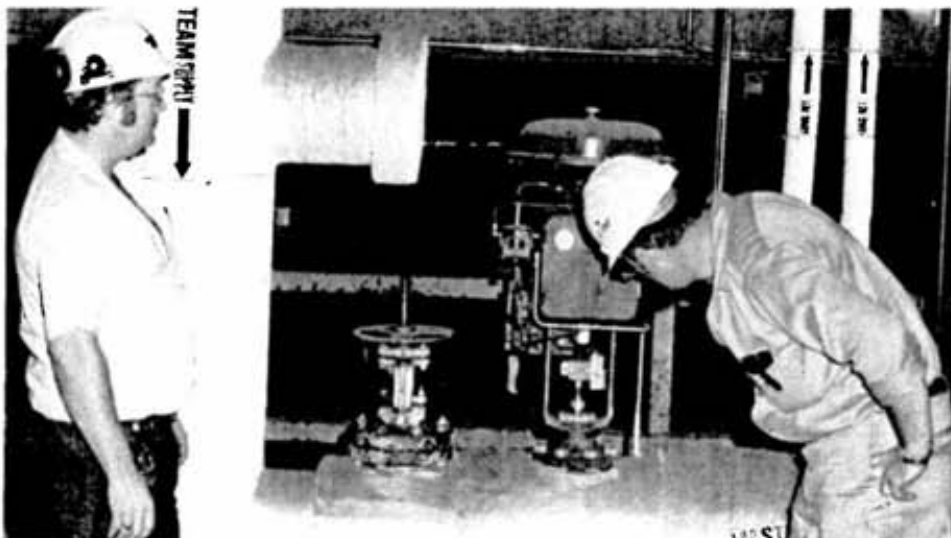
Darlene, 18, is planning a career in the army. She is also hoping to tackle Bisley once again, this time in the senior ranks. She will have to purchase all the necessary equipment ... rifle, ear muffs, rifle jacket ... items that were previously loaned to her by the Department of National Defence. It will involve quite an expenditure and she's not quite sure if she can acquire the gear with which to train for this "rich man's sport."

With the nearest rifle range being located in Ottawa it will be difficult for Darlene to practice. If, somehow, things fall into place, Darlene will once again be at the next national meet and gunning for Bisley. You can bet that this determined young lady will do even better.

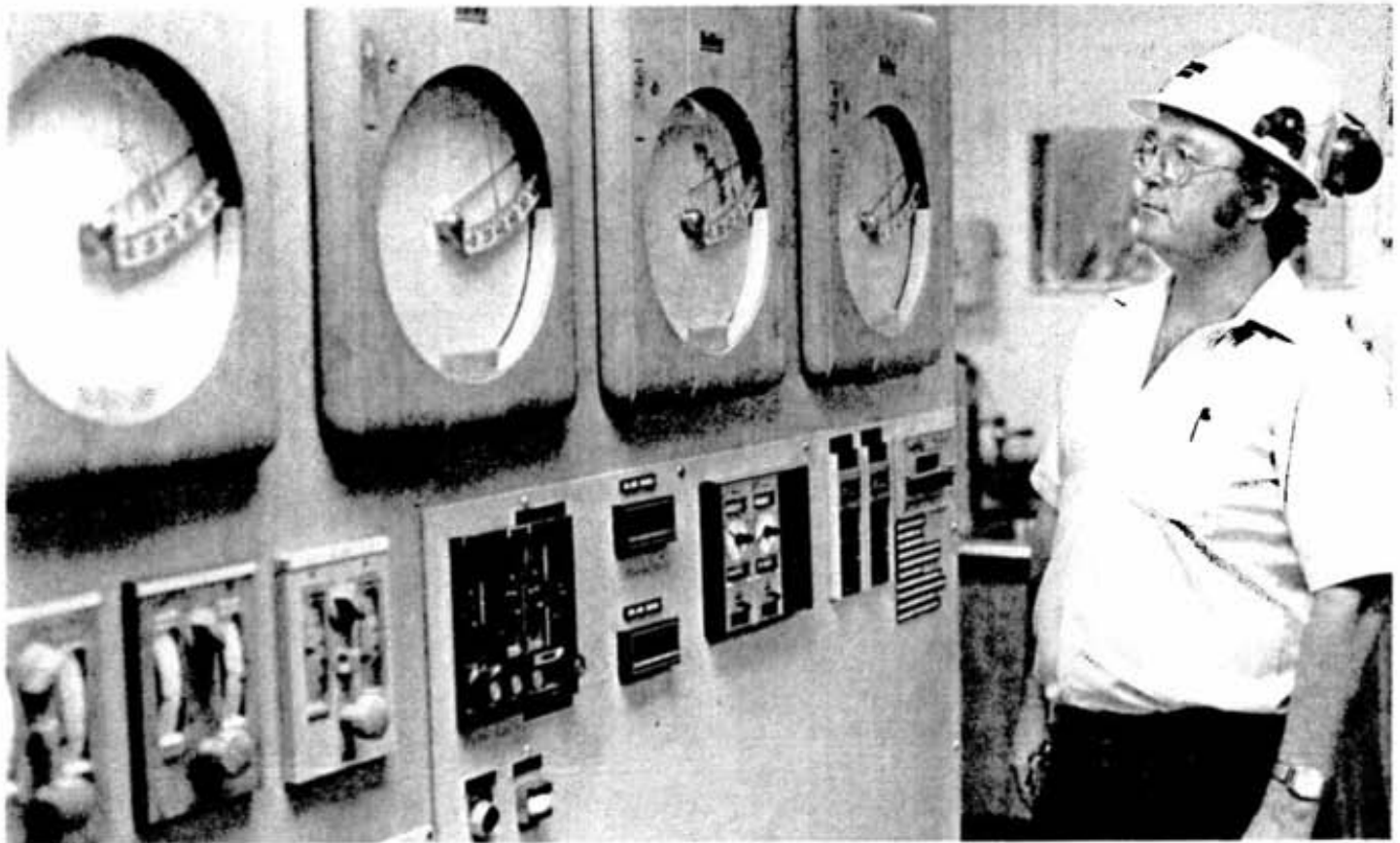
First class ticket Required for new boilers

The installation of the package boilers, under the direction of the utilities department, have resulted in the Copper Cliff mill complex being designated a first class stationary power plant of over 1600 Therm Hours (formerly horsepower). The change has been significant for Clair Bracken, a former utilities engineer, who, in order to fulfill his new duties as chief operating engineer of the Copper Cliff mill utilities complex, has become one of the few first class stationary engineers at Inco.

Attaining the first class ticket meant that Clair had to complete its rigorous requirements. That required studying for and writing seven provincial



Clair, along with Joe Blinn, a shift engineer, examine the pressure reducing station of the new package boiler system in the Copper Cliff mill.



Clair Bracken in the boiler control room at the Copper Cliff mill.

government exams for which the passing grade was 70 per cent. Added to this was on-the-job experience. "I did a lot of work," Clair comments, "I was quite pleased to end up as chief engineer for the complex."

Clair supervises 13 stationary engineers and 12 maintenance mechanics who operate and maintain the utility equipment. He and his crew are responsible for air compressors, natural gas heaters, steam generating plants, vacuum systems, potable water and fire water systems and air conditioning systems within the central mill complex.

For years the steam required for production purposes at the Copper Cliff mill and for heating purposes in the smelter complex was produced by the waste heat boilers in the smelter. Developments over the last few years have changed things to make the Copper Cliff mill the center of steam production for the smelter complex. The waste heat boilers, as the name

implies, used the hot off-gases from the reverberatory furnaces to generate steam. Production methods changed and the reverb fuel system became more efficient with the use of oxygen. The result was that there was not enough waste heat for the boilers.

Auxiliary burners employing natural gas had to be fired to produce the heat required.

Because the waste heat boilers had not been designed for gas firing, steam production became inefficient and costs sky-rocketed. Having been in service for many years, these boilers also required frequent extensive repairs.

To ensure a reliable and cost efficient source of steam for the Copper Cliff mill, the largest consumer of steam, the decision was made to purchase a dual fuel (burning either natural gas or light industrial oil), package boiler. Installed at the Copper Cliff mill, the new boiler was found to run at an 82-85 per cent fuel

efficiency rate as opposed with only 30 per cent with the waste heat boilers.

Given the improved efficiency of the package boiler, and the deteriorating state of the waste heat boilers, a second unit was installed at the same location. The waste heat boilers have consequently been eliminated. The package boilers at the mill produce enough steam for both its needs and those of the rest of the smelter complex. Producing steam with the package boilers has resulted in a 50 per cent saving in the cost of generating steam.

"If you see danger, don't go there"

"It only takes a second for an accident to happen," the old maxim states. In the billions of seconds that make up his 35 years service with Inco, Mike Luciw, a crane operator in the casting building, has had the good fortune to have never suffered an accident that required medical attention — a truly remarkable record.

Mike, a native of Blezard Valley, hired on with the Company on December 14, 1946. He had actually worked the two previous summers. The Copper Cliff copper refinery was

where he started his safe, productive service on a full-time basis.

Mike transferred to the converter department of the Copper Cliff smelter in 1947. Since that time he has performed nearly the entire gamut of jobs in that area. He has been a balesman, a converter puncher, casting building assistant, matte breaker operator, converter aisle crane operator and, for the last year, casting building crane operator.

Mike's prescription for working safely is simple: "You look out for

yourself. If you see danger, don't go there."

In three and a half decades on the job, Mike says he has seen a lot of change. When he first started there was no such thing as required mandatory safety apparel; — no helmets, no safety boots, no safety glasses. The advent of safety equipment has helped him avoid injuries, he adds.

Technological advances have had their favourable effects on the workplace, he observes. Not only have they improved the working environment but they have eliminated certain jobs where men were exposed to hazards. There are no longer, for example, any balesmen, the individuals who hooked the crane's chains to hot metal ladles.

Over the years Mike has changed jobs but his commitment to working safely has stuck with him. As a crane operator he has learned that he also has to watch out for others. "You can't go too fast. You don't go over people's heads with pots. Sometimes they don't realize what's over their heads. Make people aware of the fact you are there. He doesn't know you're there."

Mike was honoured recently for his achievement when Jose Blanco manager of the Copper Cliff smelter, presented him with a plaque commemorating his safety record. Four other smelter employees now retired were also recognized for working 35 accident free years. They are Galdino Modesto, Roland Bedard, Roland Brisebois, Wilfred Desjardins.

In recognition of his outstanding achievement of 35 accident free years, Mike Luciw, left, a crane operator in the Copper Cliff smelter, was presented with a commemorative plaque by Jose Blanco, manager of the smelter complex.





Centennial Christmas

As a conclusion to our Centennial Series and as part of our effort to impart some of the special feeling associated with the Yuletide season, we would like to present an excerpt from Florence Howey's book "Pioneering on the C.P.R."

Florence Howey was the wife of Dr. Howey, the first C.P.R. company doctor to be stationed in Sudbury. They arrived in Sudbury in July, 1883 by lumber wagon. At the time, Sudbury was only three months old and nothing more than a minute collection of shanties sitting at the edge of the Pre-Cambrian wilderness.

The Howeys spent their first Christmas in Sudbury that winter. New Year's Eve was spent as guests of the Ross family at the Hudson Bay Company post at Whitefish. The account of that holiday season a century ago follows.

December now, and Christmas in the offing. The track had reached here in November and more luxuries were available, at least what seemed luxuries after our long subsistence on absolute necessities, therefore we decided to give a party. Then the question arose, whom shall we invite. The engineers whose homes were in Canada had gone to spend Christmas with their families. Mr. Wiley (of the cold baths) and Mr. Shaw, whose homes were across the sea had left, but there were several nice fellows who could not leave and were looking kind of homesick, so our list was made up: Gough and Harry Fairman, bookkeeper and clerk in the Company's store, Francis Fulford, draftsman Pierre, Mueller, commissariat for the boarding cars, Mr. Thompson who was in charge of the supply store and his little boy. We must ask Miss Horrigan, the only girl available.

These and ourselves made ten, our table accommodated eight comfortably, but we thought that by distributing the fat and the lean guests judiciously, and by sitting very close together on the benches, we might manage.

So they were all invited and all came. There was not room on the

table for the turkey, so Pierre volunteered to carve it in the kitchen, but after we were seated, he brought it in carrying the platter high and marched solemnly around the table, proclaiming about St. Nicholas and a turkey, until the company protested that they would rather eat it than hear about it.

Despite the many makeshifts, which we did not mind at all, it was a real Christmas dinner with most of the eatments and drinkments which custom and tradition have made

almost necessities. Before our guests departed, we sang Auld Lang Syne. I think everyone, as we sang, visioned a different group of old acquaintances, and it seemed to cast just a little shade of sadness, which soon passed and as they said "good night" everyone agreed that we'd had a very Merry Christmas.

For New Year's, about the same party was invited to the Hudson Bay Company Post and a dance at the Indian village New Year's eve. As the Branch was abandoned, there was no traffic on the tote road, so Mr. Ross came for me with a dog team and the men snowshoed.

The flag was flying when we arrived, and the children rushed out, each trying to be the first to say a "Happy New Year". Supper was ready for us and we were ready for it. Then a smoke and a rest for the men, as they were tired after the twelve-mile snow shoe, and did not feel just like



starting out at once for another two-mile tramp down the lake to the Indian village.

However, the Indians do not wait until the night is half gone before they begin to dance, and we were expected to be on hand at "early candlelight". I suppose the time was given that way because of the scarcity of clocks and watches among them.

While we were getting into our wraps and bundling up the children, for all hands were going, I heard Mrs. Ross say "Simon, tackle the ox". I did not know what she meant, but found that a young ox which was used to draw wood, was to draw us too, at least the women and children. So the ox was "tackled" to the wood sleigh with rope harness and lines, blankets and cushions were in demand again, and we all piled on. Mrs. Ross and the baby, Simon the driver, George, Robert, Arthur (Art Ross of the Boston Bruins, I am his godmother), Charlie, Alexander, Roderick, Colin, Donald and Sybil (the only daughter), Miss Horrigan and myself.

On our arrival, Mr. Ross insisted on the usual New Year's ceremony being observed. On that special date, every man was expected to kiss every woman in the Company. Our boys were a little dubious about the old women, and their kisses were like a touch of a butterfly's wing, but when it came to the young girls' turn, they did their duty manfully. After that the orchestra began tuning up its fiddle, it consisted of one man by the name of Martin, and soon the strains of the Fisher's Hornpipe were floating on the air.

The girls were squatted on the floor around the walls with small bright scotch plaid shawls over their heads, the braves stood in a group about the door, as I have sometimes seen more civilized braves do at parties. As the evening wore on they got more confidence and the older people, feeling the urge, joined in and the

dancing became fast and furious. Mr. and Mrs. Ross danced with them, but our boys would not enter. About ten o'clock a large basket of sweet biscuits, which Mrs. Ross had provided, was passed around and greatly appreciated. It was the only refreshment served. Then the ox was "tackled" again, and we went back to watch for 1884. When it arrived, greetings were exchanged, and "so to bed".

Next day, being New Year's day, Mrs. Ross gave us a typical Hudson Bay Post dinner. Minue Mouffle soup, made from dried moose nose, venison and beaver tail, the latter considered a great delicacy and very good, if you like that sort of thing, potatoes, and plum pudding, even a wee bit o'scotch to toast the New Year, and then the return, as we had come, having enjoyed it all beyond words.



Suggestion plan awards

A total of \$22,975 was presented for 126 suggestions this month. Due to space limitations it is not possible to list them all.



\$1,515 Bill Gagnon

\$725 Gar Lawson and Ray Bertrand

- \$4,115** **Boris Lariviere** of **Creighton mine** led award winners in this edition of the Suggestion Plan with a proposal to install extra wear plates in measure box discharge chutes. The extra plates cut down on wear of the side plates and the cost of materials and labour associated with the installation of side plates on chutes.
- \$1,515** At **Creighton mine**, **William Gagnon** suggested that chuck drivers for D-123 and DH-123 drills could be purchased from different suppliers at lower costs. The idea proved valid and savings were realized in the purchase of chuck drivers.
- \$920** **Rene Leduc** of **Little Stobie mine** found that three exhaust fans in the dry operated 24 hours a day. Their operation had the effect of pulling heat out of the dry to keep cold air from entering. He proposed installing adjustable or swivel louvers which meant the fans would have to operate for only four hours a day. He also pointed out parts of the dry that could be insulated to help retain warmth. The ideas were found to save energy without any detrimental effects to the dry's environment.
- \$725** **Garfield Lawson** and **Ray Bertrand** of the **Stobie Electric shop** suggested that the CB 1 breaker on the seven shaft hoistroom skip and cage hoists be eliminated and its functions be incorporated in the existing air circuit breaker. This eliminated the cost of materials and maintenance of the breaker.
- \$710** A foursome from the **Central utilities department**, **Cy Gravelle**, **Tom Signoretti**, **Ron Pagan**, and **Lloyd Meadows** collaborated to come up with a means of limiting maintenance, of the under slings of trolleys. Their idea to use copper wire instead of galvanized guy wire, along with the use of eye bolts and mica balls proved to save labour and material costs.
- \$550** The same four individuals won a second award for submitting the idea to replace the open type of screw insulators on the 250 DC dumping wire on slag dumps with a barnhangar and a mica ball insulator. This eliminated the problem of broken insulators and a potential safety hazard.
- \$450** **Claude Rainville** of **matte processing** suggested the installation of a crawl beam and lifting device from #3 and #4 roasters to facilitate the changing of air lifts. It was found to save time and material as well as being a safer way of performing the job.
- \$425** **Cy Gravelle** of **central utilities** scored with another proposal, this one dealing with the installation of a five foot jumper wire with feeder clamps on isolating blocks of trolleys. This improved the performance of trolley isolating blocks eliminating trolley or isolating block burnouts.
- \$405** **Joseph Chartrand** of **Frood mine** suggested that parts for the repair of the Wolf Air Turbo Lamp be fabricated rather than purchased. This reduced costs.
- \$370** At **Frood mine**, **Aurele Larose** recommended that Gardner-Denver shell clamps be fabricated. The idea proved to be a cost saver.
- \$225** **Conrad Roy** of **divisional shops** came up with a circuit designed to send a surge of current through nickel cadmium battery cells to break down an internal short in the cell which causes them to become "un-re-chargeable." The circuit reduces costs by decreasing the number of nickel cadmium batteries that have to be purchased.
- \$185** **Josef Stronegger** of the **Copper Cliff nickel refinery** addressed himself to the problem of agitator shafts in the waste collection tank breaking due to stress. His solution was to extend the existing air sparge pipe to about 10 inches from the tank's bottom and set the angle of the discharge pipe at 45 degrees. With air providing the required agitation, the need for the agitator has been eliminated.

Another page of history

A ceremony in November marked the end of one era and the beginning of a new one. Representatives of Inco Limited presented a giant key to the officials of Cambrian College and the Cambrian Foundation to commemorate the donation of the Inco Club to the college.

The Inco Club was built by the Company in 1937-38 as part of an established program for the entertainment and welfare of its

employees. With the facilities it had to offer, it became the center of employee activity in everything from bowling to billiards to bingo. Chess Clubs and sewing classes met there. Boxing and wrestling events were staged there. People danced to big band sounds there.

The Inco Club also was the site of the Company's medical and employment officers. Most employees remember it as, not only a recreational

center, but also as the place where they were first hired and had their pre-employment medicals performed.

No longer needed, the Inco Club was offered to the Cambrian Foundation. In accepting the Club chairman of the Cambrian Foundation, Risto Laaminen described it as "a very generous gift". He foresaw the facility eventually being used as a student residence.



George Heale, a machinist at divisional shops, files the edges of the giant key made to commemorate the donation of the Inco Club by the Company to the Cambrian Foundation. The key is made from pure nickel strip supplied by Canadian Alloys in Walden.



Officials of Inco and Cambrian College attending the ceremony marking the donation of the venerable Inco Club to Cambrian College in November included, from left, Walter Curlook, executive vice-president of Inco Limited, Glen Crombie, president of Cambrian College, Wint Newman, president of Inco's Ontario Division, and Risto Laaminen, chairman of the Cambrian Foundation.



Art Wuorinen, a pattern maker at the carpenter shop, puts the finishing touches on the mahogany case made at the shop to hold the symbolic key to the Inco Club.

PEOPLE

Winter fun

Once again members of Inco's agricultural department fashioned the Company's float for the annual Sudbury Santa Claus parade. The parade's theme this year reflected the city's centennial celebration ...

Christmas past and present. Inco's float was entitled "Winter Fun - Past, Present and Future." Several children on the float waved to spectators along the parade route, the kids of the present acknowledging the evolution of recreation.



Aito Ahopelto, left, and Elnari Rautiainen of the agricultural department put the finishing touches on Inco's float for the annual Sudbury Santa Claus parade.

Transportation dance

Approximately 140 employees, pensioners and friends attended the 5th annual transportation and traffic department's dinner dance held at the Caruso Club.

According to Ray Sasseville, host for the evening, the event went off without a hitch. The main reason for the evening was to honor pensioners and recent retirees from the transportation department.



Welcoming new pensioner Earl Racette and his wife Helen are, from left, Marc Bidal, master of ceremonies, Morris Bertrand, Earl and Helen Racette, Marilyn Sasseville and Ray Sasseville.



The theme of Inco's float this year was Winter Fun — Yesterday, Today and Tomorrow.



The happy faces aboard the float belong to, from left, Sarah Grieves, Dawn Hattie, Kirstin Zinke, Maniva Armstrong, Shawn Simpkins and Jimmy Roslen.



Val Armstrong of the agricultural department who participated in the design of this year's float, hangs decorations on a Christmas tree that was on the float with the help of her daughter Maniva.

PEOPLE

Golden watches and Golden moments

Golden watches and golden moments. That very briefly sums up what the 44th annual Copper Cliff maintenance pension club's banquet held in October was all about. Six hundred pensioners and employees attended the sit down dinner at the Caruso Club. The new inductees were given watches to commemorate their service in the department.

The club, which includes both staff and unit employees, encompasses everyone in the central maintenance

department. All surface plants are represented except for the Copper Cliff copper refinery which originally was a separate company and has its own pensioners club.

Ever since the Club's formation in 1933, its goal has remained constant. Firstly, their efforts are recognized by fellow workmen in the form of a small gift. Secondly, and perhaps more importantly, pensioners and members of the department gather and share old times and new.



Leo O'Brien, seated, seems to be rolling up John Hamilton's sleeves looking for an appropriate spot for the traditional gift of a gold watch which Albert Amos, president of the club, center, is about to present.



Members of the Copper Cliff pensioners club executive prepare to distribute the gold watches which the organization gives its new members. They are, from left, Bob Roberti, vice president, Paul Levesque, treasurer, and Delmo Tomassini, director.



Included in the pensioners enjoying the recent Copper Cliff Maintenance Pension Club banquet were, from left, seated, Jack Pietronbon, Rene Martin, Guerrino Scagnetti, standing, Roger Groulx, Anthony DeBenedet and Arrigo Molino.

Recent Staff Appointments

Lorna Fleury, clerk stenographer, employee relations, personnel and office services

Peter Garritsen, superintendent of refining, Port Colborne nickel refinery

James Giles, senior technical support analyst, computer services, Copper Cliff

Brenda Hamalainen, senior timekeeper, Shebandowan mine

Roy Harrington, superintendent of maintenance and engineering, Port Colborne nickel refinery

Irvin Hrytsak, supervisor of technical support, computer services, Copper Cliff

Jean Jeffrey, clerk stenographer, employee relations, personnel and office services

Jack Longston, superintendent of warehousing, purchasing and warehousing, Copper Cliff

Louise Mitchell, benefits clerk, employee relations, personnel and office services

Richard Rivers, buyer, purchasing and warehousing, Copper Cliff

Heino Saar, junior analyst, process technology, Copper Cliff

PEOPLE



"To chip, or not to chip?" That was **Henry Buksa's**, left, a division supervisor, dilemma when his shot wound up in the boughs of a pine tree. **Cec Fleming**, a senior timekeeper at South mine, and **Norm Lessard**, a safety foreman at Creighton mine, two other participants in the annual Creighton Mines Employees Golf Tournament, look to be enjoying Henry's plight.

Creighton tourney

The annual Creighton Mines Employees Golf Tournament was held at Riverview Golf Course on September 25 with a field of 57 golfers. It is that operations most popular social event of the year. Doug Bonden, who also happened to be the tournament

chairman, won the overall title. Leo Hayes carded the low gross for the tournament. A reception at the Penage Hotel followed where everyone received some prize to recognize their golfing prowess, no matter how slight it might have been.



This diamond drill crew from the Creighton Complex established a very significant safety record by going over three years without any dressings. They are, front row, from left, **Richard Beauchamp**, drill foreman, **Bernie Prevost**, **Carl Sartor**, **Paul Fortin**, **Pete Raymond**; middle row, from left, **Ted Morrissette**, **Bob Clifford**, **Clement Beland**, **Mark Fitzpatrick**, **Jeff Haggart**, **Brian Shea**; back row, **Ray Coutu**, **Ernie Courtemanche**, **George Rutkowski**, **Gerry Ouellette**, **Marcel Blanchard**, **Menno Friesen**, superintendent. Not present: **Lorne Kallio**, **Willie Lepine**.

Creighton mine's diamond drill crew went from February 19, 1980 to August 9, 1983 without an accident that required a medical dressing. One minor dressing was needed on August 9 and now the crew is well on its way on another long streak of safe work.

The three year record set by this crew is significant as it

compares very favourably with accident rates not only locally but with those of mining companies, large and small, throughout Ontario. Though records of accident free streaks are not kept on an industry wide basis, some feel that this is a safety record that is one of the finest in the annals of mining in Ontario.

Personnel carrier

In 1980 Marcotte Mining Machinery in Sudbury took a new turn. It began work on developing a better personnel carrier for ramp mines.

Prior to commencing, Ray Marcotte and his associates conferred with Inco officials about what size the machine should be, the type of power train it should have and other aspects of the proposed machine.

Marcotte came up with an innovative eight man carrier that boasted four wheel drive, skid steering and hydrostatic componentry which eliminates axles, clutch, transmission,

drivelines and steering linkage.

The prototype was tested at McCreedy west mine. Minor modifications were made and Marcotte then developed the Ram Car II. By October of this year the company completed a production run of six units.

Interest in the Ram Car II has been expressed by mining companies throughout North America. Ray says Inco's willingness to take and help him test the machine was a great help. The Company regularly cooperates with local mining equipment manufacturers in product development.



Ray Marcotte, left, of Marcotte Mining Machinery in Sudbury, and **Gary Moore**, superintendent of McCreedy west mine inspect a personnel carrier known as the Ram Car that was designed and built by Mr. Marcotte's firm.

PEOPLE



Lieutenant-Commander **Jim Ilitski** points to the answer of a query by **Sub-Lieutenant Dubreuil** of Sudbury during a recent Navy League training seminar. **Lieutenant Cunningham**, an instructor from Hamilton, stands in the background.

Navy League training exercise

The Maple Leaf Squadron of the Navy League of Canada held a weekend long training exercise in November at the Sudbury Armouries. The squadron consists of corps from throughout northern Ontario and northern Quebec. Officers from these squadrons participated in seminars dealing with boot drill, progression through ranks, and how to set up a training camp, to name a few.

The officers from Sudbury included a number of Inco employees and pensioners including, Jim Ilitski, a millwright at the Copper Cliff copper refinery, Calvin Hihnala, of the Copper Cliff welding shop, George Grenier, a garage mechanic in central shops and Ross Smith, an Inco pensioner. This marked the first time such a training seminar has been held outside of southern Ontario.



Menno Friesen, centre, superintendent of Creighton mine, presented Inco Open Scholarships to **Dominic Fragomeni**, left, and **Carol Kellar**. The students are in their second year of the Mining Technology program at Haileybury School of Mines and received their awards based on their first year academic standing. The scholarships cover tuition costs and include a student award as well as a department grant.

Inco in the community

Inco supports hundreds of community groups, organizations, institutions and projects with financial contributions and donations of goods and services. These worthy causes range from medical to recreational and from educational to cultural, and are examples of the Company's commitment to the communities in which our employees and their families live and work. Featured on this page are a few of the many institutions that the Company recently assisted.



Inco recently donated \$10,000 to the Red Shield Appeal of the Salvation Army in Sudbury. Seen discussing the work of the Salvation Army are, from left, **Lieutenant Eric Walker**, Inco's director of public affairs, **Morry Brown** and **John Keast** chairman of the advisory board.

Delores Dini, left, discusses facts and figures about the Ontario Heart Foundation with **Eric Kossatz**, vice president of mining and volunteer canvasser **Darlene Williamson** who works in the accounts payable department. Eric presented a cheque for \$6,000 to Delores on behalf of Inco.





Ross Smith

Ross Smith has been involved with the armed services a good portion of his adult life. He joined the navy reserve in 1937 and was called up for active service in 1939. He served on a corvette until the end of the war. Now that he's retired, he's rejoined the services as a special instructor in communications to the local Sea Cadets and other armed services groups. He is also an active member of the Legion, branch 546 at Lively.

Retired from Creighton where he had worked since 1950, Ross joined Inco in 1948 with the electrical department at Copper Cliff. He spent some time with that department at Froid and Stobie before going to Creighton.

Born in Hamilton in 1921, he was raised at Smithville and his first job was as an agent-telegrapher with the CPR for a few months before active

service. After the war he came to Sudbury to work for the railway and was stationed at McKerrow, Romford and other locations along the line.

In 1944, at St. Hyacinthe, Quebec, Ross and Marie-Paule Rousseau were married. She is from Quebec City and they met while he was at a signal school in St. Hyacinthe. Their son Stephen is in Toronto.

Ross and his wife have lived in Lively since 1951 and plan to stay there. In addition to his teaching job he is a ham radio operator and belongs to a world-wide tape club. Mrs. Smith is a school crossing guard and enjoys that duty.

They still visit back to Quebec City where Mrs. Smith has relatives and in summer they do some travelling.

Both Ross and his wife are enjoying good health and remain active which makes for a very satisfying retirement.

Romeo Paquette

Romeo Paquette was born in a house that stood where the Co-Op Funeral Home is today. "My dad had a small, 10 acre farm there," he recalled. That was in 1939 and his dad Albert, was the plumber at Froid.

Romeo first worked in the signal department of the CNR before joining Inco in 1959 at Froid. After a short time as a carloader, he worked for Charlie Sandberg in the steel shop, and for Albert Riley in the plate shop and for a time filled in for his dad as plumber.

Later he became a diesel mechanic at Froid when scooptrams came in and worked at that trade until his retirement on disability pension. "I



had worked at Froid, Stobie, South Mine and Little Stobie," Romeo said.

In 1981 he injured his back and has not worked since early in 1982. He is not able to do very much physically but is slowly learning how to live with his disability. A relatively young man he is otherwise in good health.

In 1963, at St. Charles, Romeo and Marielle Lemieux were married. They had met at a dance at Hagar. She was born and raised at St. Charles. For several years after their marriage they lived in a small house on his dad's farm until they bought a new home in New Sudbury in 1966.

Their three daughters are all at school: Monique at Notre Dame College; Giselle and Lucie at separate school.

Romeo has a hunt camp on Manitoulin and was able to go there for birds this year. He is taking three courses at night school and hopes to be able to do a bit of work in small motor repairs or furniture refinishing when he is finished.

They both enjoy playing cards and

he is a Montreal Canadiens hockey fan. He is enjoying reading more now too and his wife says that she does like to have him at home.



Walter Stukajlo

With a plate in his knee that makes walking a little difficult, Walter Stukajlo has decided that retirement is the best bet for him. He had worked on the converters at Copper Cliff since joining Inco in 1948 and liked his work. "I worked three shifts all the time and I liked 12-8 shift best. Then I can work around the house," he said.

Born on a poor farm in the Ukraine in 1923 he stayed there until 1942 when the Germans took him to Germany to work on roads and railways until 1947. He had a chance to return to the Ukraine but with the Russians there he decided to come to Canada and spent the first winter here working in the bush at Beardmore. In the spring he came to Sudbury with a gang of his friends and was able to get hired at Inco.

While visiting out west he had his eye on a pretty young lady named Mabel Saley and in 1956 they were married in Manitoba. Their son Wally is in Hamilton and their twin daughters, Adeline and Anne-Marie, Mrs. Mike Prince are in Sudbury. There is one lovely granddaughter to date.

Recently they moved to Charlotte St. from nearby Martindale Road and they both enjoy working in their large garden which provides them with most of their year's vegetables.

With more time on their hands they hope to travel more and probably see both coasts of Canada soon. Walter enjoys watching wrestling and hockey on TV and does the odd job around the house.

Walter would like to visit his sister back in the Ukraine but is not too sure whether to risk it at this point in time. A normally happy man, he is coping with his physical difficulty and enjoying life in retirement.

Simon Lapointe

Simon Lapointe was born in Sudbury in 1926, the year his dad Joe joined Inco at Frood. Many Frood oldtimers will remember Joe Lapointe who was underground track boss for many years. He retired in 1957.

Simon grew up in Sudbury and attended Nolan and St. Louis de Gonzague schools. His first steady job was with Nordale Construction working at Copper Cliff. In 1944 he was laid off from there and the same year he joined Inco in the reverbs at Copper Cliff.

"I worked 39 years there on three shifts," Simon said proudly. "And I admit that I did enjoy working there. But after 39 years decided 'I'd take it easy.'" He has taken an early service pension.



"I worked on most jobs there," Simon related. "I was a skimmer for ten years and furnace operator for a dozen years too." He recalls having worked for some very fine men in supervision.

In 1965 Norm married Mrs. Dora St. Jean. They live on Oak St. in Sudbury. She is from Azilda and has two daughters by her first marriage. They are: Carmen, Mrs. Henri St. Pere, and Lucie, Mrs. Douglas Shiperbottom, both of Sudbury. There are three grandchildren, one girl and two boys. Simon enjoys taking his two grandsons fishing.

Since retirement he has bought a boat and trailer and now goes fishing

at Nipissing and Nepawassi lakes. They also hope to travel more now and plan to spend some time next winter in Florida.

They belong to a mixed bowling league, go dancing most every Saturday night and generally enjoy life and each other. They have many friends in the area.



Maurice Boisvenue

"Sometimes the boys would call me 'black Maurice'," grinned this new pensioner. "But Maurice is my name."

He has retired from Frood on disability pension after working there since joining the Company in 1947. A neck injury made retirement advisable at this time.

"I worked on many levels at Frood," Maurice said. "Nearly always in pillars. I worked for Bill Cushing, Art Milner and Art Filion among other men."

Born in the French River area in 1924 he worked on the farm and in the bush until joining the army in 1943. "I started in the bush when I was 12 years old," he said.

After discharge he worked in northern Quebec before joining Inco in 1947.

He was married in 1949 to Kathleen Webster, she died in 1979. His three sons are: Roy on Manitoulin Island; Donald in Garson, and Wayne working at Frood.

Maurice had a home in Sudbury until last year when he moved in with his son at Garson. He also has a summer place at the French River and being, as he says, 'footloose and fancy free', he can get in his car at any time and take off to wherever he has a mind to go.

He does some hunting and fishing. Apart from the problem with his neck he is otherwise enjoying good health.

Ronald Dupuis

After a heart bypass and several attacks of rheumatoid arthritis, Ron Dupuis has decided that retirement is the best medicine for him, although he readily admits that he enjoyed his work and would like to have continued.

He hired at the copper refinery in 1951 and spent all his Inco years there in the casting and anode departments. "It was a good place to work," he declared.

Born in the Flour Mill section of Sudbury in 1932, Ron grew up there and his first job was with Canada Bread which had their bakery in that area. Later he worked for Fraser Brace, and CP express, before joining Inco in 1951.



The same year he joined Inco, Ron married Gaetane Prevost in Sudbury. Their children are: Omer in Thunder Bay; Jean-Paul in Hamilton; Michelle, Mrs. Ivan Kingsley of Elliot Lake; and Jo-Anne at home. There are also seven grandchildren. Ron has two brothers with the company, Norman at Frood and Arnold at the Frood-Stobie Mill.

The Dupuis have lived at Val Thérèse for 18 years and plan to remain there. Ron is becoming pretty good at housework and his wife has a job with a local insurance company. He used to do some bowling but finds that difficult now. He likes tennis and baseball on TV and enjoys playing cards.

They hope to travel more now and plan to visit the east coast this summer. Ron hopes to get in a bit more fishing too.

Mrs. Dupuis likes to read and work at crossword and jigsaw puzzles. They enjoy visiting with their family.

Ron is making the best of his physical problems and is able to control things pretty well with medication. He would like to have continued working but is happy in his new way of life.

Donald Horne

A recent retiree from the mines engineering department at Copper Cliff, Don Horne is a native Sudburian, born here in 1924, and his father Russell was also born here in 1895. He died in 1981.

"My grandfather came up here from Barrie," Don recalled. "And had a hardware store on Elm Street that he later sold to Silvermans to establish their store." Don's father was well known for his involvement in the local Freemasons.

Don attended the old Central School, located where the arena now stands, and went to Alexandra School when it opened. After graduating from Sudbury high school he spent four years at the University of Toronto, before joining Inco on a permanent basis.

He had worked for the company as a summer student and also for the local CPR. "At Inco I worked in the Copper Cliff warehouse, Bill Waterbury got me the job; I caddied for him at the golf course," Don said with a smile. He also worked at the employment office and at various mine locations in summer. In 1949 he was hired on but shortly after laid off. "I worked a year for the city of Sudbury when Bill Beaton was mayor," he recalled.



The year 1950 saw him back at the employment office with Ivan Fraser and he also worked with Alton Browne before going underground at Frood for a year in 1951. His next move was to the efficiency office for Ted Foster where he spent 18 years, the last few in charge. In 1971 he was moved to Copper Cliff in mines engineering and had worked on incentives and mine contracts, and was recognized as an authority in that field.

He married Patricia Barry at Sudbury in 1950, (her father was a local optician). They have four sons: Don in Oakville; Eric in Toronto; Ron in Brampton, and Jason in Sudbury.

They have a summer place at Kagawong, Manitoulin Island, and spend some time there. This winter they plan to see Florida in their new Rabbit diesel that Don claims gives 60 miles to the gallon.

Active in church work and other community endeavors they are both busy, healthy and happy. Don is curling with the pensioners and enjoys his golf. They have lived in the LoEllen section of Sudbury since 1954 and plan to remain there.

Marcel Charles



Marcel Charles has retired on an early service pension from the welding shop at Copper Cliff where he worked the last 20 years. Earlier he worked with Tom Atrong's maintenance crew at the concentrator and before that was a miner at Creighton 5 shaft.

He started his career with Inco in 1947 in the old Orford building although he had worked for a short

time as a summer student back in 1944.

Born at Sturgeon Falls in 1927, Marcel is returning to his old home town having recently completed building a year round home on the river there.

Almost a compulsive builder, Marcel admits he has built ten houses in Sudbury, a shop for his son and various other places; and admits he is not finished yet. "I like fishing and hunting too but I must admit I do like to build things," he said.

Married at Sudbury in 1949 to Odette Pilon they have a fine large family of eight sons and one lone daughter. Son Denis is in Ottawa; Donald is an electrician with Inco; Jacques is in Toronto; Michael is in Sudbury; Daniel is at Elliot Lake; Gilles is in Ottawa, and Jean is at home. Daughter Nicole is a hairdresser in Sudbury. To date there are seven grandchildren, one girl and six boys.

The Charles like to travel and have seen Canada's both coasts. "We've seen a lot of small towns across Canada too," said Marcel. They have been south also and hope to spend some time in Florida now.

Marcel likes to hunt and fish, as long as it doesn't interfere with his other activities, and he has plenty of jobs lined up if he wants to do them.

They enjoy playing cards and like it when most of their children come home for the various holidays. They still retain an apartment in town just in case they should change their mind about moving to Sturgeon Falls. They are in good health and happy in retirement.

Larry Napran

Larry, 'Napper' Napran has retired on a disability pension. "I'm having some trouble with my back and neck," he said. "So I think it's smart if I take things easy."

Larry has a 160 acre farm at Markstay. "We ran about 20 head of cattle at one time," he said. Now, with his physical problems, he can't do as much work. His wife was raised in the country and enjoys living there.

Born at North Battleford, Saskatchewan in 1934, Larry followed his father John to Sudbury. His father arrived in Sudbury in 1936 and worked at Frood before his retirement in 1957.

Larry was raised in Sudbury and



before joining Inco had been a paper boy, worked in a drug store and mens' wear store. He hired at Inco in 1954. He worked first at Copper Cliff and then Coniston for a year before beginning his electrical apprenticeship. After completing that, he worked at Stobie for most of his service.

In 1961, at Sudbury, he and Hazel Stitchman were married. She is from Quebec but came to Sudbury in 1960. They have one son Jeffrey in Sudbury and two daughters: Cassandra in Sudbury and Janice at high school.

The Naprans have lived at Markstay since 1964 and plan to stay there. They like life in that community and are, as Larry puts it, 'into horses'. He raises standardbred horses for local races but hasn't exactly made a fortune as yet. "One good horse and you can do pretty well," he said with a smile.

He still likes to hunt and fish as long as he stays within his physical limitations. He is not able to do all the work he would like around the place. "My son usually cuts the hay," he explained.

Larry enjoys most sports and watches them on TV. They play cards and have many friends that they can visit. Mrs. Napran was to the west coast and Larry may go also some day. At present he is happy at home.

Laurent 'Larry' Simard

Larry Simard was born on a farm at Chelmsford in 1924. His grandfather cleared the land for the farm back at the turn of the century. Larry spent the first five years of his life in Sudbury before returning to

Chelmsford where he attended school and worked for a time with the CPR extra gang.

Later he worked for a plasterer in Sudbury before joining Inco at Levack in 1939. He quit the following year, returned to the farm, worked at Jerome gold mines and Nickel Offset and then rehired at Murray mine in 1944. He left again to work at Falconbridge but came back to Inco in 1948 and stayed. "I worked in drifts and raises most of the time and when Murray closed I went to Frood and Stobie and finally Levack where I worked until retirement," Larry said.

In 1945, at Chelmsford, he married Jeannine Trottier. They have five children: Richard in Ottawa; Andre with Falconbridge, Clement at Chalk River; Louise, Mrs. Denis Larocque of Azilda; and Lise, in Chelmsford. There are seven grandchildren.

The Simards have had a summer place on the Vermillion River for over 40 years and still enjoy it there. They have lived in Chelmsford all their lives and like it there. A member of the K. of C., Larry also enjoys gardening and watching sports on TV. He collects local history and has a large number of scrapbooks containing this material. They have a small trailer and hope to travel more now.

They are active in their church and Mrs. Simard's hobby is embroidery work. She was with the W.A.C. during the war and is the recipient of the meritorious medal from Legion, branch 553, the highest order they award. She was their secretary for over 20 years.



Eric Williams



Born at Markstay in 1921, Eric Williams has spent most of his life living in Coniston. "My father Oliver, worked for the old Mond company at Coniston and we moved there when I was a baby," he said.

Eric's first job was at Coniston in 1940 where he worked for about seven years before moving to Copper Cliff. There he worked on the converters; with Jock Rennie's gang; the bricklayers; plate shop and welding shop. "I was sent over to the Iron Ore Plant in 1963, working for Jim Metcalfe and Harold Howse, and I stayed there until my retirement," Eric related.

He was married in 1953 to Florence Everitt, in Coniston. They have four children: Oliver is a policeman in Toronto; John is in Los Angeles and his twin Frank, is in Vancouver. Daughter Deborah is at Cambrian. There are two grandchildren. Mrs. Williams has a brother Ernie working in the loco shop at Copper Cliff.

Now that they have plenty of free time the Williams plan to spend a winter at Nanaimo on Vancouver Island. "I have a brother there," said Mrs. Williams. "And we have been there several times in summer so we'll see what the winter is like." They will be close to their son in Vancouver.

Eric likes to garden at their place in Coniston and they grow a good portion of their winter vegetables which Mrs. Williams preserves.

Eric likes to read and does some fishing and hunting. He also enjoys sports on TV.

They are a happy couple in good health who are looking forward to a long and pleasant retirement.

Richard 'Dick' Howard

Dick Howard has retired from Levack on an early service pension but he is far from being idle. "I decided I'd try selling insurance and I like it," he said. "Gives me a chance to meet plenty of new people and keeps me busy."

For the past 24 years, on and off, he has been the childrens' sports program director at Chelmsford where they have lived since 1966. He and his wife both bowl at least twice weekly.

And to top things off they invested in a trailer last year and are enjoying the freedom to come and go as they please in summer. "We had a great year this past summer," Dick said.

Born in Kapuskasing in 1933, Dick came to the Gatchell area of Sudbury as a child. His father, Desmond, worked at Froid and retired from there in 1972.

Before joining Inco in 1952, Dick worked for a time with Topazzini's bakery and National Grocers in Sudbury. At Inco he started at Froid, working for Dave Fortin and Gordon Wilson, then in 1954 was moved to Levack where he drove raises and boxholes. In 1970 he was promoted to supervision and went to Coleman in 1972 but returned to Levack where he finished his service.

"I liked mining," Dick said. "But I thought that after 32 years I would try something else. I still miss the gang but meet many old buddies in my new work."

Married in 1954 to Maria Innis at Espanola they have one son, Richard.



in high school, and four daughters. Their daughters are: Debbie, whose husband Peter Belanger works at Stobie; Donna, whose husband Larry Russell is at Creighton; Darlene is Mrs. Chris Hawrelluk of Sudbury and Doreen is attending college in Toronto. There are seven grandchildren. Dick has a brother John who is with plant security at Froid-Stobie.

An avid reader, when he has time, Dick also enjoys the hunt each fall. He likes working with the kids and his wife says that he is the best at it. "Every time he quits they are after him to come back," she said.

She enjoys sewing for the grandchildren and they both enjoy good health, each other, and the opportunities of their new life together.



Ernest Beaudry

Ernie Beaudry was born at Massey but moved to Garson when he was about 12 years of age in 1936. His dad had worked at Falconbridge and that was where Ernie started to work in 1941. In 1946 he joined Inco at Garson mine. After working underground for a year he went with the mechanics and worked for Ray Beach. Ernie's desire to become a welder led him to Levack in 1955 where he worked for Bill Bell, an association that lasted the next 18 years.

As his children grew older they decided to move to Sudbury so Ernie got a transfer to Little Stobie and worked as a welder there until his recent retirement. "Welding is a

different ball game now," he explained. "It is very specialized."

Genevieve Young of Sudbury and Ernie were married in Sudbury in 1953 and are very proud of their six children. Sons Dean, Kenny and Chuck are in Toronto, and Mark is at high school. Daughter Gayle works in the accounting department and her husband Wayne Akerman is in matte processing. Daughter Lynne is at Cambrian and to date there is one grandson.

Ernie declares that the best 18 years of their lives were spent at Levack. "That's the best town to raise children," he said. They enjoyed the community and their neighbors.

Ernie has been involved with music most of his life, starting with Dan Totino's Coniston band back in 1945. He has a small group of his own now and remembers when he played the Inco Club with Johnny Juryczak.

He hopes now to curl and play golf with the pensioners' league. "I curled a lot in Levack," he recalled. They live in New Sudbury and hope to do more travelling now. "We're in great shape," said Ernie. "Have van, will travel."

He enjoys sports on TV and finds more than enough to do around home. Both he and his wife are in excellent health and are enjoying their new life together very much.



Alfred 'Red' Maier

Red Maier has retired from the converter department at Copper Cliff smelter where he worked since joining Inco in 1948. He was a

craneman for some 20 years, later a process foreman and the last three years a smelter foreman.

Red was raised at Grenfell, Saskatchewan where his dad worked for the CPR. Red farmed for a time then saw an Inco ad in the paper so came east with a buddy in 1947. He was hired but that fall returned home to play hockey. He came back the next spring and was rehired. "We were supposed to go professional but they couldn't raise the money," Red recounted, referring to his brief hockey career.

In 1949, at Maxville, Ontario, Red and Ruth Montgomery were married. They have six children and eight grandchildren. Son Jerry is in Newmarket, and Reginald is at home. Daughter Brenda is Mrs. Dennis Stobo of Garson; Janice, Mrs. Danny Willis of Saskatchewan; Sharon, Mrs. Brian Keyowski of Regina, and Cindy at home.

The Maiers have lived in the Minnow Lake area since 1953 and plan to remain there. They cultivate a large garden and can enough vegetables to last them the winter.

Red has always been a keen hunter and fisherman and has bagged his moose each year now for some time. He likes to fish for lake trout and has a few choice spots around Westree.

With six children to raise, Red and Ruth have not had too much chance to travel but they soon hope to do more of that.

Red still enjoys skating and keeps in good shape with his several activities. He likes to watch sports, especially football and enjoys hockey.

Alfred 'Fred' Taricani

Fred Taricani, jovial as ever, has retired from the nickel refinery where he spent the last few years of his Inco career. Previously he had worked at Frood-Stobie and Clarabelle mills with the fitters. He also was with the masons and had worked in the smelter.

"When I hired on in 1946 they sent me to Garson but I didn't like underground and they wouldn't give me a transfer — so I quit. A few weeks later I hired on at the smelter," Fred related with a smile.

Fred was born in Italy in 1923 and



his father came to Canada that same year for a job at Espanola and later with Inco. Fred recalled that the rest of the family came over in 1923, landed in New York and came by train to Sudbury. "And none of us could speak any English," he added. "But we made out."

Fred attended school at Gatchell for a couple of years then worked in a garage and later worked on construction at Espanola before joining Inco in 1946.

He has never married, although he almost did just before going overseas in 1942, and now admits that maybe a constant companion would be nice.

His mother is still living in Sudbury and at 84 tends two gardens. His dad, John, retired from Inco as did his brother, Pete. Another brother, Silvio, who also worked at Inco, died earlier.

Fred served with the 3rd anti-tank regiment and was in the Normandy invasion and later was in all the European countries.

He has had a camp on Fairbanks Lake for 17 years where gardening, fishing and other summer enjoyments keep him occupied. He also goes there in winter by snow machine.

He is an avid moose hunter and he and his friends have never come back empty handed. He has never been back to Italy but may go sometime. He likes sports and takes the odd hockey junket. Reading and cards are among his other quieter pursuits.

Fred is really enjoying retirement and wonders now how he found time to work.

George Nault

George Nault was born in Sudbury and his father (also named George) retired from the Copper Cliff smelter in 1958. After attending College St. school, George's first job was with Poupore lumber at Skead, then he went with Fraser Brace for a time before joining Inco in 1947.

During his Inco years he saw many locations as he was moved several times due to force adjustments. He spent six years in the roasters, five years in transportation then went to Froot and Garson. After several other moves he landed at the North mine for 12 years and spent the last three years as a drill fitter at the South mine.



George married Jeanine Chartrand at Sudbury in 1954 and they have two sons, both in Sudbury. Gerald works locally and Donald works for the mentally retarded.

For 17 years the Naults had a summer place at Lake Nepawassi but sold it this year. "I have a back problem and can't look after the place," George said. He enjoys fishing and now that they have a trailer, he hopes he'll be able to visit some new fishing spots.

While taking treatment for his back at the WCB in Toronto he learned something of the art of leathercraft and now makes many useful items. He enjoys sports on TV, especially baseball which he played at one time. He likes to bowl and is a pretty handy man around their home in New Sudbury.

He and his two sons play the guitar and have had many fun sessions together. With more time at his disposal now he hopes to do more travelling.

Golden Wedding



Aldo and Dilia Giommi

Aldo Giommi and Dilia Taus were married on October 26, 1933, in Copper Cliff. They recently celebrated more than 50 happy years together. Their family arranged a big party at the Italian Club in Copper Cliff, (which is right next door to their home) and more than 150 friends and relatives were in attendance. Earlier, at a church mass, Aldo and Dilia had repeated their marriage vows.

Aldo was born 'on the hill' in Copper Cliff in 1908. His father Enrico had worked for the Company before his death in 1926. Dilia was also born in Copper Cliff but grew up in Italy between 1914 and 1920. After their wedding they had a short honeymoon in Rhode Island when they went to visit relatives there.

Aldo joined Inco in 1925 but quit the following year and moved to Espanola to try his hand in a small cartage business. When that didn't work out he returned to Inco in 1930 and worked in the platemshop for 42 years before his retirement in 1972.

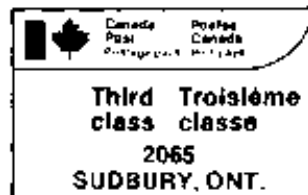
Aldo and Dilia have two children. Don works in the process tech laboratory at Copper Cliff, and daughter Noreen is a head nurse at St. Michael's Hospital in Toronto. There are two granddaughters.

At their anniversary celebration the happy couple received many gifts and congratulations from friends far and near as well as formal congratulations from the Pope, Prime Minister, Governor General and other high ranking political figures. Among those attending were friends from Mississauga, North Bay and Sault Ste. Marie.

Aldo, who was fondly known at work as 'Smokey' is in good health and admits he enjoyed his working years and he is also happy enjoying his retirement. He and Dilia obviously have great respect for each other and their advice to other younger married couples for a long and happy marriage is to learn to take the good with the bad and be optimistic about the future. They are living proof of this advice.

Pensioners' and Employees' IN MEMORIAM

Name	Age	Died	Service
Ahlgren, Victor	70	October 30	38
Behnke, Lawrence	72	October 25	26
Bosse, Joachim	74	November 6	22
Choptian, Peter	57	November 6	33
Davis, Robert	74	November 17	33
Fraser, Raymond	60	October 19	40
Gifford, George	75	October 31	31
Houle, Albert	54	November 15	13
Januik, William	70	November 25	31
Kutt, Rudolf	69	November 24	20
Langley, James N.	38	November 21	19
Lang, Matthew	67	November 12	24
MacKinnon, Ronald	60	November 20	29
Marr, Peter	62	October 18	36
Marr, Roy	77	November 4	39
Mayhew, Ernest	61	October 26	42
McArthur, Harry N.	70	November 27	23
Menard, Lucien	76	October 20	35
Meredith, Donovan R.	78	October 29	36
Nichol, Joseph	58	November 26	35
Noga, Stanley	80	November 17	24
O'Reilly, Garreth	61	November 18	23
Paajanen, Veikko	62	October 23	23
Parker, Daniel	77	October 28	37
Peaire, Laurence	81	November 15	25
Peja, Mike	88	November 12	26
Scanlon, Sarsfield	57	October 1	23
Schmitz, Theodore	62	October 19	27
Tafe, Francis	78	November 7	20
Tulloch, Leonard C.	78	November 13	23
Wills, George	85	November 6	27
Young, Andrew C.	62	October 22	19



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