

INCO
Triangle
JANUARY, 1985

1



Publications
Editor

Peter vom Scheidt

Writer

Frank Pagnucco

Published monthly for employees and pensioners of the Ontario division of Inco Limited. Produced by the public affairs department and printed in Canada by Journal Printing Company in Sudbury. Member of the International Association of Business Communicators.

Letters and comments are welcomed and should be addressed to the editor at Inco Limited, Public Affairs Department, Copper Cliff, Ontario P0M 1N0. Phone 705-682-5425.

On the cover

Our cover this month is a stylized depiction of Santa's Sleigh loaded with all kinds of Christmas gifts, decorations and even his reindeer. We would like to wish Inco employees and pensioners a Merry Christmas and a Happy New Year.



Christmas spirit

"Christmas is for Children" was the theme of Sudbury's annual Santa Claus parade held on November 24th. Thousands of children witnessed the long line of floats, bands and clowns as it wound its way through the city. It was the first hint of the arrival of the most magical time of year.

Inco once again entered a float in this local Yuletide tradition. It was fabricated with usual flair and expertise by employees in the agricultural department. Featuring some bigger than life snowmen, the Inco float was pulled along by a scooptram. Several employees and children of employees participated in presenting the float to the very appreciative throngs.

Throughout the early part of December, Inco employees throughout the Ontario division were busy putting together the annual children's

Christmas parties that are so much a part of local Christmas. Due to publication deadlines we are able to present a photo from one of the parties. It was taken at the matte processing party. Further pictorial coverage of the others will follow in the February issue of the Triangle.



The trail blazer



Frank Lavryssen maps out the trail that will be used by many cross-country skiers in the Levack area this winter.

There is a four kilometer cross-country ski trail in Levack that attracts many skiers every winter. What few of them know is that one man, Frank Lavryssen, a slope leader at Levack mine, is responsible for the trail's existence and its maintenance.

Five or six years ago, Frank recalls, he had an urge to go out and do something constructive. "I wanted to do something in winter," he says. "I was fed up with sitting in the house." He, a novice cross-country skier, decided to cut a ski trail near his Maple Street home.

Frank cut trees and he cleared bush. He removed rocks and filled holes. Commencing in the autumn, he worked on his project everyday, before afternoon shift, after day shift and on weekends, all on his own. When the snow came he was out on the trail with his hand hoe setting grooves for the trail.

The fact that it has remained a solo enterprise does not bother this industrious individual. "I don't mind," he quite simply says. Quite a few people enjoy skiing on Frank's trail.

"That's OK," he assures. "That's what it's there for."


Once again this autumn Frank was hard at it, clearing the bush from the trail in preparation for another season of skiing enjoyment. At one point, he blasted away a rock obstruction. He has further improved the trail by double tracking it. This was done, he says, so people will not have to face

the bother of stepping off the track to allow oncoming skiers to pass.

When the ski season is in full swing, Frank will be out on his trail with countless others. Throughout the winter he will groom it. While he might consider this work a hobby, it surely falls into the category of a labor of love that brings so much pleasure to so many.



This section of Frank's trail required a few extra logs to be set in place.



Christmas with all of its traditions and joys, is a particularly special time for families and friends.

On behalf of our company, I am pleased to extend Season's Greetings and Best Wishes to our employees, pensioners and members of your families. May every joy that Christmas brings be with you throughout the New Year.

Sincerely,



Mike Sopko
President
Ontario Division

Down Memory Lane

There was an excellent response to our "Down Memory Lane" contest in the October Triangle. We heard from a number of employees and pensioners including some members of the Copper Cliff Redmen who were in the team picture.

As it turned out, most of those who entered had the right answers. In order to be fair to everyone, both out-of-town entries and local entries, we put all the correct entries into a hat and picked the winner by a draw.

The lucky winner was Paul Girard from Sudbury. He gets a Science North medallion for his efforts.



Here is the correct identification of the 1956 Copper Cliff Redmen. They are, back, from left, Alton Browne, Joe Zorica, Bob Wein, Leo Jacques, Bud Jewitt, Moose McQuarrie, Earl MacDonald, Bernie Kallies, Buddy Paruch; front, from left, Art Carbone, Bobby Fuller, Romano Taus, Tommy Howe, Gerry Wallace, Roy Maud, Johnny Mulholland and Bill Jessup. Not shown but also on the team were, Lou Visentin and Don Smith.

Now on to the next contest. This time we tried to make it a little bit more difficult. For this edition of the "Down Memory Lane" contest we came up with this photograph of a hockey team to test the powers of recollection of our pensioners and employees.

The club was the Froid Open Pit squad. The photo was taken in the spring of 1944. Having just disposed of the Porcupine All-Stars and the Hamilton Majors to take the senior

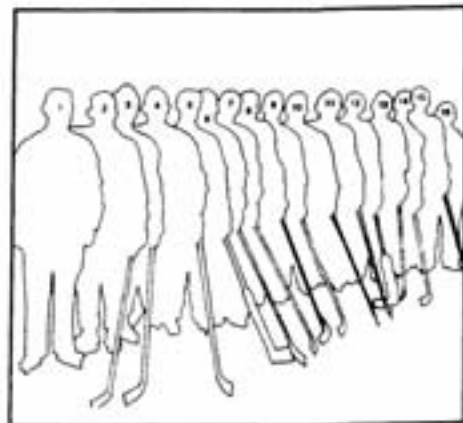


Can you identify these players?

provincial crown, this club was about to advance to the Eastern Canadian finals against the Hull Volants. The whole district harbored hopes that it would repeat the feat of the Froid Tigers team of 1937 and win the Allan Cup. Can you name the individuals in this photo?

As in the last contest send your entries to the public affairs department. The address is on the inside front cover of this magazine. Be sure to clearly mark on your envelope "Down Memory Lane Contest".

The person to correctly identify the names of the team will be presented with a Science North medallion. In order to give all entries an equal chance of winning we will take all correct entries and draw one winner



from them. If there are no correct entries, the one coming closest will win the prize. The deadline for entries is January 31, 1985.

Smelter earns four stars

The Copper Cliff smelter complex reached a milestone last month by achieving four stars in the advanced level of the International Five Star Audit program following its recent safety evaluation by the Mines Accident Prevention Association of Ontario. It becomes the first mining related plant and only the second plant in the province to earn this distinction.

Stew Gendron, superintendent of safety for milling, smelting and refining, terms the smelter's four star award "a very significant achievement." He says that "it is the first time that we've obtained a four star rating in the advanced program in any of our plants." It is an indication, he adds, that "the smelter is making very significant progress in establishing an



Jose Blanco, manager of the smelter complex, right, accepts the advanced four star award on behalf of all his fellow employees at the smelter from Ernie Isaacs, executive director of the MAPAO.



The five week long audit undertaken by John Pelland of the MAPAO began with a meeting with smelter management to discuss the various aspects of safety and health at the smelter complex. Shown here, from left, are Frank Boniakowski, Adam Dutton, Neil Feeley, Bob Remington, Carlos Landolt, John Pelland, Charlie Mitchell, Jose Blanco, Tom Antonioni, Wayne Smith and Tony Fritz.

efficient safety and loss control system."

Administered in Ontario by the MAPAO in affiliation with the Industrial Accident Prevention Association of Ontario, the Five Star program is a system of evaluation that permits the analysis of a safety control system to identify its strengths and weaknesses so that improvements can be made. Inco adopted the program three years ago.

The Five Star Program assesses 21 elements relating to all aspects of safety and health in an organization. There is both a standard and an advanced program. Since 1983, all surface plants in the Ontario division have used the advanced program which is a more comprehensive system applicable to larger companies.

Audits of each managerial area are conducted on an annual basis. Ninety employees in the Ontario division have been trained by the IAPA to audit surface plants. Up to the present, annual audits were conducted with auditors chosen from maintenance and operations working under the direction of the audit group in the general safety office. Fred Nicholson, general foreman safety, has been responsible for the audit function since 1980. However, the upper levels of the advanced program require external auditors from the MAPAO to conduct the audit. Points are awarded on the basis of answers given and supported by documentation to standard questions from the system of evaluation.

Each star represents a plant's progress in attaining progressively more comprehensive audits. Five stars would mean that an area's safety control system is dynamic, strong and, more importantly, effective. A five star rating has yet to be awarded in Ontario.

The smelter four star award represents an important step in the right direction for the division's surface operations as they implement the five star program. The smelter has already surpassed the current objective,



John interviews many staff and unit employees. Here he and Ed Lacoste, general foreman of safety and training at the smelter, go through the extensive files kept on the implementation of the five star program.



Some of the people interviewed about their views on safety and health at the smelter included Tom Bayford, general foreman of electrical and instrumentation...



Joe Muscolino, flue cleaner.

established in 1983, of striving for a three star advanced level in three years.

Jose Blanco, manager of the Copper Cliff smelter, stressed that the four star award is not an end by itself, but rather a step along the way to realizing a greater goal in the future.

"The four star advanced program rating means that, together...and by together I mean all people and all groups involved, management, union executive, supervision, OSHE committees and unit employees... we have developed first rate safety programs and support systems," he

says. "We now have the tools to make consistent and steady progress towards becoming a truly safe and competitive facility. The key to our continued success lies in team work...our ability to continue to work together."



...Ron Poulton, service foreman...



...Kurt Tischler, bailman...



...Ivan Graham, skimmer...



...Brian Yeates, slag chute man...

10 Safe Years



The safety conscious crew at the divisional shops garage consists of, from left, John Maslakewycz, Franz Sabel, Jim Williamson, Matt Bresden, Czeslaw Przybylo and John Whelan, foreman.

The crew at the divisional shops garage became the second group of Inco employees to establish a remarkable safety record in recent months. Hard on the heels of the car shop's unprecedented decade of accident free work, the garage men have equalled that accomplishment by working ten years without a lost time accident.

The garage is staffed by John Maslakewycz, Franz Sabel, Jim Williamson, Matt Bresden, Czeslaw

Przybylo and John Whelan, foreman. They are responsible for vehicle maintenance at the Copper Cliff smelter including trucks, vans and buses.

According to John Whelan, the factors for his men's consistently good safety record are many; attitude, training, proper equipment. The two most important, they stipulate, are communication and team work. Functioning as a unit, looking out for one another and imparting the

message of safety to each other have contributed to their distinguished record.

Klaus Truderung, general foreman of divisional shops, praises the garage crew for its accomplishment: "The credit for this excellent accident-free record is due to their positive attitude concerning safety on the job. John and his men, through their responsive outlooks have created a safe and healthy work environment. They are to be commended for their great record."

Third in-term meeting

The third in-term meeting between Inco and the Union since the signing of the collective bargaining agreement was held in Sudbury on December 4th and 5th. Items discussed included such things as contracting out, permanently partially disabled employees, overtime, arbitration dates, temporary employees, and work assignments. In addition the Company and the Union agreed to set up a committee to discuss arrangements for the upcoming 1985 negotiations. Highlights of some of the other things that were discussed follow:

Finance

Bill Gordon, assistant vice president, finance, updated Inco's financial results for the first nine months of 1984. He outlined comparisons with other major nickel producers and stated that although the trend in production costs has been encouraging, the average realized price for nickel has not changed and copper prices have continued to decline.

Marketing

Peter Salathiel, vice president of nickel marketing, reviewed supply and demand in world nickel markets. He stated that 1984 demand was 10% higher than in 1983 but a 100 million pounds less than it was ten years ago. He noted that supply and demand for nickel are forecast to be in balance for 1985 at 1,235 million pounds. He cautioned that a downturn in the US

economy could significantly reduce expected demand. He stated that depletion of London Metal Exchange stocks could favorably affect price, but said that a major factor affecting the price of nickel is the strength of the US dollar in world currency markets.

1985 Production Plans

Mike Sopko, president of Inco's Ontario division, reviewed the major steps taken during 1984 to improve productivity. He emphasized the necessity of such improvements to ensure the competitive position of the Company. He noted that the total nickel industry is only operating at 65-70% of its capacity and about 30% of all nickel production is being subsidized to some degree.

He explained that in the Ontario division nickel and copper production in 1985 will be little changed from 1984. He also noted that the initiatives to improve safety, increase productivity and contain costs will continue.

He announced a two-week production shutdown from December 24, 1984 to January 6, 1985 inclusive in the Sudbury district and Shebandowan operations. There will also be a four-week vacation shutdown in the Ontario division from July 1, 1985 to July 28, 1985.

Technological Changes

The Union expressed a concern with the effects of technological change. It was suggested that a joint

committee be set up to discuss how improvements in technology will affect the work force.

The Company stated that the Union's request for a joint committee would be considered and noted that communications between the Company and Union on this subject have been taking place and will continue. Inco's position is that the present pace of technological change must be continued in order to maintain a competitive position.

Smelter Improvement Program

Malcolm Bell, vice president of milling, smelting and refining, outlined progress to date and future considerations with respect to changing smelting technology. He stated that the Company's efforts are directed to developing the most cost effective means of production. Test projects at Thompson and the Iron Ore Recovery Plant have been successful, but further experimental work must be completed and evaluated before final processing decisions can be made.

The Union expressed concern that the Company's approach is not more firmly aimed at improving the external environment. The Company emphasized its concern for the environment, but pointed out the importance of operating efficiently and making the best use of capital to maintain its competitive position.

Marine Railway upgraded

The marine railway that links Biscotasi and Indian Lakes northwest of Sudbury has for decades been used by campers, fishermen, lodge keepers, hunters, Ministry of Natural Resources personnel and Inco employees from the utilities department. Worn and weathered by time and the elements, this functional portage was rehabilitated in August by junior forest rangers in a cooperative venture involving Inco and the Ministry of Natural Resources.

Ron Santala, supervisor of operations in the power department, explains that Inco has used the marine railway to gain access to two of the dams it maintains in the area to control the flow of water into the Spanish River. More than that, he adds, it has become an important portage used extensively by recreational groups. Over the years, he says, it had fallen into "a very decrepit condition." The Company and MNR decided to refurbish this unique railway.

Originally built five or six decades ago to facilitate the transport of the Prince of Wales into the heart of Grey Owl country, the marine railway and a lodge built nearby exclusively to entertain the royal visitor quickly became white elephants. The prince, you see, never made it to Bisco. The lodge operated as a business until recently when it was burned down. The convenient rail portage has been used by any commoner who has come across it.

The MNR's junior forest ranger program, always seeking varied work experiences for its young charges, found the proposed marine railway project could provide a new and suitable challenge for a couple of its crews. With Inco supplying railway ties, spikes, hammers, gauges, levels,

safety glasses and other equipment, the junior forest rangers began the work of repairing the 800 foot track in August. Two crews, each spending a week at the site, replaced the track ballast that had been washed away, replaced old rotten ties, removed boulders from the track bed, installed cribbing at the Indian Lake end, put in

some new rails, regauged the track, cleared the brush away from both sides of the track and installed a new Company-provided cart.

"They're the hardest workers," Ron reports, acknowledging the excellent job the teenagers did in bringing the marine railway back up to scratch. "In terms of tax dollars, I would say that



Part of the rehabilitation of the marine railway by this crew of junior forest rangers involved replacing old, worn railroad ties with new ones.



A gang of junior rangers load slag to be used for ballast onto a rail car.



you're getting your money's worth." Not only did the crews do the job in a very proficient manner but they found the experience unique and educational. "They never dreamed they would be doing anything like that," he says. "They really learned something."

Ron, who along with Eric Mansikka of the utilities field engineering group, provided the necessary guidance during the upgrading of the railway portage, commends highly the efforts of the junior forest rangers. He concludes that the program is an excellent way of employing students, giving them some new experience and maintaining Ontario's natural resources at the same time.

Jon Taylor, junior ranger sub-foreman, and Ron Santala, supervisor of operations in the power department, measure the width of a rail at a spot where it had split. The marine railway linking Biscotasi and Indian Lakes had fallen into disrepair over the years.

Managing the forest

While the Company actively develops mineral resources it also assumes responsibility for other natural resources above the ground. Managing the fairly extensive forests on Inco property is one of the jobs of the agricultural department.

Surveys show that stands of marketable timber are found on 55,000 acres of Company land through 26 townships in and around the Sudbury area. Those stands include white birch, poplar, white pine, red pine, jack pine and white spruce species.

According to Jim Savage, grounds supervisor in the agricultural department, the rough terrain means that only 16,000 acres are considered



Lorne Jacko and Mario Lanox inspect aerial maps of tree stands on Inco property.

suitable for the establishment of managed forests.

Managing the forestry resource, Jim says, involves overseeing the activity of companies harvesting timber on Inco property, surveying stands to determine quality and quantity of timber and to ensure that trees are regenerated.

Timber has been harvested on Inco property for the last eight years. Presently one contractor is logging on land near Nairn Center for E.B. Eddy Company. The amount of timber harvested varies annually as it depends on market demand and weather conditions during the cutting season.

The Company charges the timber cutters an amount for each cunit of wood they take (a cunit is 100 cubic feet of timber). Money collected is put into a forestry management account. "Some of the money is used to purchase seedlings in the spring of the year," says Jim. Those who harvest Inco timber are required to plant these seedlings. In this way the forest is regenerated.

An important contribution to the forest management program was made through Environment 2000, a conservation program sponsored by Environment Canada designed to extend and accelerate activities which will contribute to the conservation, preservation and restoration of the natural environment. It also helps individuals hired under the program to develop job skills. Six people were hired for an Environment 2000 forestry project to "cruise" timber stands on Inco property. Over 20 weeks they determined the number, species, quantity, age and size of marketable trees in various sections of Company land.

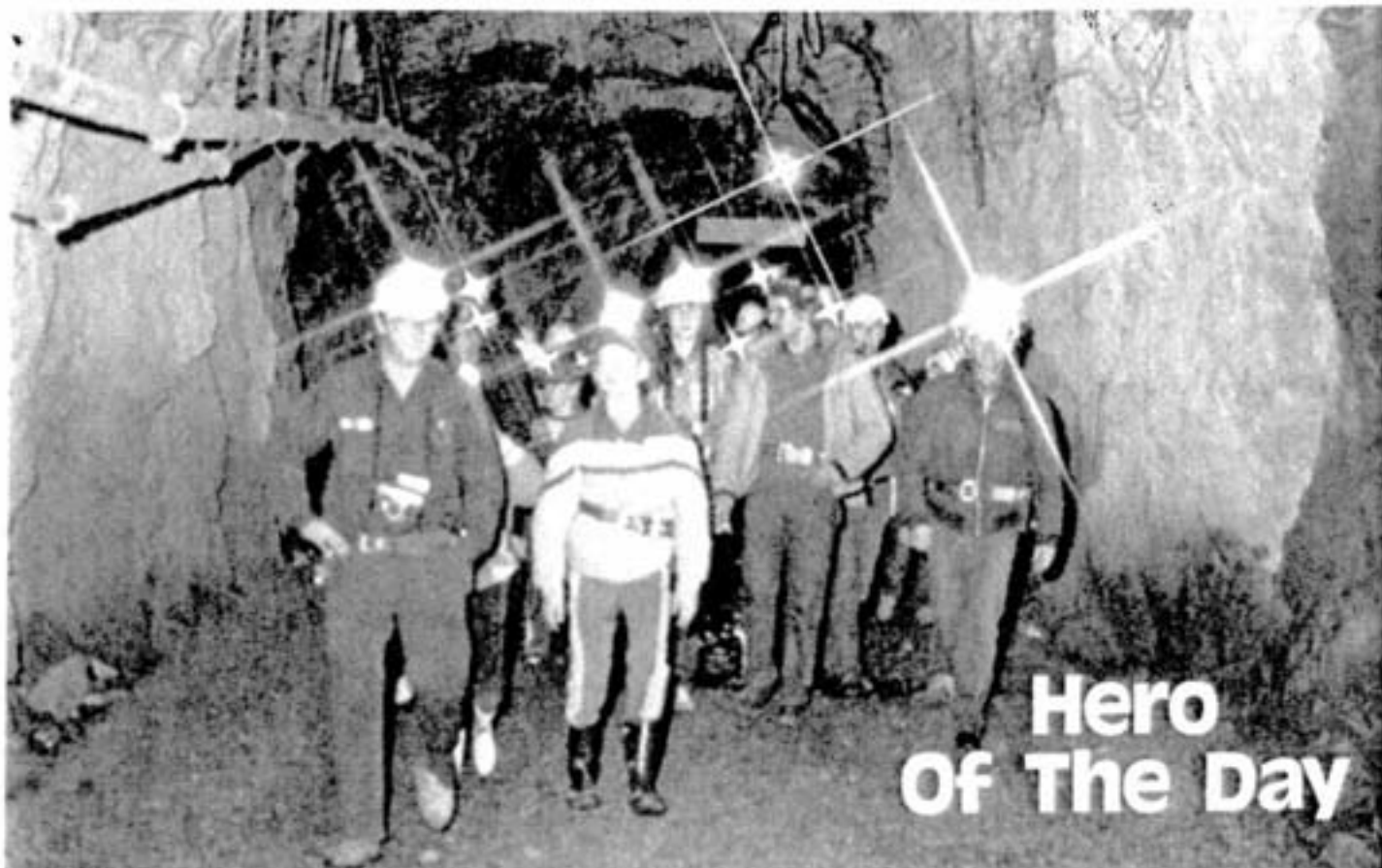
Just as with the fur bearing mammal harvesting program, the philosophy behind the forest management program is to administer a renewable resource so that it may be harvested for present use and ensure it remains for future generations.



A core sample give Louis Giroux and fellow forestry technician Dan Chaput an idea of a tree's age.



Shelley Rafuse, an apprentice cruiser, measures the width of a birch tree to help take stock of trees on Inco land.



Hero Of The Day

A group of Levack miners and their children walk along a drift on the 700 foot level en route to a work site.

"It was Dad's turn to be the hero." So the purpose of the Levack Family Day was stated by Bob Armstrong, safety general foreman at the mine.

"The idea was to allow the parent to explain to his own family what his job is," elaborates Bob. Fathers took their wives and children to wherever they work and gave first hand explanations of their work.

Over 30 people at Levack volunteered to act as hosts for the 840 people who toured the facility during the event held in November. The visitors were treated to tours of the surface shops, hoist rooms and the 700-foot level underground. It is a regular production level with operating three boom jumbos, an in-the-hole drill, a remote control scooptram, stopers, jacklegs and a scissor lift truck. There were also displays of undercut-and-fill and vertical retreat mining.

"This is the first time we've allowed children underground on a family day,"

Bob says. Needless to say they found the immensity of the operation and the complexities and capabilities of its machinery most impressive. A highlight for youngsters was operating remote control scoop. A cage descended to 700 level every 15 minutes to transport the eager tourists.

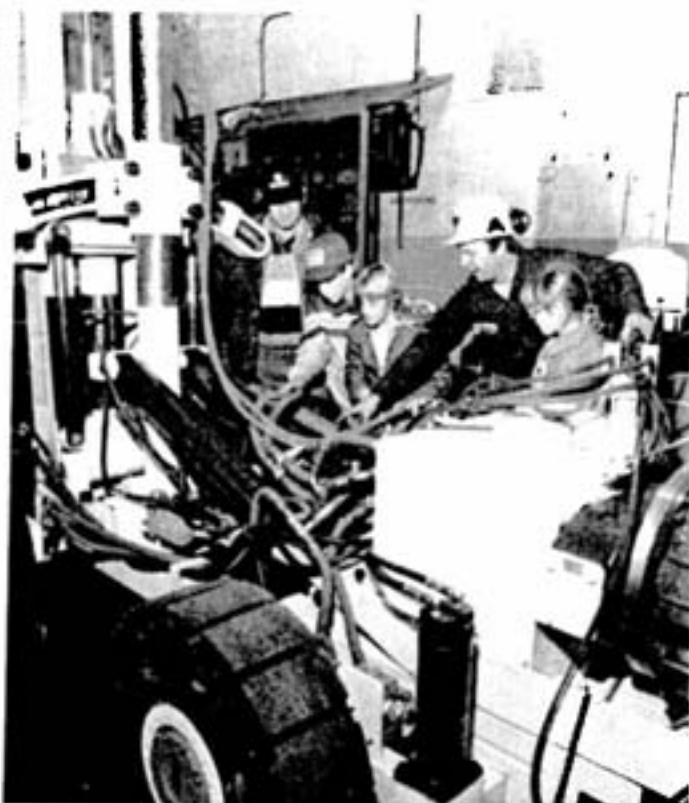
Judging from the response, Bob pronounced the event a success. "It was an eye-opening experience for them," he states. "They realized that their fathers have a lot more technical expertise than they thought and that requirements of modern mining are more than a strong back."



John Seminchuk demonstrates an automatic acetylene cutter for Germaine Gorham, who worked in the same shop during World War Two, and her granddaughter, Andrea Thermen, 9, daughter of Levack Complex secretary Janie Thermen.



Jean-Louis Guerette, left, with the help of Mike McNulty, suits up his youngsters, Lynne, 11, and Marc, 8, for an underground tour.



Doug Koroski, with helmet, describes the workings of a Go-60 drill to, from left, Graham Trott, Clint Trott, Melanie Koroski, 10, and Tina Trott, 10.



Ray Parker explains a model of mining to, from left, Louise Rioux, Don Lavallee, 11, and Lucille Lavallee.

Storage domes complete



An outside view of the storage domes.



The interior of one of the storage domes.

A new era in the storage and transport of nickel and copper concentrate unfolded recently as the construction of four beehive shaped storage domes behind the Copper Cliff mill was completed. The \$5.8 million project is a major productivity improvement measure that will permit more efficient scheduling of milling operations.

Each dome contains a huge cylindrical in-ground tank capable of holding 15,000 tons of concentrate on a dry weight basis. Surplus concentrate in the form of a slurry is pumped into these storage tanks. Clear water that remains after the concentrate has settled is pumped off. When the smelter requires additional feed, the concentrate is reslurried using a high pressure water recovery system and pumped back to the mill for further processing. The concentrate storage tanks not only represent increased efficiencies in the milling operation but they also eliminate the need to truck the feed to and from stockpiles. The fact that concentrate is no longer stored on the ground and exposed to the elements, will mean improved work environment and metal recoveries.

Currently, nickel concentrate is stored in three tanks while copper concentrate is contained in the fourth. Another feature of this storage system is that it is very adaptable. Should milling and smelting requirements change in the future then it will be relatively simple to replace concentrate in one tank with another type of feed.

The voice of a friend

There are times when people who are lonely, depressed, troubled or desperate in the complicated world of today need a receptive soul to call upon. In Sudbury, the beginning of help is as close as the telephone through Telecare, an agency that provides that necessary human touch.

Telecare, part of a nationwide organization of local ministries, has been serving the public in Sudbury for over 19 years. It is staffed by 72 volunteers, many of whom are Inco pensioners or employees or their spouses, on a 24 hour basis. They are specially trained for this work in an intensive 50 hour course.

Muriel MacEwan is an Inco pensioner who volunteers time to Telecare. It fulfills her need to contribute something to the betterment



Muriel MacEwan, an Inco pensioner, is one of many individuals who volunteer their time and experience to Telecare.

of our society, she says. Twelve hours a month she answers the Telecare phones in its small office located in downtown Sudbury.

The jangle of the phone's bell sounds in the serene quarters at practically any time of the day or night. "There is no rhyme or reason to it," says Muriel. There are times of relatively little activity and there are times when the calls seem endless. "I've worked one hour on a night shift and had 14 or 15 calls," she relates.

Most of the people who call have a problem, Muriel says. Not necessarily life and death problems, she adds, but situations that trouble an individual enough that he or she needs to talk to a compassionate person.

"We don't give advice. Usually in talking, the person generally talks long enough to see what they want to do. I do give suggestions. If I think somebody needs professional counselling or help they can't get here, I suggest a place they can go for help. There are a lot of referrals," Muriel elaborates.

Many callers ask for references to various services that may be available. Thumbing through a Rolodex file jammed with the names and numbers of the many service organizations available to people in the Sudbury area, Muriel confirms the full range of services that exist: "I had no idea that there were so many places people could go for help."

Telecare is funded by government grants and private donations. Inco has been a regular contributor to this very worthwhile organization. Recently, Morry Brown, director of public affairs, presented Telecare officials with a cheque for \$2,500.



Morry Brown, left, director of public affairs, presents a cheque with Inco's donation to Telecare to Muriel MacEwan and Reg MacNeil, two Inco pensioners deeply involved with the organization in Sudbury.

In-house campaign successful

Thanks to people like George Muise, Bob Brunette, Oscar Gionet, Norm Oglestone and you, the Inco — Local 6500 in-house United Way fundraising drive proved to be a giant success for the second consecutive year.

Employees canvassed fellow employees for a contribution to the United Way either through payroll deduction or through lump sum payments. Last year, in the first such campaign at Inco, employees contributed an average of \$36 each. Eighty-eight per cent of employees were contacted.

This year canvassers were even more successful in carrying the United Way message to fellow employees. Ninety three per cent of employees were contacted. Incoites, on the average, were even more generous this year contributing something in the order of \$37.50 each. The result was that United Way agencies benefitted by over \$161,100.

In his second year of canvassing, George Muise, an engineering leader, jokes about "getting to be an old pro." When he first accepted the job he thought: "I'd give it a try. It would be something different and it would help the United Way at the same time."

George reports that his five day canvassing drive was very successful in that he was well received by his workmates and 85 per cent of them committed themselves to contributing.

One of the individuals he canvassed was Bob Brunette, a cleaner with the cleaning services department. It is, Bob says, the first time he has contributed. Opting for payroll deduction, he maintains that the small sum being deducted off his paycheque weekly for the cause will go unnoticed.

Bob wanted to contribute to the



Oscar Gionet, left, listens to Norm Oglestone, a United Way canvasser at Stobie mine, explaining the many ways in which the agency contributes to the welfare of the community.



Bob Brunette of the cleaning services department fills in his contribution to the United Way fundraising campaign while canvasser George Muise looks on.

United Way because "it helps the people of my city and I'm very happy to help them out." What drove home the message of the United Way and the many important services of its member agencies best of all, he states, was the film on the United Way shown to people in presentations. "I thought it was well done," he comments. "It really got to us. I never thought they were involved with so many different people and so many different causes."

At Stobie mine, plateworker Norm Oglestone, undertook the canvasser's role for the first time this autumn. "One of the guys gave me a call. He was looking for canvassers and asked if I would do it," he recalls. "I felt there was a need for it."

Canvassing a three shift operation, Norm will inform you, is no easy task.

His days would begin at 5:45 am in order to talk to the fellows going down for day shift. He was back before midnight to talk to the fellows going down for night shift. The response he received, he says was "pretty good."

The philosophy of donating to the United Way lies in contributing to a community oriented cause. Norm notes: "You see the results in the end. A lot of people are going to be helped by the services through the money that they would have never gotten (without an in-house campaign)." He points out that though life may be fine now, in the future you may be the next in the community relying on the United Way for help.

Oscar Gionet is a driller at Stobie mine. This marked the first time that he donated to and canvassed for the cause. Agreeing that canvassing was a

positive experience he added that "it kept you hopping." Some, he reports were wary. "They really didn't know what the United Way was." Once they learned about it and the many community services it sponsors, his fellow workers came through. "I think the response was very good," he assesses.

From the point of view of a donor, Oscar compares giving to the United Way with helping your neighbours. He says: "I think that this is the best way of donating to a charitable organization that there is. It's helping your own community. It's like going next door and helping your neighbour. The people using the charities are people in your own community."

To people like George, Bob, Norm, Oscar and you, a big thank you from the very appreciative United Way.



Employee representatives, Scott McDonald, left, and Vern Ramsay, fill Jim Grassby's arms with over \$161,000 collected in this year's Inco-Local 6500 in-house United Way campaign. Jim, an Inco pensioner, is campaign chairman.

Then and Now



1964 Charlie and Bernice Ristimaki's offspring numbered 10 two decades ago. It took, the Triangle reported, four of her lemon pies to serve dessert to the whole crew. In the back row, from left, stood Susan, 9, Charles Jr., 12, Arlene, 14, Linda, 16, Beverley, 18, and Judy, 19. Sitting with the parents were, from left, Valerie, 6, Karen, 7, Neil, 3, Lawrence, 10 weeks, and Janice, 2. Charlie was then a slusherman on 600 level at Froid mine.

1984 Charlie and Bernice now have 19 grandchildren and one great grandchild. He has been on a disability pension since 1972. Over the last nine years he has been working as a small motors mechanic. Sitting in the foreground flanking the parents are, from left, Valerie, married to John Marunchak,

an Inco Employee, and Karen, wife of David Duval of Elliot Lake. In the back row, from left, Lawrence, a civil engineering student at Cambrian College; Susan a proprietor of a shop called the Second Cup, is married to Alfred Chisholm of Sudbury; Arlene, general accounting supervisor, is the wife of Wayne Wallace of Toronto; Linda, a business representative with Bell Canada is married to Robert Hartwell; Beverley, owner of a word processing service called Professional Office Work, is the wife of Keith Lang of Sudbury; Judith, a registered nurse in Vancouver who is married to John Vennotte; and Neil, an apprentice plumber and gas-fitter in Sudbury. Two children, Janice, wife of Mark Heuman of Vancouver, and Charles Jr., a businessman in Florida, were unable to attend the family gathering.



Then and Now



1950 Leo, then working at Frood-Stobie, and Lillian Gies were surrounded by a sizable brood. It consisted of, in the back row, from left, Bill, 13, John, 10, Barbara, 14, Leo Jr., 15, flanking the parents; from left, Emma, 6, Linda, 5, Deanna, 4, Noella, 10 months, Sally, 12, in the foreground, with the family pet was Larry, 8.

Jail, Linda is married to Claude Ouellette, a scooptram operator at Frood mine; Jim, who wasn't born when the last photo was taken, is with Sears; Leo Jr. with Correctional Services in Milton; Deanna, Mrs. Wayne Richard of Fort Francis; Emma, who is the wife of Dan Goedhous, a crusherman at Stobie mine; and John, a safety supervisor. In the front row, from left, are Sally, married to Harry Beute of Perth, Ontario, Lillian, Leo, and Barbara, the wife of Reahume Levesque, part of the tramming crew at Creighton mine.



1984 Today Leo and Lillian are enjoying a happy retirement. The clan gathered to celebrate their 50th anniversary. In the back row, from left, are Larry, an employee of Sudbury Hydro; Bill, a caretender with Falconbridge; Noella works at the Sudbury District



1965 Don and Jean Horne along with their sons Mark, 4, and Michael, 6 months, posed for the Family Album photographer. At the time Don was a cost accountant at the Port Colborne nickel refinery who had been known to star in roles with the Port Colborne Operatic Society.

1984 This photo was taken at a recent retirement dinner in honor of Don and his 42 years with the Company. Mark, on the right, has been working in the construction field. Michael, left, is enrolled in a business administration course at Niagara. Jean is part owner of a gift shop in Welland. Now that he has retired, Don will keep busy with his involvement in community projects and the gift shop.



Then and Now



1964 Ray and Rolande Pauze had four children. They were, from left, Ernest, 4, Raymond, 13 months, Gerry, 3, and Suzanne, 2. At that time Ray was working on the converters at the Copper Cliff Smelter.



1984 Today Ray, with a quarter century of service with the Company, is an operating shaft boss at Stobie mine. Rolande is employed with A & P in Sudbury. Seated in the foreground, from left, Ann, 18, who is employed at Pat and Mario's Restaurant in Sudbury and Katherine, 19, who is married to Bob Gridley of Toronto. Behind the parents, from left, Ray Jr., an A & P employee in Toronto; Gerald, a driver for Wells-Fargo in Toronto; Suzanne, a local child care worker; and Ernie, with National Grocers in Sudbury. There are two grandchildren.



1964 Elmer Heikkila then had just been transferred to the Clarabelle open pit from the Copper Cliff Copper refinery. He and wife Mary-Ann had five children. They were, from left, Sherni, 17 months, Farell, 3, Mark and Michael, 5, and Alan, 4.



1984 Now the kids have all grown. In the back row stand, from left, Mark, who helps run the Husky service station in Lively; his twin, Michael, a body man in Sudbury; Shane, a former Inco employee in Sudbury; and Alan, a City of Sudbury employee. Sitting next to Elmer and Mary-Ann are Farell, employed with Sling Choker and Sherni, a cashier at Golden Grain Bakery. Elmer, with 29 years of service with Inco, is a bulldozer operator on the tailings area. He and the family are involved in camping, fishing and hunting. They are active members of the Broder-Dill Snowmobile Association.

Then and Now



1964 Alberto Squarzo was working at Comiston at the time. He and wife Maria made their home in that locality. When this photo was taken, Renata, left, was 10 years of age, Franca, 9, and Marco, a year old tot.

1984 While Alberto and Maria have preferred to continue making their home in Comiston, he, these days, is a maintenance mechanic in the FBR building of the smelter complex. He has 31 years service with Inco. Maria is the past-manager of the Club Allegri in Comiston. Both daughters, Franca, left, and Renata, right, live in Ottawa; the former a teller with the Royal Bank and the latter an administrator with the Toronto Dominion Bank. Marco is an apprentice mechanic in Sudbury.



1968 Then the Len and Helen Hearty family was described in the Triangle as being large and happy. In the foreground, from left, sat Brenda, 15, holding her 14 month old brother Michael, Barbara, 12, Joanne, 7, and Lorna, 8. Behind them was Dennis, 9, Beverly, 13, and David, 16. Len was a maintenance mechanic at Frood mine.

1984 The Hearty family gathered last autumn to celebrate a marriage. In the back row, from left, Dennis, a computer analyst for Central Housing and Mortgage in Ottawa; Brenda, a teacher in Red Deer,

Alberta is married to Bob Hackenbrook; Len, the proud father who is a garage mechanic at Frood; Michael, a grade 13 student at Sudbury Secondary School; Barbara, a teacher in Elliot Lake; and David, a geophysicist with Vampas in Melbourne, Australia. In the front row, from left, sit Joanne, a waitress who is married to Philip Taus; Helen, the new bride; Lorna, Mrs. Dwight Beech; and Beverly, a home teacher consultant for the Toronto Association for the Mentally Retarded. Three grandchildren round out the clan.



Then and Now



1968 Moe LeBlanc was a drift driller at Creighton when he and wife Shirley had their Family Album photograph taken for the Triangle. Then the children were, clockwise from the foreground, Monia, 9, Debbie, 12, Corinne, 7, and Rochelle, 14, holding Gordie, 11 months.



1984 The LeBlanc family has grown by one since then. Shirley and Moe, a recent Inco pensioner, are shown with, back row, from left, Rochelle, now Mrs. Ron Turcotte of Connecticut; Debbie, Mrs. Rob Digby of Atikokan; Monia, Mrs. Paul Tricco of Lively; and Corinne, Mrs. Brian Desjardins of Naughton. In the foreground are Gordie, 17, a student at Lo-Ellen Park Secondary School and Tricia, 15, a Marymount student. The LeBlancs have nine grandchildren.



1964 Ferruccio Serafini worked as a timberman at Creighton 6 shaft when his Family Album photo was first taken. His wife Maria was busy tending their two youngsters Lidia, 8, and Daniele, five months.



1984 With 32 years of service, Ferruccio is a maintenance mechanic at the Copper Cliff copper refinery. Lidia is married to Roger Dal Bianco, who operates a National Video outlet in Sault Ste. Marie. Daniele is an economics student at Laurentian University. Maria enjoys visits with her two grandchildren.

Then and Now



1964 Twenty years ago Joe Szabo, a driller at Garson mine, his wife Margaret, then a stewardess at the Garson Employees Club, and sons Andy, 8, left, and David, 9, made a happy quartet.



1984 Today Joe is a skiptender at Stobie mine with 27 years of service with the Company. Margaret is employed with the Bank of Commerce in New Sudbury. Andy, right, is a former Inco employee in Sudbury while David, left, is with Sears in Sudbury.



1964 Twenty years ago Lorne Kett was a maintenance mechanic at Copper Cliff. He and his wife Beverley had two children, Reg, 3, and Connie, 1.



1984 Today Lorne is a 28 year Inco veteran who is maintenance foreman at the Company's shared gold mining operation at McBean Mine near Kirkland Lake. Beverley is a lab technician in Sudbury. Connie is a legal secretary in the city while Reg is studying electronics at Cambrian College. Boating on Georgian Bay and skiing are his clan's favorite pastimes.

PEOPLE

Citizenship awards

Three very special ladies were presented R.L. Beattie Branch 224 Copper Cliff Royal Canadian Legion Citizenship Awards in ceremonies at the legion hall in November. Bob Kelly, president of Branch 224 presented Connie Beauchamp, Min Stickles and Margaret Dow with commemorative plaques. These awards are presented on an annual basis by the Copper Cliff Legion to individuals who have made outstanding contributions to the community.

Mrs. Beauchamp has been involved in the girl guides movement from the local to

the national level as well as adult leadership and training locally. Mrs. Stickles has served in various capacities for the Children's Aid Society over 25 years and she is an honorary life member of that agency. She has also made significant contributions to the girl guides movement in the district. Mrs. Dow is a charter member (since 1944) of the Sudbury Memorial Hospital Auxiliary and a member of the Sudbury Memorial Hospital Board of Governors. She has also been an active member of the IODE for 57 years and the girl guides organization.



Bob Kelly, president of the Copper Cliff Legion, presented Citizenship Awards to, from left, **Min Stickles**, **Connie Beauchamp**, and **Margaret Dow**

Copper refinery golf

Mike Perry took overall honours at the annual Copper Cliff copper refinery golf tournament held at the Lively Golf and Country Club in September. The event attracted 159 employees, pensioners and guests, a

number that slightly exceeded capacity. A buffet dinner followed the 18 hole tournament. Every participant, regardless of his or her golfing prowess (or lack of it), received a prize.



Pam Holmberg, occupational and health nurse, decided that conditions were cool enough to warrant wearing mitts, hat and other woollen attire for the start of the annual Copper Cliff copper refinery golf tournament. Her bemused audience consists of, from left, **Bill Buchanan**, manager of the Copper Cliff copper refinery, **Al Cruthers**, superintendent of operations and **Pat Valenti**, secretary to the manager.



Discussing club selections for the tee off at the first hole are, from left, **Stan Maggs**, section leader in the process tech lab, **Rick Furniss**, chemical operator in the electrowinning department, **Doug Gathercole**, pensioner, and **Larry Martel**, process tech lab analyst.



From left, **Norm Dever**, safety supervisor, **Rob Fleming**, safety supervisor, and **Mike Legault**, industrial engineer, count the strokes as **Fay Poff**, secretary of the central maintenance forces department, attempts to putt out on the 18th green.

PEOPLE

Careers day

People from various walks of life were invited to attend a Careers Day symposium at Copper Cliff Public School recently. They gave interested students insights into the nature of their vocation, the educational and personal requirements of their jobs and the satisfactions that they

derived from their careers. Two Inco employees were among those participating in this informative exercise. Linda Webber, a technical support analyst in the computer department, and Elwood Wohlberg of the field exploration department.



Linda Webber of the computer services department uses a slide presentation to explain careers in the computer field to students at Copper Cliff Public School's recent Careers Day.

Giant cake

In the past, when an employee at the divisional machine shop retired, Mildred Warren, wife of coordinator Bruce Warren, baked a cake in his honor. This thoughtful gesture assumed new and more creative proportions in October when Mildred discovered that 17 men decided to take their pensions. Calling upon her considerable culinary skills, she baked a truly splendid

cake. The creation actually consisted of five separate cakes, each of a different flavour. Embroidered in icing on top of the cakes were not only the names of the retirees but also the divisional machine shop logo. There was enough of the delicious dessert to feed everyone in the machine shop and a few visitors. Mildred's efforts, as witnessed by how quickly the cake was snapped up, were truly appreciated.



Machinists and mechanics line up to eat a piece of this magnificent cake baked by Mildred Warren, wife of divisional shops coordinator Bruce Warren, to honor 17 employees at divisional machine shop who retired recently.



Eager to get a taste of the special cake baked for them and fellow retirees at divisional shops by Mildred Warren are, from left, Steve Zyga machinist, Ken Gould, machinist and Louis Poltras maintenance mechanic.



**United Way
Centralde**

PEOPLE



Bill Whittaker of the **Copper Cliff copper refinery lab**, carved these ducks which were presented to the Queen when she visited Sudbury.

Royal gift

"I was thrilled and honoured to do it," says Bill Whittaker, an employee with a very special skill for carving birds. He was asked by Mayor Peter Wong, on behalf of the City of Sudbury, to carve a bird which would be presented as a gift to Queen Elizabeth when she came to Sudbury to officially open Science North in October.

Bill suggested creating a pair of ducks which would not only would make a unique gift but also be in keeping with the scientific theme. When he was finished he had carved a beautiful pair of hooded mergansers, a drake standing with a hen sitting nearby. A gift truly fit for a Queen.

Big northern

Pensioner Svante Salo is no slouch when it comes to hunting and fishing, particularly the latter. On a cold, clear November morning he was fishing on an ice covered bay on the

Vermilion River. At around 10 a.m., a big northern pike hit his bait and the fight was on. His line snapped, as luck would have it, just as he hauled the big fellow onto the ice.

Svante Salo, an Inco pensioner, pulled this huge northern pike out of the waters of the Vermilion River in November, sign of good things to come this winter for local fishermen.

League champions

The Copper Cliff Lions girls softball team distinguished itself in Sudbury Minor Girls Softball League action this past summer. The Copper Cliff gals took top honors in a Sudbury tournament, won the league pennant and captured the league championship to cap off a most successful season. Many members of the team are daughters of Inco employees. They include Tammi Principi, daughter of Gus Principi of the Copper Cliff copper refinery, Jennifer Wall, daughter of Harold Wall

of the Copper Cliff smelter, Elizabeth Pettigrew, daughter of Keith Pettigrew of matte processing, Candace MacGibbon, daughter of Gerry MacGibbon, of field exploration, Pamela Lindsay, daughter of Phil Lindsay of the Copper Cliff smelter, Kim Hobden, daughter of Tracy Hobden of the Copper Cliff nickel refinery, Lisa King, daughter of Ross King of industrial relations, Cindy Robertson, daughter of Don Robertson of Frood mine.



Members of the championship Copper Cliff Lions softball team are, front row, from left, **Tammi Principi**, **Jennifer Wall**, **Elizabeth Pettigrew**, **Candace MacGibbon**, **Patricia Goyette**; middle row, from left, **Linda Murphy**, **Pamela Lindsay**, **Stephanie Lockman**, **Lisa King**, **Tracy Lockman**, **Cindy Robertson**; back row, **Kim Hobden**, coach, **Josee Fortin**, **Karen Walsh**, **Chantal Quarrell** and **Harold Wall**, coach.



A Vast and Magnificent Land

The Honourable Leo Bernier, Minister of Northern Affairs for Ontario, unveiled a new historical book about Northern Ontario at official ceremonies in Thunder Bay and Sudbury on October 30. Entitled "A Vast and Magnificent Land: An Illustrated History of Northern Ontario", it is a unique text which traces the development and growth of Northern Ontario from the days of the fur trade to the present.

Co-published by Lakehead University and Laurentian University and funded by the Ministry of Northern Affairs "A Vast and Magnificent Land" is part of the Ministry's celebration of Ontario's Bicentennial. Each of the Ministry's 29 offices in Northern Ontario was designated as collection point for historical materials that

have been loaned or donated to the project. In addition, three teams of northern researchers conducted the research and collected more than 3,000 photographs from sources in the north and in major southern cities. Photographs and historical data from Inco were among those made available to the researchers.

Twelve northern writers compiled 10 thematic chapters chronicling the people and events that have shaped Northern Ontario. Affordably priced at \$14.95, this 224 page text containing 400 photographs, prints, drawings and maps can be ordered directly from either of the two universities involved. Proceeds from the sale of books will be used to fund historical projects at Laurentian and Lakehead.



Dr. John Daniel, president of Laurentian University, accepts the congratulations of Northern Affairs Minister Leo Bernier during the official unveiling of the book "A Vast and Magnificent Land: An Illustrated History of Northern Ontario."



Presenting a wreath on behalf of the Company at Remembrance Day ceremonies at Copper Cliff were, from left, **Carl Rollo Maurice Beauchamp** and **Gary Lott**, all Incoites.

Sudburians remember

Sudburians took time to remember the sacrifices of their soldiers in three wars this century on November 11.

Inco employees and pensioners represented the Company at services throughout the district.

Hedley Williams and **Jim Perry** represented Inco at the Remembrance Day services held at the cenotaph in Sudbury.

Christmas Around the World



ITALY — *Buon Natale*

On Christmas Eve, Italian children set out their shoes for the female Santa Claus, La Befana, to fill with gifts of all kinds like toys, candles and fruit. If the children were good, their shoes would be filled on Christmas morning. If they were bad, they would find their shoes filled with coal. La Befana is the best-known legend in Italy.



ENGLAND — *Merry Christmas*

Mistletoe, considered sacred by the British Druids, was believed to have many miraculous powers. Among the Romans, it was a symbol of peace, and, it was said that when enemies met under it, they discarded their arms and declared a truce. From this comes our custom of kissing under the mistletoe. England was the first country to use it during the Christmas season.



GERMANY — *Froliche Weihnachten*

The custom of trimming and lighting a Christmas tree had its origin in pre-Christian Germany, the tree symbolizing the Garden of Eden. It was called the "Paradise Baum," or tree of Paradise. Gradually, the custom of decorating the tree with cookies, fruit and eventually candles evolved. Other countries soon adapted the custom. Charles Dickens called it "The Pretty German Toy."



HOLLAND — *Gelukkig Kerstfeest*

On St. Nicholas Eve, December 5, Dutch children fill their wooden shoes with straw for St. Nick's white horse. In return, the children hope to have their shoes filled with candies and toys.

Sudbury suggestion plan awards

Due to space limitations we are not able to publish all the names of suggestion plan award winners. This edition of the suggestion plan saw 56 suggestions earn a total of \$18,235.



Leo Gendron
\$8,900



Garth Smith
\$1,620

- | | |
|---------|--|
| \$8,900 | Leo Gendron of the Copper Cliff plate shop topped the list of suggestion plan award winners this month with a less expensive way of repairing converter hoods. He found that the back half of converter hoods, relatively unscathed by heat from the converter, yielded a great deal of salvageable material that could be used in rebuilding hoods. Reconstructing hoods in this manner was found to save labour and materials. |
| \$1,620 | John Landry and Garth Smith in the FBR department of matte processing proposed that small screens on the Eriez magnetic separator be cleaned with a small portable sandblaster instead of the traditional method; hitting them with a hammer. Their method of cleaning screens proved to be safer, cleaner and just as effective. |
| \$990 | Rheal Prevost of Little Stobie mine came up with a material saving suggestion involving Joy in-the-hole drills. Rather than installing a new wear plate guide to replace one that had broken off, he recommended that a piece of 3/8 key stock be welded on to the broken guide |
| \$760 | Gordon Gerrish of Shebandowan suggested a less expensive, alternative supplier for mine ladders. |
| \$610 | At Levack mine , Doug Parenteau addressed the problem of loading pocket cylinder failure due to the constant pounding they absorb in normal use. His idea is to reinforce the cylinder heads to the barrel using three inch angle iron welded on all four corners of the cylinder heads. |
| \$515 | Gary Munroe of Levack mine received an additional award for his suggestion to replace five inch nails with four inch nails after other mines implemented it. |
| \$450 | At divisional machine shop , Jim Angove found a faster, less expensive way of repairing the mixer shaft and spirals inside consolidators. This involved building the spirals onto a four inch heavy duty pipe instead of a solid shaft and boring the ends of this pipe to accomodate a shorter, removable shaft. |
| \$425 | Garfield Lawson and Rick Bertrand of the Stobie electrical shop came up with a way of saving cage and skip contactors from becoming permanently magnetized and consequently non-operative. This eliminated the need to purchase a contactor and reduced downtime. |
| \$370 | Roger Gagnon of the Copper Cliff smelter received an additional award for his suggestion to modify the starters for separation building centrifuges to permit the use of form II fuses. |
| \$270 | At the Copper Cliff smelter , Gerry Taillefer put forth the idea to shorten punching bars on converters. This saved materials and improved safety. |



Gerard "Gerry" Brabant

Gerry Brabant has taken an early service pension from Levack where he had worked since 1956. He joined the company in 1948, starting at the old Orford building in the Copper Cliff smelter.

After spending about eight years there he transferred to Levack mine and spent the rest of his service in that area. He performed most underground jobs, working in the stope, on pillars and with the tramming crew. He readily admits that the thing he misses most is the gang of guys he worked with.

Gerry was born on the family farm in Hanmer where he spent his early years. In 1945 the family got out of the farming business and Gerry, who was 15 at the time, and his father

went to work cutting timber in the bush. Later Gerry worked for Smith-Travers and Fraser Brace before joining Inco.

In 1949 Gerry married Lina Devost in Chelmsford, which was her home town. They still live there today and have raised a fine family of five daughters and six sons.

Their sons Marcel and Roger work for Falconbridge; Raymond is in Sault Ste. Marie; Claude works at Creighton nine shaft; Andre lives in Elliot Lake; and Michael is with the Canadian Forces in Germany.

Daughter Marie-Ann is married to George Gauthier of Quebec; Yvette's husband Oscar Belanger works for Falconbridge; Rachel is married to John Chartrand; Nicole is married to Chris Slack of Sault Ste. Marie; and Mona works in Sudbury.

Gerry and Lina are very proud of their fine family which now includes 14 grandchildren. When the family was younger there were always seven or eight children at home and each of the older children had to help look after the younger ones. Each child was expected to do their share of the work and by doing that learned a sense of responsibility.

At Christmas most of the children return home with the grandchildren. "Last year we had 35," said Lina with a smile.

Both Gerry and Lina enjoy fishing and have a boat and trailer which they try and use at every opportunity. Gerry is president of the Chelmsford Game and Fish club and between moose hunting in the fall and ice-fishing in the winter, he barely finds time to catch the odd sports game on TV.

Now that Gerry is retired they would like to travel a bit and plan to visit Florida this winter if the exchange rate for U.S. dollars isn't too bad. Whatever they do, rest assured that they will enjoy themselves and their family.

Leo Proulx

Leo Proulx, Frood-Stobie miner all his Inco years, has taken an early service pension.

He came to the Frood mine 1944, was laid off in 1945, went to work at Kirkland Lake, then rehired at Frood in 1946. He had been a pillar and stope leader for many years and also worked with the tramming crew at Stobie. He liked mining and says that



he worked with some of the best men and supervision.

Born at Rimouski, Quebec in 1923 he was on the farm and in the bush until 1941 when he went to Arvida to work for the aluminum company there.

He married Lorraine Roy of Cobalt, at Sudbury in 1944. Her dad, Pete, was a long time Froid man. Leo and his wife have two sons, Richard and Marcel, both of Kitchener, and two daughters, Claudette, Mrs. Dan Foucault of Val Therese and Carole, Mrs. Clifford McNamara of Sudbury. And there are nine grandsons and only one granddaughter.

The Proulx live in New Sudbury and have a summer place at Joe Lake. Leo does a little fishing and hunts birds occasionally. His favorite hobby is woodworking and he now has a nice little shop at his home where he turns out some fine pieces.

He is active in the Local Knights of Columbus and finds that reading and the odd TV hockey game keep him occupied.

Leo and Lorraine have travelled to both coasts of Canada and may visit Florida next year. They enjoy travel and visit their sons and his relatives in Quebec quite often. Leo and his wife are in good health and enjoying their new leisure.



Dmytro "Jimmy" Romanyszyn

Jimmy Romanyszyn was born on a small farm in the Ukraine in 1923. "We were not really poor," he said with a smile. "We had two horses." They were able to use their horses to service other farmers in exchange for work, food or materials.

When the war began, the Russians invaded his country in 1940 but were pushed back by the Germans who took many of the young healthy males with them to Germany. Jimmy was among this group and ended up working in a factory near Munich. He stayed in that city when the war ended but was able to come to Canada in 1948.

He had a contract with the Wright-Hargreaves mine for a year and when that expired he took the advice of his brother, who was working for Inco, and was able to start work in the casting building in the Copper Cliff smelter.

Later Jimmy worked with Jock Rennie's gang, did a stint in the carpenter shop and spent the last 18 years of his service with the crane repair crews. He enjoyed his work and the men he worked with but decided that an early service pension had a lot of things going for it. "I'm in good health and there are a lot of things that I'd like to do," said Jimmy.

While working in Germany he met Anna Bereza, also from the Ukraine. They were married at Kirkland Lake in 1950. They have one daughter, Helen, who is married to Walter Yewchyn in Toronto. Walter's father, Peter, is a long time Coniston retiree. The two grandchildren are the pride and joy of Jimmy's life and he intends to spend more time with them if he can.

They have no plans to move from Sudbury now that he is retired and will continue to live at their comfortable home on Connaught Street.

Jimmy and his wife are both active in their church and are happy with their friends and family. His woodworking hobby keeps him occupied much of the time but they have plans to make a trip to Florida this winter.

Paul Paulins

Born on a farm in Latvia in 1922, Paul Paulins admits they had a fairly comfortable living. He stayed there until 1944 when he was taken to Germany where he worked until 1947. That year he came to England to work on a farm until he learned some of the language then got a job in a factory near Wimbledon.

He had some friends in Sudbury and they induced him to come to Canada in 1955.



Paul first worked in London, Ontario before coming here. After a short time on construction he was hired at the copper refinery only to be laid off after three months. A short time later he was rehired, this time going to the Iron Ore Plant.

"I started in the leaching and recovery plant," Paul said. "And later I worked as a loader. Then from 1965 on, worked as a fork lift operator on steady days."

Paul stated that he worked for some very fine men during his time at Inco and that the crews he worked with were the best. They were always helpful, especially when his health began to fail.

Paul had a double bypass operation last year and is also troubled with arthritis, so on his doctor's recommendation he has taken a disability pension.

Paul met and married Dorothy Badgery in England in 1952. They have three sons, all residing in Sudbury. They are Andrew, Raymond and Robert. There are also three grandchildren.

The Paulins have lived on Lake Nepahwin since 1963 and will probably stay there. Paul enjoys gardening in summer and is handy around the house. His interest in track and field sports on TV is spurred on because one of his sons is active in that area.

Paul has become adjusted to retirement and hopes some day soon to take a trip to the West Coast. Mrs. Paulins has relatives in several Southern Ontario centres, whom they visit occasionally.



Boyd Rees

Boyd Rees has retired from the Copper Cliff smelter on an early service pension. He punched converters, both copper and nickel for a time. "From the converters I went to the MK building and worked there for about 15 years. I also worked for a while as a mouldman in the cooling and casting," he added.

He was born at Bell Island, Newfoundland in 1933. Boyd's parents died when he was quite young so he was in an orphanage at St. John's from the age of nine until he was about 18 years of age.

A brother-in-law who was working in Sudbury brought him to the city. In short order he had a job on the converters.

It was in 1957, at Sudbury, that Boyd and Rita Perreault were married and they continue to have a very happy life together and are proud of their family.

Son Terry is at home and his three sisters are: Susan, Mrs. Richard D'Entremont of Hanmer; Jane, Mrs. Denis Raymond of Markstay, and Linda, Mrs. Paul Grenier also of Markstay. There are three granddaughters and one grandson.

Boyd and his wife have lived on Kugagami Lake Road for the past 17 years and like it there. "We lived in the Minnow Lake area for a time," she recalled, "but with four kids it was impossible to get an apartment in town so we moved here."

Boyd is a bit of a musician who plays guitar and the fiddle. He is an avid hockey fan and likes to watch baseball on television.

Boyd and Rita would like to make a trip to Newfoundland soon and they also hope to make a trip west. They are in good health and very close to their family so they are never lonesome.

Raeburn Thain

Ray Thain has taken an early service pension after working at Inco since 1951. He came to the Company from the Trenton area and has never been sorry for the move.

Born at Sterling, near Belleville, in 1927, Ray grew up on the family farm and later worked at the Bata Shoe Co. and at the paper mill in Trenton before coming to Sudbury as the result of an ad in the newspaper.

Ray started at Creighton six shaft, moved to the crushing plant at Copper Cliff, then spent 10 years at the Creighton mill. After earning his stationery engineer's papers he worked at that trade at Murray mine for about 10 years and was on summer relief at most of the other mines. The last 14 years he was at number one substation in Copper Cliff.

Ray and Ruth Barlow, (sister of Garson pensioner Ken Barlow), were married at North Bay in 1954. Ruth had worked at Inco's pay office for a couple of years in the early 50's. Their son David, who was an Inco scholar, is with Canada Post in Toronto. Daughter Carolyn, also an Inco scholar, is Mrs. Phil Belanger. She is a chartered accountant. Daughter Janet works in Toronto.



The Thains have lived in New Sudbury for the last 17 years. Over the past 30 years, Ray has handled quite a number of local properties and still has a few on the go. "I can do all the maintenance needed," he said.

They belong to the Country Music Travellers and take several trips with that group. They have also travelled all across Canada. Next year they may take a trip to Europe.

For a time Ray enjoyed singing with the local Barbershoppers but has found other interests take up his time. He is a man who has always been active and there is no doubt that in his so-called retirement he will continue to keep busy.



John Boggio

Most people couldn't find enough hours in a day to keep pace with John Boggio.

Born in Port Colborne in 1925, only a few blocks from the Port Colborne nickel refinery, John started his first career as a butcher at Pagetto's meat store. He stayed there for 13 years before joining the yard gang at Inco in June of 1953. John moved into the shop department as a pipefitter and then was put in charge of the compressed gas department equipment. After 30 years with the company, John retired this summer.

Married to the former Mary Swartz of Port Colborne on September 6, 1948, the couple have four children. Three are involved in the field of pharmacy. Larry is a pharmacist in

Port Colborne; Bernice is employed at a pharmacy in Orangeville and Bonnie's husband, Jim Hauser, owns a drug store in Dunnville. Their other son Leonard is a chartered accountant in England. They also have four grandsons.

John believes that a person should have more than one trade or skill while going through life. He is presently enrolled in his fourth night school course, auto mechanics trouble shooting. As a craftsman, John built most of the furniture in his home.

Square dancing is a big activity for the Boggio's who are out two nights a week as members of the Gateway Squares. John is currently president of the square dancing club, an organization the couple have belonged to for five years. "It is something we really enjoy. The companionship and friendship is great," says John. The couple are also avid bowlers.

John also speaks proudly of being a member of the last Port Colborne refinery first aid team to win the Parker Shield in 1975.

Between all their hobbies and activities John and Mary have managed to squeeze in plenty of travelling. Their favourite spot now is Cancun, Mexico. "It is just beautiful there," said John. They also have wonderful memories of trips to Europe, Hawaii, British Columbia and the Bahamas.

William Gaba

Bill Gaba has retired from the mechanical department in the Copper Cliff mill. He worked with the mechanics all his Inco years and worked in most of the buildings and shops.

Bill's dad, John, emigrated to Canada in 1927 and joined Inco at Frood in 1934. He left in 1940 to run his own restaurant, the Capitol Cafe.

Bill was in the armed forces from 1943 to 1946. He was with the Queen's Own Rifles and spent 18 months overseas. After his discharge he went back to school and then he joined his father in the cafe.

When Bill came to Canada with his mother in 1937, he could speak no English. He was 14 years of age and they started him in grade one at Landsdowne school. "I finished public



school in two years," Bill declared proudly. "Then I went to Sudbury Tech and finished that in three years."

His first job at Inco was with the 'misfits' at Copper Cliff in 1941. He left to join the army and didn't return until 1953.

In 1947 he married Beatrice Marynuk, (her dad Steve was an old Frood miner), and they have two sons: Jerry in Sudbury, and Michael in New Brunswick. Daughter Darlene is Mrs. George Shewchuk and they live in Sudbury. There are five grandchildren.

Both Bill and Beatrice are active in the local Ukrainian Society and Bill sings in the Dniepro Choir. They live in New Sudbury and plan to remain there. Mrs. Gaba works at the nearby shopping centre because, as she says, there isn't enough to do around the house to keep her busy.

Bill likes some sports on television, mainly football, but his first love is making or repairing things. He claims he can fix anything.

They have done some travelling and maybe will take a trip south in the future. For now they are quite happy at home, enjoying good health, new leisure time, and each other's company. And Bill says it's pretty hard to beat that.

Luigi Buri

Working in the garden and doing odd jobs around the house has kept Luigi Buri plenty busy since taking an early retirement from the Port Colborne nickel refinery this summer.

Born in Italy on August 4, 1924,

Luigi found himself working on a farm in Montreal some 30 years later. In 1956 he decided to move to Port Colborne where he was hired by Inco. Luigi started out in the No. 3 building on the furnaces. For most of the 27 years at the refinery he was a laborer in the warehouse.

In 1958, Luigi returned to Italy where he met his wife Carmen. They were married on July 4, 1959.

The couple have four children: Rita who is employed by the Mentally Retarded Association in Port Colborne; Diana, a journalist in Stoney Creek; Amedo and Pola who are both students at Lockview Park Secondary School.

It was a memorable occasion for Luigi and Carmen this summer when the couple along with friends and relatives celebrated their 25th wedding anniversary. They also received congratulations from Pope John Paul II.

Luigi is a handyman around the house. He helped build their Wellington Street home where the family has lived since 1966. Luigi also takes pride in the vegetables he grows each year in his garden. This time of the year Carmen keeps busy preserving the garden goods.

A few trips to Italy have been enjoyed by Luigi and his family. The future also may hold another visit back to the "old country" for the couple.

Although now enjoying retirement Luigi says he had good friends at work. "I want to say the Company was good to me," he added.



Lucien Trudel

Retired recently from Garson where he had worked most of his Inco years, Lucien Trudel has been bothered with asthma for some time so has taken a disability pension.

Born on a small farm in Quebec, Lucien went to work in the bush at age 16 and stayed there until joining Inco some 10 years later. He liked the bush but the money at Inco was much better and he liked mining.

After starting in the reverbs at Copper Cliff he got a transfer to Garson where he worked underground until his asthma started to bother him. He changed to a surface job and worked in the carpenter shop and the lamproom before his retirement.

Married in 1951, his wife died in 1971 and in 1979 Lucien remarried Mrs. Lavoie (née Madeline Denis). She has two sons by her first marriage; Richard at Cambrian, and Michael at school. Lucien has five children and 12 grandchildren. His three sons are: Richard at Creighton; Gerry at Copper Cliff, and Michael in Sudbury. His two daughters are: Paulette, Mrs. Gary Rowan, and Denise whose husband John Champagne works at Copper Cliff. Madeline has a brother, Adélard Denis working at Copper Cliff.

Madeline was born in Hanmer and that is where they now live. Lucien lived in Garson for many years before his remarriage. He used to enjoy fishing and hunting but finds he is very restricted in his physical activities. He enjoys hockey and baseball on television and still visits his family back in Quebec occasionally. At one time they had a trailer but they don't travel very much now.



Vincent Marcon

Vince Marcon is becoming involved in new activities now that he has taken an early retirement after 32 years at the Port Colborne nickel refinery.

before midnight," he said at his comfortable and immaculate Mercury Avenue home. "I now have the chance to learn and do new things, something I was unable to do before." Included in Vince's new ventures are golf and fishing. In addition, Vince and his wife, Josephine, fill their busy schedule by travelling.

Vince was born in the northern part of Italy (Nalvasone) in 1921. Before coming to Canada in 1951, he married Josephine on February 1, 1950. Vince's first job in Port Colborne was at the National Harbour Board grain elevator.

He started in the anode department at Inco in April of 1952. After working at all jobs in the department, he became foreman, a position he held for 15 years until his retirement.

The couple have two children; Fred who lives in Ridgeway and is personnel superintendent at Fraser Company in Thorold, and Doris who is a speech pathologist at Mississauga Hospital in Toronto. Vince and Josephine's pride and joy are their two grandchildren.

"We love to visit the grandchildren at Fred and Diane's beautiful rural home in Ridgeway. The grandchildren keep us feeling young and active," confesses Vince.

Travelling has always been a big part of the Marcons' life. They have returned to Italy five times and twice visited Josephine's brother in British Columbia. In addition, they have travelled a number of times to various

parts of the United States. Fred and Josephine have particularly enjoyed local bus tours to Washington and Pennsylvania. They have a big trip planned for Hawaii.

Josephine is very active in local organizations including the Canadian Cancer Society, Hospital Auxiliary, St. Terese's CWL and Italian Mutual Benefit Society.

Renato Buri

Renato Buri wants to visit Canada's West Coast now that he has taken an early retirement after 27 years at the Port Colborne nickel refinery.

Born in Italy on January 25, 1928, Renato came to Canada in 1953 where he worked for a period of time on the railroad and a farm in the Montreal area. He moved to Port Colborne in 1955 and started at the refinery in the furnace department of No. 3 building. He remained there for 17 years doing a variety of jobs. For the last 10 years he was a weigher in No. 2 building.

Renato returned to Italy in 1957 where he met his bride to be, Caterina. The couple returned to Port Colborne and were married on August 16, 1958. They have two children: Dennis, who lives in Thorold and is employed at General Motors in St. Catharines, and Nadia who just completed four years at McMaster University and is working in Hamilton.

Renato admits there is always something for him to do around the house. In addition he enjoys gardening. Caterina has a seasonal job in Dunnville. Both are members of



the Italian Mutual Benefit Society and the Fogalar Furlan Club.

Their children and friends held a surprise 25th wedding anniversary party for the couple this summer. "We went out for dinner and when we returned the house was full of people," Renato said.

The couple enjoy travelling. "We have made three trips to Italy and took a beautiful bus trip to Daytona Beach in Florida," he said.

"I really want to go to Vancouver and see the British Columbia coast," Renato said. "Friends tell us that it is beautiful".



Robert Cresswell

Bob Cresswell is a member of a large Inco family. His father Fred retired from Coniston with 50 years of service and he has four brothers presently with Inco; Jack with utilities; Ken with electrical, and Don and Les with transportation.

Bob was born and raised in Coniston and started with the Company in 1948 when he was only 17 years old. He worked in the Coniston smelter, spent a year at the mill in Copper Cliff and in 1949 he became a foreman back at Coniston. He became general foreman in 1969 and remained there until the plant closed in 1972.

He finished his career at Copper Cliff, in the converter department as shift boss and later as safety foreman. He took advantage of the recent early service retirement offer and is enjoying it.

Bob, a bachelor, is like a second father to his grandnieces. He lives with his brother in Coniston.

Fishing and hunting are his favorite sports. He can go most anywhere with his camping trailer. Recently he helped remodel his brother's camp on Elbow Lake.

Bob has been to Florida many times and may go again this winter. He does a little ice fishing and belongs to a club that has a camp for hunting on Manitoulin.

Reading, playing cards and watching sports on TV are among his other pursuits along with helping out around the house. He is in good health and is enjoying retirement.

Yvon Gagnon

Yvon Gagnon was born and raised on a 90 acre farm in Rayside township. He left the farm in 1941 and turned to trucking to make a living. He drove for Nordale Construction until 1945 when it started to lay off workers. He then put in a stint with the firm that was building the raise at Garson mine. One winter he hauled pulp in the bush north of Sudbury.

By this time, the lady he had married in 1942, Lillian Thibeault of Rayside, thought it was time he settled down to a steadier, more stationary type of job. "My wife was fed up because I was never home," he admits. That led to a career with Inco that started in 1951 in the sintering plant. Later he moved to the coal plant, the flash furnace and finally to the Iron Ore Recovery Plant in 1957. From that time until his retirement in 1981, he was a maintenance mechanic. "I liked the place very much," he says. "I wouldn't mind going back there now."

The Gagnons have three children. Raymond is a machinist at divisional shops in Copper Cliff, Marcel is a real estate agent and Jacqueline is married to Louis Carriere. There are five grandchildren.



Travelling around the country along with his wife in their fully equipped motorhome has been something he has enjoyed and will continue to do so in retirement.

Having overcome a restricting arm problem, he and his wife look forward to an enjoyable retirement.



Aime Audit

With 15 children in his family, Aime Audit had to start work at a young age. Born in Mableton, Quebec in 1931, Aime recalls that he quit school when he was 13 years old and started to work on a farm. "We needed all the financial support we could get," he said.

He later held jobs in a saw mill and an open pit before coming to the Port Colborne nickel refinery in 1946. Aime was only 16 years of age when he started with the box-floor gang. He worked at a variety of jobs in the ENR department. He was head of the box-floor when he took an early retirement after 37 years with the Company.

Aime and his wife, Pierrette, were married in Port Colborne on December 20, 1948. They have three children: Andre, who works at Atlas Steels; Dennis, employed with Lee Aluminum Siding, and Allan, an employee at Fred's Collision Body Shop. They also have five grandchildren.

Aime's favorite hobby is attending auction sales. "I go to about two auctions a week," he says. "It is not to make money, but just to see what furniture or tools I can pick up for myself and my children."

Aime intends to purchase a trailer and travel with his wife to Quebec. "I left the province at such a young age, that I really don't know the way of life there."

"Also," he said, "I am glad we started to save some money for retirement."



Henry and Yolanda Boyer

A beautiful sunny day greeted Henry and Yolanda Boyer as they prepared to celebrate their 50th wedding anniversary among friends and relatives at the Port Colborne Club.

It was back on August 27th, 1934 that the couple exchanged wedding vows at St. Patrick's Church. Fifty years later, they were greeting old friends and close relatives only a few blocks from the church.

Henry, who was born and raised in Lafontaine (near Midland), moved to Port Colborne in 1926 and began working at the Port Colborne nickel refinery. It wasn't long afterwards that he met Yolanda at her sister's home in Welland. After the courtship and wedding, they moved to Port Colborne where they made the lakeside city their home. Henry worked in the instrumentation department at the refinery, and retired from the Company in 1972, after 37 years of service.

Henry and Yolanda raised three fine sons, Fred and Larry of Welland, and Hank of Port Colborne. They were also blessed with five grandchildren and one great granddaughter.

The couple keep a busy schedule during retirement. They are both active bowlers involved in competition at the Midtown Lanes. In addition,

they enjoy travelling to Florida and once a year to Henry's hometown in the Midland area.

Henry is also an avid golfer and can be found frequently on the links at the Port Colborne Country Club.

Yolanda recalls fond memories of her playing days in various women's softball leagues. She was on teams in Port Colborne, Welland and Dunnville.

The couple received many lovely gifts, along with good wishes from representatives of various levels of government.

A framed message received from Pope John Paul II of Rome will always be treasured by the happy anniversary couple.

Aime and Flora Mossey

Aime Mossey and his bride of some 50 years, Flora Ouellette are a happy and devoted couple.

Married at Britt on July 26, 1934 they have lived in Sudbury all their married lives. Aime was born at Copper Cliff in 1907. His father Alf worked in the carpenter shop and retired from there. Aime also has two brothers, Alec, retired from the pattern shop, and Bob who was with the transportation department.

Flora was born at Byng Inlet and came to Copper Cliff to work for R.L. Beattie. She and Aime met at a party through mutual friends and after a suitably long courtship, were married.

To mark their anniversary they attended a special mass at Christ the King Church then went on to a big dinner party at Cassio's that their family had arranged. "There were 200 people there and we had a grand time," said Mrs. Mossey. All their



children and grandchildren were there as well as relatives and friends. They also received congratulatory plaques from the major political figures and the Pope.

Their six children are: James in Mississauga; Charles with the engineering department at Copper Cliff; Margaret, Mrs. Gerry Fabris of Sudbury; Theresa, Mrs. Adolphe Wysocan of Los Angeles; Elaine, Mrs. Peter Bouchard of Sudbury, and Anita, whose husband, Cec Goudreau is with the industrial relations department. There are 11 grandchildren.

Aime was working in Cochrane's store at Copper Cliff when they were married and he joined Inco in 1937 and started working at the carpenter shop. He was with the carpenters until his retirement in 1972.

After a honeymoon in Montreal, Aime and Flora returned to Copper Cliff and started off living with parents but soon had a place of their own. They have lived in a comfortable duplex on Shield St. in Sudbury for the past 15 years and will likely stay there.

They are in good health and are of the same opinion as many of their peers; that starting from scratch and having to save and sacrifice for things, helps to keep a marriage a lasting and happy experience.

Pensioners' and Employees' IN MEMORIAM

Name	Age	Died	Service (Years)
Aelick, Charles	68	October 30	29
Balley, John N.	63	November 5	27
Benn, Robert	67	November 13	37
Cariglio, Lazzaro	82	November 8	29
Charbonneau, Oscar	75	October 24	27
Clooney, Stanley	61	October 22	31
Czerwyniec, Ivan	67	November 6	33
Dagenais, Albert	64	November 22	18
Ethier, Roland	32	September 18	10
Fabris, Vitorio	61	November 12	30
Gervais, J. Oscar	72	October 26	17
Grant, Peter	70	November 20	31
Hughes, Martin	68	November 4	27
Kelly, Earl P.	75	October 28	19
Lafleur, Albert	62	November 21	40
Lalonde, Edward	73	November 12	28
Leonard, Raymond	57	November 2	40
Lynch, James	72	November 15	27
MacCoy, Walter J.	74	October 5	21
Melnyczuk, Harry	69	November 7	24
Scott, Alvin V.	69	October 25	27
Sullivan, Frank	71	November 18	35
Tyndall, Ross W.	31	October 27	1



Moving?

Let us know your new address by filling in this form. Please include your old address label with it.

My new address is

Mail to:
The Triangle
Inco Limited
Public Affairs Dept.
Copper Cliff, Ontario
P0M 1N0

Name _____
Address _____



News Tips

The Triangle is always interested in hearing from any employees or pensioners who have story tips or suggestions for future issues. If we use any of them in the Triangle we'll send you a Triangle pen for your efforts. It is not possible for us to acknowledge all story tips but you will be contacted if we need more information.

Name _____
Address _____
Phone number _____

Send your tips to the Public Affairs Dept

My tip is

