

# INCO Triangle

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Why is Neil "Santa" Feeley awarding cash to Howard Parley? See page 3 for picture and story.



## Up, up, and at 'em for Christmas (Parade)

"Red Baron" Cam Duncan and "Snoopy" Carolyn MacNeil strike a courageous pose as they prepare to swoop down on the Santa Claus Parade in Sudbury. Created by the agriculture department, the Inco float won the Grand Marshall's award as the best overall entry.



Tim Egan throws down the gauntlet to any Inco challengers.

## A challenge to work off the Christmas turkey

A little friendly in-house rivalry isn't necessarily a bad thing. In fact, it can be good for you.

That's why Tim Egan is challenging Inco's far-flung operations, departments, offices and other miscellaneous outfits and in-house groups to form teams for the all-new Corporate Challenge program.

"It was begun last year as a fundraising effort for the World Juniors," said Tim, an organizer for the 1989 Corporate Challenge program and leader of one of two Inco teams fielded this past year.

"We had about 40 people out in two teams this year and we want to at least double that next year, perhaps enough so we can even get some in-house competitions going," he said.

A programmer with computer services at the Copper Cliff General Offices, Tim said the activities are not only fun but provide good exercise, a

social activity and a chance to meet new people.

He said competitions will be held with other groups and companies outside of Inco that are already forming teams.

"Emphasis will be on participation, not competition," he said. "The idea is to have fun."

### Sports oddities

Such unorthodox sporting events as bladderball and aquatic artistry will return. Bladderball is a form of volleyball played with a beach ball, and aquatic artistry stretches the imagination of

organizers in the number of events that can be held in a pool without necessarily knowing how to swim.

There's also a pentathlon that includes bowling, curling (without a broom), darts, snooker and bridge.

The program will end with Vegas night, casino games with play money, followed by awards and social event.

"This is a non-profit thing so any money raised will be turned over to charity. We hope to make this thing an annual event," he said.

Interested? Contact Tim at 682-5374.

## \$200,000 Christmas greetings

Despite a reduction in the company's rolls, Inco employees and pensioners have raised a record contribution to the United Way of over \$200,000, a

figure that represents about 20 per cent of this year's goal of the Sudbury area campaign.

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# AS YOU EAT CHRISTMAS DINNER, THE WORK GOES ON



Mel Ross will have his Christmas dinner a little later in the day.

It would be a tough task getting somebody to switch places with him, rail operations foreman Mel Ross admits.

"Most people want to be at home at Christmas," he said. "Besides, it wouldn't be fair. If not me, then it would have to be somebody else."

Mel will be keeping a sharp eye on rail operations on his Christmas Day shift that starts at 6:30 a.m. and ends at 4 p.m.

"That's just the way the schedule happens to hit this year. We run the locomotives that haul the slag from the smelter. It's a 24-hour operation so it has to be manned. They can't shut the smelter down for Christmas."

He figures he's worked at least half the Christmases in his 22 years with Inco but he's never allowed it to ruin his Christmas.

"I imagine they'll haul me out of bed at four in the morn-

ing before I go to work to open the presents," he sighed. "And me and Mom will have our Christmas dinner a little later in the day."

Mel said he's one of five people in the department working Christmas Day, all determined to make the best of it.

They're talking about getting some food together to have a Christmas dinner here," he said.

"We'll probably end up having spaghetti," he joked.

## Video Christmas

He won't tell you he's happy about the schedule that shows him working Christmas Day but Colin Wright won't let it spoil his Christmas.

"We have a video camera so I asked my wife to film the kids when they get up in the morning to open their Christmas presents. When I get home I'll get to see it."

As a plant protection officer at the Nickel Refinery, the 19-year Inco veteran has seen "quite a few" Christmases on the job, yet he sees it realistically.

"One of those things that can't be helped, although sometimes it's hard to explain it to the wife and kids," he said. "If you have people working, you have to have First Aid people around. Somebody could always get hurt."

Luckily, he said, past Christmases have been pretty quiet, with only minor bumps and scrapes being reported.

In fact, it's too quiet.

"You don't see too many people around Christmas Day. There's usually only a skeleton crew around. It's kind of lonely around here."

Colin will be working 6:30 a.m. to 6:30 p.m. on Christmas Day, but he plans a good Christmas.

"We'll make the best of it," he said.

## Goes with job

For stationary engineers Claude St. Louis and Wayne Marois, working Christmas Day sometimes goes with the territory.

"It's just part of the job sometimes," said Claude as he checked the dials and gauges in the roaster control room at the Iron Ore plant.

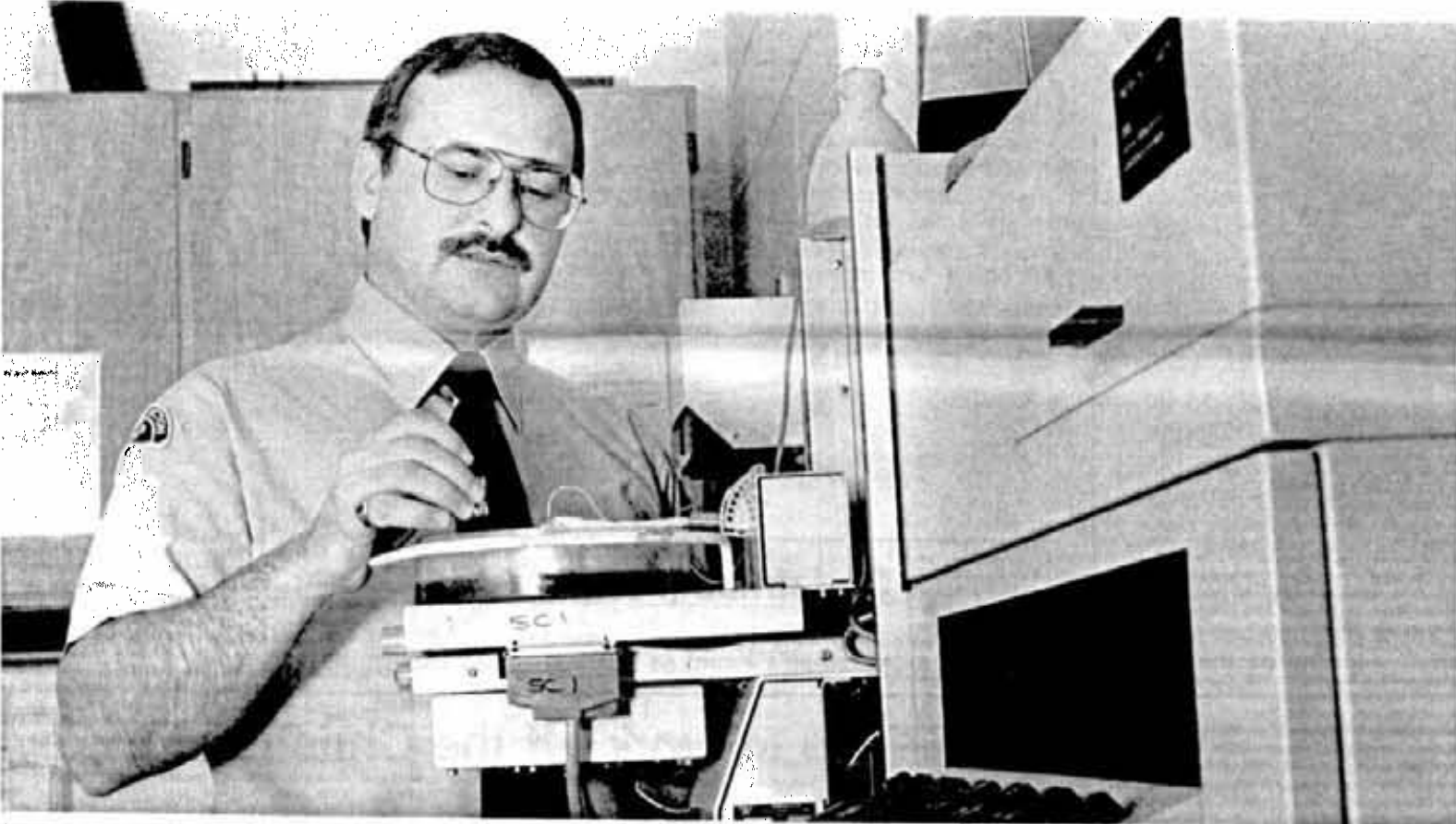
"We're responsible for controlling the boilers that feed the powerhouse. They go 24 hours a day. You can't turn them off for Christmas."

He'll be working from 8 a.m. to 8 p.m., and it's not the first Christmas he's spent at the helm, yet he plans to have a good Christmas.

"We always manage," he said. "Everybody gets adjusted to it whenever it comes up. We'll just turn on the radio in here and listen to Christmas carols."

Wayne Marois is a bachelor so he feels he's not as badly off as some of his fellow workers.

"I don't mind working on Christmas Day all that much. I'd volunteer to work so a mar-



Colin Wright at the Nickel Refinery First Aid unit.



Wayne Marois looks over shoulder of Claude St. Louis.



# WORKING CHRISTMAS

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ried guy could go home with his family," he shrugged.  
In his 15 years with the company, he's worked at least three or four Christmases.

"But that's okay," he said. "You'll be sure I'll start celebrating as soon as I'm off shift."

## Junior man

When you only have 15 years with Inco, you are the junior man no matter where you go.

That's why water treatment plant operator Ron Greenough has worked several Christmases. "And I've moved around a lot," he said. "As the new guy,

you end up working the holiday wherever you go."

He figures that if he stays in one place long enough, eventually he'll get on the better end of the schedule.

Ron will work Christmas day from 6:30 a.m. to 6:30 p.m. at the Copper Cliff Waste Water Treatment Plant.

"Water keeps on running steady. It doesn't take a break for the holidays," he said.

Although he won't ever get used to working while everyone else is home celebrating, he's grown to accept it.

"I guess the worst part is waiting to start the Christmas shift. Once you're here, it's fine."

With the only man on site, it'll be a somewhat lonely Christmas day although he expects it to be fairly quiet.

"I don't think I'll feel sorry for myself. I'll be too busy for that."



Ron Greenough at the water treatment plant in Copper Cliff.

## A \$10,000 Christmas

# Clear the track, here comes Howard Pardy

In his 18 years with Inco, Howard Pardy has submitted scores of ideas for the Sugges-

tion Plan but it wasn't until the last time that he got on the right track.

The centre track.  
Howard's proposal to install a single railroad track centred

between the existing two sets of railroad tracks above the flux bins earned him a \$10,000 award just in time for Christmas this year.

The major change at the reverb sandbins where sand, copper and nickel flux is brought by rail for the smelting process allows the dumping of materials in either of two bins from one track.

Along with savings on the maintenance on one door, one switch and several hundred feet of track and trolley wire, his idea eliminates the contamination of different fluxes when double-track dumping resulted in spillage into adjacent bins.

The new method also frees men for other duties.

Now operating machinery for Smelter Services, Howard

was a binman when he got the idea.

"It was a big project," he said. "But I wasn't intimidated. I submitted so many suggestions over the years that now I'm used to it."

He's received several smaller awards over the years but he never expected the maximum award for his latest brainstorm.

He's convinced that there's more to come.

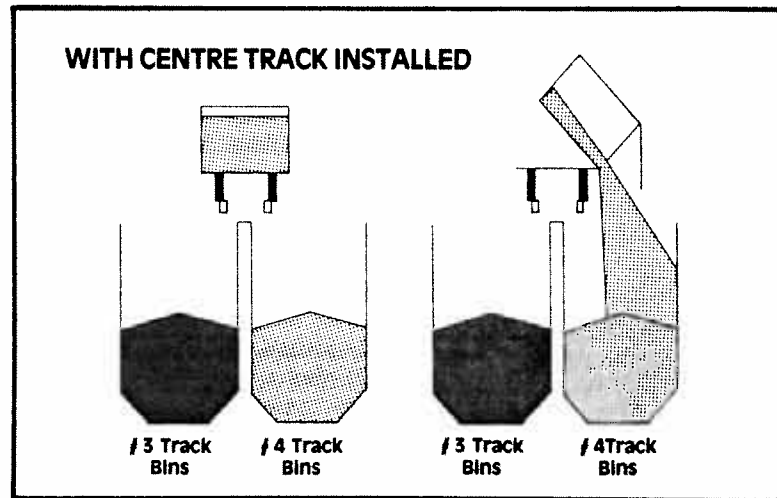
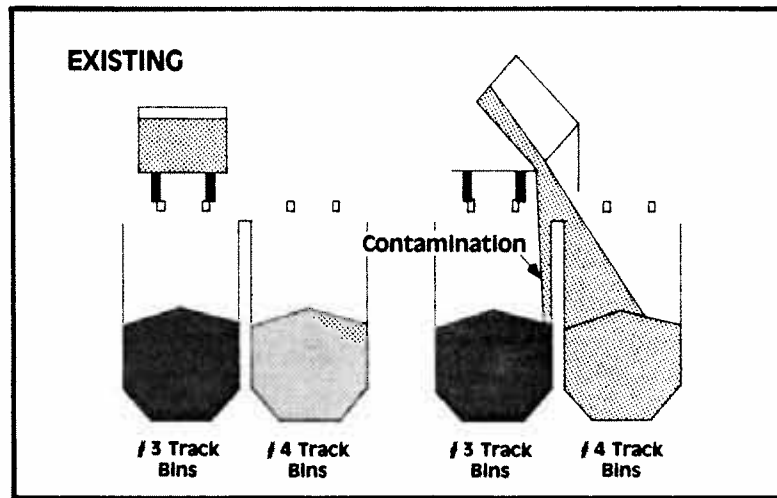
"There's lots of money to be made, lots of ideas still here for improving things," he said.

He'll keep looking around, he said, although he doubts he'll ever get another award at a better time.

"You can be sure this is going to be a good Christmas," he said.



Howard Pardy: big suggestion, big money.





### Record in the making

The folks at Mechanical Utilities who deal with everything from oxygen, water treatment and general maintenance are smiling for good reason. The more than 150 members of the department have reached a half-million man hours without a lost time accident and they're not through yet. They're shooting for nothing less than a cool million.

## My most memorable Christmas



Doug Stickles, communications specialist at Inco Field Explorations, Inco Gold Management Inc.: "I got engaged on Christmas Eve. That sure does stick in my mind. I've never regretted it once. Let's see, that was Christmas, 1965. I got married February 26, 1966. That has to be my most memorable Christmas."

Mars Napoli, geologist, Inco Gold Management Inc.: "When I was about seven years old I got a steerable toboggan. I'll bet that was the first of its kind at the time and I spent every winter of my childhood on it. I took it down every hill in Sudbury I could find. The last time was with my son, going down a popular spot called Suicide Hill."



Jim Chevette, Plant Protection Officer, South Mine: "The year I got my first electric train. Just a piece of track in a small circle. I had no idea I was going to get it. I guess I've been interested in trains ever since. I even worked on the railroad at one time. Today, I have about 80 feet of track in the setup in my basement. I play with it every day."



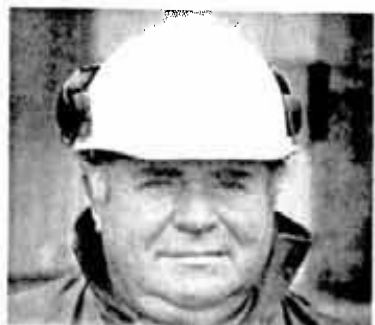
Rick Rose, maintenance coordinator for South Mine and Crean Hill: "My first Christmas with my first child. He was born in 1977. We absolutely overdid it with the presents. We spent the first Christmas with his grandparents and he was the centre of attraction and I was the proud father. I guess you experience your Christmases all over again through your kids."



Lloyd Willoughby, hoistman at North Mine: "I'd have to say last year when my son Ryan first knew what Christmas was all about. The excitement rubs off. As you get older, Christmas sometimes gets a bit humdrum. The kids bring back the fun. Of course we had our second one this past June so this one will be even better."



Rudy Tenbergen, section leader at Central Mills: "I remember a Christmas in the early '70s when I was up in Thompson and we went out and cut down our own Christmas tree. It was cold but it was enjoyable, a lot of fun. There's just no comparison with cutting down your own tree and buying one at a lot. I've been cutting down my own trees ever since and I would certainly never get an artificial one."



Geno Battaion, payload operator with the transportation department: "All Christmases are good in Canada. I'm from Italy, and after the war we had nothing. All my Christmases have been good compared with that. I can't think of any one Christmas that sticks in my mind."



Shirley Brown, Nickel refinery crane operator: "I guess you might say I had my best Christmas three weeks after Christmas of '83. My daughter Astrid was just under a year old and she went to the hospital four days before Christmas. She had spinal meningitis and she had to be tied down in the hospital bed so she couldn't yank out the intravenous needles. We celebrated Christmas when she got out of the hospital. That was my best Christmas. She's totally recovered from the illness."

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# A new country for Christmas!



## Indonesian bride now a Canuck

Clarke Gillen held his four-year-old daughter Jennifer in his lap and looked on proudly as his Indonesia-born wife Jenny took the Oath of Citizenship at a Citizenship Court in Sudbury last month.

The smelter service foreman met Jenny while working for PT Indonesia from 1977 to 1979 and they got married after he returned to Canada.

"I've been in Canada now eight years," said the soft-spoken new Canadian citizen. "I like it here very much but sometimes I miss Indonesia, especially the food."

Daughter Jennifer took it all in stride and even played it coy with the Royal Canadian Mounted Police constable at the ceremony who attempted to coax a smile out of the youngster.

Jennifer Gillen is a proud but rather shy Canadian, burying her face in the shoulder of her new citizen mother Jenny Gillen as RCMP Const. Cindy Walford tries to make friends. Jennifer is the daughter of Inco smelter service foreman Clarke Gillen.

# Thirty years later, the Wallers proud to be Canadians

After three decades of Canadian Christmases, this Yuletide will be a special occasion for Harold and Kathleen Waller.

This year, they'll celebrate as full-fledged Canadians.

"There will always be a soft spot in our hearts for the old country but Canada is our home," said Harold, a general foreman of safety in the Occupational Health Department who last month joined about 50 other new Canadians in taking the Oath of Citizenship at a ceremony in Sudbury before Citizenship Court Judge Michelle Courchesne.

Born in England, Harold and Kathleen came to Canada 30 years ago. He signed on with Inco two years later. The couple thought about seeking their citizenship countless times but it was often more circumstance than hesitancy that led to the delay of 30 years.

"We had meant to several times but something always seemed to get in the way," said Harold.

They made a decision but they shifted it to the back burner in 1976 when he went to work for PT Indonesia. The family returned to Canada in 1982.

"We decided to go for it again, but somehow it was delayed again."

As British subjects, the couple didn't view their Canadian citizenship as urgent as other new Canadians because election legislation in Canada until recently allowed British subjects to vote in Canadian elections.

Kathleen admits that there were pangs of homesickness at first that led to some hesitancy but she's over that now.

## Happy citizens

"We're happy to be citizens," she said. "We left some friends and family behind, but our family is here now. I don't think there's a sense of loss. We feel we've gained a country."

The couple emphasize with some enthusiasm that they planned to exercise their responsibility by voting in last month's election.

In a way, Harold figures, they got the vote for Christmas. Who had he voted for?

"The right man," he deadpanned.



New citizens Kathleen and Harold Waller are congratulated by Citizenship Court Judge Michelle Courchesne.

# Port Colborne pensioners not retiring from Christmas Spirit

At Christmas, Santa's Helpers are working tirelessly and joyfully to make sure everyone has a happy holiday season.

In Port Colborne, the job of bringing cheer into the homes of the needy often starts months ahead of time.

Gladys and Doug Hanham and Walter and Violet Crawford may be enjoying their Inco pensions, but they are far from "retired" as they donate hundreds of hours towards a program that provides food and toys for families unable to af-

ford them during this festive period.

"This is truly a community project," says Gladys, who has been chairman and co-ordinator of the Port Colborne-Wainfleet branch of Santa's Helpers for five years. She receives a lot of help from volunteers across the city - from all 11 churches, the service clubs, schools, merchants, industries and residents. Seventy-two good-willed people from a cross-section of the community assisted in last year's program. This year, a local businessman contributed a va-

cant storefront for the group to assemble and distribute Christmas food, toys and gifts to needy families.

"Their generosity is overwhelming," Gladys declares proudly. One of her strongest supporters is husband Doug. Before he left the Port Colborne Refinery in 1982, Doug had been chief chemist and superintendent of the Precious Metals Refinery with over 35 years of service. Later, he and Walter Crawford will help unload a shipment of biscuits, cookies and candy from a supportive

contributor. Next week, they will travel to Toronto to pick up a quantity of toys.

Walter and Vi teamed up to work together at the refinery, Walter as a carpenter for 27 and a half years until 1984, and Vi as a registered nurse in First Aid until 1972.

They've joined the Hanhams, their next door neighbours, to serve Port Colborne in a special, rewarding way.

"Contrary to what we think, Christmas is not a happy time for everyone. There are a lot of

lonely, frightened and desperate people out there. Christmas is a time for sharing and caring for these people. This is a time for remembering and renewing our Christian beliefs and traditions," emphasizes Gladys.

Last year, 289 families registered for the warm, caring assistance of Santa's Helpers. Three hundred and twelve children received toys and a total of 759 adults and children were provided with enough food to see them through three meals on Christmas Day, Gladys said.

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Pensioner Ken MacKinnon and wife Katherine

## Mom's Christmas Pudding

- 1/3 cup brown sugar
- 1/3 cup margarine
- 1/2 cup molasses
- pinch of salt
- 1 tsp vanilla
- 1 tbsp lemon extract
- 1 tbsp almond extract
- 1 cup raisins
- 1 cup currants
- 1 cup mixed fruit
- 1 cup green and red cherries (chopped)
- 1 breakfast plate of grated carrots
- 1 cup beef suet (in small pieces)
- 1 breakfast plate of stale bread
- warm water
- 2 eggs
- 2 cups all purpose flour
- 2 tsp baking powder

### METHOD:

Cream sugar with margarine, add the next eleven ingredients - mixing well after each addition. Place the stale bread in a bowl and pour warm water over it, then squeeze liquid out with hands, add to first mixture along with 2 beaten eggs. Sift the flour and baking powder and stir into pudding. If batter is too thin - add a little more flour. Put into greased tins (such as 28oz tomato tins) and fill 3/4 full - place on rack in pressure cooker (in 2 qts water), steam 20 minutes with pit cork open - then close pit cork and cook 50 minutes at 10 lbs pressure - let indicator return to zero. Let cool - then freeze until needed - sauce of your choice.

P.S.: Cover tins with double waxed paper and tie with string so moisture won't drip in on the pudding. Wrap in tin foil to freeze.

## Finnish Coffee Bread

- 2 cups milk
- 1 1/4 cups white sugar
- 1 tsp. salt
- 1/2 lb. butter
- 6 - 8 cups white all purpose flour
- 3 eggs
- 20 - 25 cardamon seeds crushed after the shell has been removed or
- 2 tsp. ground cardamon
- 2 pkgs. yeast

### METHOD:

Melt butter in milk mixed with sugar and salt. The microwave is excellent for this. Let sit until lukewarm.

In a bowl prepare yeast as directed on package.

In a large bowl beat 3 eggs. Add luke warm milk mixture. Beat in 1 cup of flour with beaters. Add crushed cardamon. Add prepared yeast.

Start adding flour mixing with beaters until too difficult to mix, then begin kneading dough with hands. Knead until dough feels smooth and easy to handle and until the dough doesn't stick to your hands.

Place in large greased bowl covered for about 2 - 3 hours or until double in size. Dough should have elasticity.

Punch down and shape into braided loaves using 3 strips that have been rolled lengthwise. Place on greased cookie sheet and let rise until pan feels light or about 1 hour. Before baking beat one egg and with a pastry brush, brush egg on braided loaf, then sprinkle with sliced almonds and sugar. Bake in oven 350° for approximately 40 minutes or until golden brown.

For a variety cut off piece of dough and roll out in a rectangular shape, spread with butter, then brown sugar and cinnamon. (Add raisins for variety). Roll rectangle up then cut in about 1" slices. Place in greased pan about 1/2" apart and let rise in warm place for about 1 1/2 hours. (The cinnamon buns will not take as long as the loaves to bake.)

The yield for this recipe should be 3 braided loaves and 1 pan of cinnamon buns depending on what you choose to do.

Excellent for the coffee table or toasted when a little stale. I hope you enjoy this recipe because it is my favorite.



Shirley Erkila, Nickel Refinery

## Homemade Macaroni With Mincemeat

- 6 cups of flour
- 5 eggs (room temperature)
- 2 cups of water (room temperature)
- 750 ml of Mincemeat
- 3/4 cup butter
- 2 156 ml of tomato paste
- 1 tsp salt
- 1 tsp pepper
- 1 cup water
- Grated parmesan cheese

### Macaroni

Mix flour and eggs in deep bowl (form a nest with eggs in centre). Add water and knead until firm (15-20 minutes). Divide into separate pieces. Roll with rolling pin to approximately 1/8" thick and then cut each piece 6" wide. (If dough sticks, add more flour). Put 1 level teaspoon of mincemeat on dough and then wrap it around twice. Cut and seal the ends tight. Cook macaroni for 1/2 hour in boiling water. Then strain. Makes approximately 75 pieces.

### To make sauce:

Melt butter. Then mix tomato paste, salt and pepper and water. Simmer for 1 hour before use.

### To assemble:

Use large pan and put layer of sauce then macaroni and grated parmesan cheese. Add sauce. Continue until pan is full and cheese on top.



Guido Chezzi, Nickel Refinery

## Squash Bisque

- 1 lb. butternut squash (peeled, cored & diced)
- 1 medium onion diced
- 1/2 tsp ground thyme
- 1 tin chicken stock
- salt and pepper to taste
- 4 oz. whole milk

### METHOD:

In a deep sauce pot place diced butternut squash, onions, and chicken stock. Top up to the top of ingredients with water and add thyme. Boil until all ingredients are tender and puree. Adjust seasoning with salt and pepper. Add milk and bring to a simmer.



Mike Doherty, Copper Cliff Club





June Stelmec, General Office

## Light Fruit Cake

- 2 2/3 cups all purpose flour (regular or instant blending)  
 1 tsp salt  
 1 tsp baking powder  
 3 cups shredded coconut  
 1 1/2 cups canned cherries, cut in halves  
 1 1/2 cups canned pineapple, diced  
 1 1/2 cups raisins  
 1 1/2 cups slivered, blanched almonds  
 2 cups sugar  
 1 cup butter  
 4 eggs  
 1 tsp almond extract  
 1 cup pineapple juice

### METHOD:

Line 9" or 10" tube pan with two thicknesses of buttered brown paper. Measure flour (without sifting) into large bowl. Add salt and baking powder, stir well to blend. Add coconut, fruits and nuts. Mix until fruit is separated and coated with flour. Cream sugar, butter, eggs and almond extract thoroughly. Stir in fruit-flour mixture alternately with pineapple juice, starting and ending with fruit-flour mixture. Spread batter evenly in prepared pan. Bake at 275 degrees for 3 to 3 1/2 hours. Keep a pan of hot water in bottom of oven while baking. Leave in pan until cool. Remove paper liner and wrap in foil. After a couple of days soak cheesecloth in brandy and wrap cake in it and then rewrap in foil.

## Carol creates art from the ordinary

The wreath has a stylish simplicity about it. It's made of crinkly white paper, minimally festooned with ceramic cherries and pine cones and tied with a bright, red bow. A door hanger, adorned with bells and holly, is composed of styrofoam balls covered with Christmas fabric. It, too, maintains the uncluttered look that is a hallmark of Carol St. Laurent's craft. Except in the Christmas decorations, she seldom uses more than two colours.

Carol points to a butterfly wall-hanging, made from a doily and sprayed dark blue with pale blue, pipe cleaner antennae. Recycling such materials is another aspect of her work. A rosewood flower arrangement is an exquisite example. The petals are formed by pieces of coloured pantihose, stretched with gold wire trim. The wire stems are then attached to a stalk made from welding rod.

"Would you believe," she laughs, "that the pantihose never run when I cut them up with scissors?"

Carol describes herself as a happy person. It shows in her outlook to her job, which she loves. With Inco for 25 years, she is senior secretary to Mining Manager Menno Friesen. She also loves her hobby, which she began a few years ago. Her first efforts were pine cone pictures. One, a flower basket imposed upon a wicker tray and sprayed with acrylic, hangs in a colleague's office.

When she branched out to other forms, the hardest thing to learn was making the bows. Once she mastered this knack, "the whole world opened up for me," she recalls. She really took off with the addition of a sun-



Carol St. Laurent displays some of her Christmas crafts.

room to her home last year.

"There was a lot I couldn't buy for it so I decided to fill it up with my decorations."

### Creates designs

Carol prowls craft stores to find new designs and materials, but then she gets her own ideas. She gives her arrangements to friends and "especially

relatives."

"When they give me their colour schemes, it gives me the incentive to go ahead."

She also donates her work to church teas and bazaars.

She doubts she'll make a full-time career of her hobby even after her retirement.

"The fun might go out of it," she says. ♦

## Holiday festival highlights Seniors' Choir schedule

"You just have to carry a tune and enjoy singing to become a member of the September Classics Choir", said Chairperson Irene Jewitt.

The choir has a hectic Christmas schedule including a performance at the City Centre and visits to nursing homes, hospitals and such institutions as the CNIB. A performance was also scheduled at the Copper Cliff Club in early December. Its main event, however, is its Holiday Festival Celebration, which takes place on January 5, 7 p.m., at the new Walden Library and Senior Citizens Centre.

This much activity doesn't daunt the 21-member group, all

but one of whom are pensioners or retirees. The exception is Joan Doherty, Choir Director, whose husband Morley, still works at Inco. Many of the 16 female singers are spouses of Inco retirees and the four male singers also worked for the company. Irene's husband, Wilbert Jewitt, is a 10-year retiree. He doesn't take part but his energetic and enthusiastic wife more than makes up for it!

Irene explained that the late Estha MacDonald, wife of choir member and Inco retiree Ken MacDonald, founded the choir in 1980. It started with 10 people and even though it has had five losses, has continued to grow to its present size.



September Classics Choir at work

Its repertoire at most occasions tends toward light, popular favourites.

"We have special medleys for St. Valentine's Day and St. Patrick's Day and we even had a harvest, western night, featuring country music around Thanksgiving this year," said Irene. The holiday season, naturally, is given over to carols and popular Christmas tunes.

### Serious side

She added that the group also does a lot of serious work.

They performed at the Sudbury Arena on Remembrance Day and sing at weddings and funerals. As well, they try to involve Lively churches in fostering interaction between seniors and teenagers.

Silver collections are taken at most functions but the choir's chief fundraiser is an annual musical variety night. Next year, it is slated for April 20, at the Centre. Another big event to which all members look forward is competing in the Seniors' Choir Fest in Kitchener.

In its second year of competition, September Classics

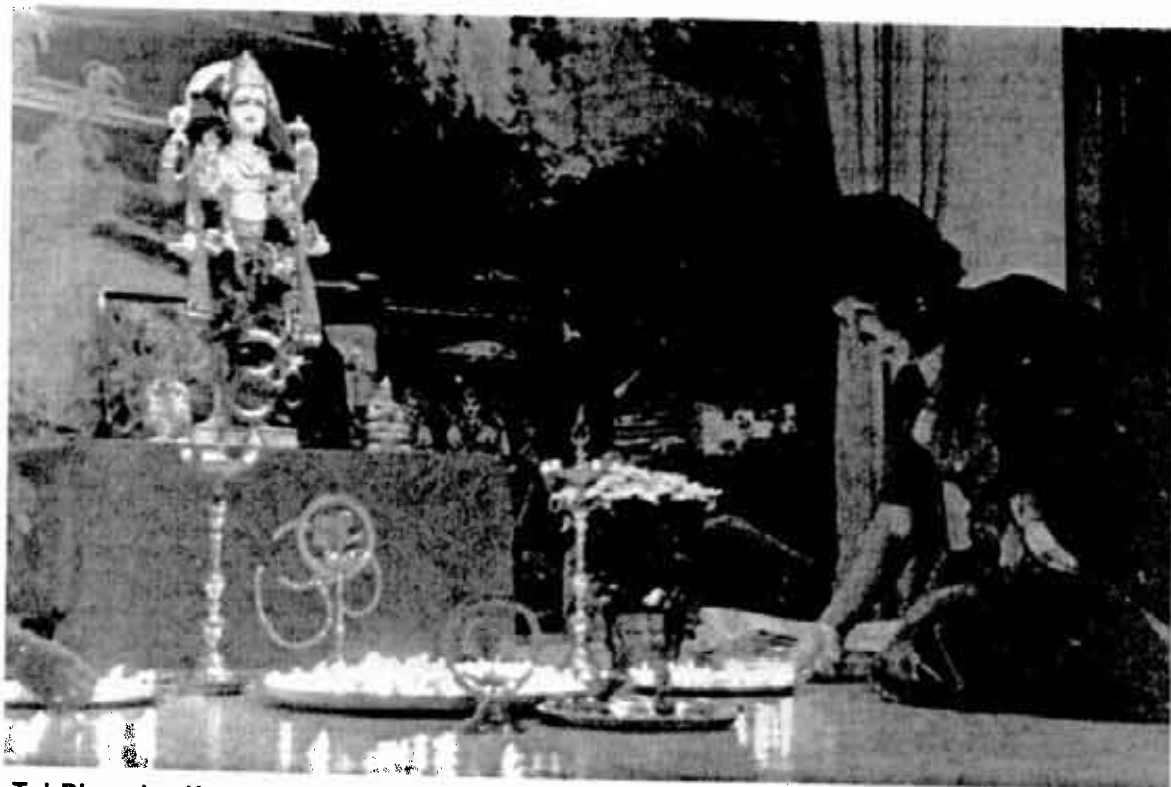
earned fourth place over competitors from many other Ontario communities.

"The Choir Fest is a wonderful experience," said Irene, "and we would like to hold one here."

The group would also like to have bus transportation for its engagements.

"Seniors do not like to drive after dark," said Irene. "But, the choir is very much a fun affair and if people are interested in joining, practices are held every Monday morning, 9:30 a.m. at the Kinsmen Hall in the Walden Centre." ♦

# HAVING A VERY MERRY, M



Tej Bhusal, wife of production planner Chabbi Bhusal lights a candle for Divall at the Hindu temple.

## Like Christmas, Hindu Divali celebrates brotherhood of man

Christmas may not be a Hindu religious holiday, but there are few better places to see Peace on Earth, Goodwill To Men in action than attending the Hindu temple with Kris Malhotra and family during the Hindu Divali celebrations.

"There is no Christmas in the Hindu religion but we have our Divali about the same time," said the mines planner with Mines Engineering. "Divali has religious significance but it is a traditional and cultural festival as well."

Position on the calendar isn't the only similarity. There was no better example of the Christmas brotherhood of man than the many different religions invited to the Divali festivities last month at the Prarthana Samaj in Sudbury.

Buddhists, Moslems, Christians, Sikhs and even a member of the Zoroastrian faith celebrated together. Among them was Chabbi Bhusal, a Mines Engineering production planner.

"I'm Burmese by birth. My wife is Nepalese by ethnic tradi-

tion and we're Hindu and Buddhist by choice," he said. "We try to keep up with the traditions, but it isn't always easy."

"For example," he chuckled as he patted son Amrit on the shoulder, "he has a hockey game tonight."

With the Eastern tradition of tolerance and a tendency to include rather than exclude the beliefs of other religions, the Bhusals and others in the East Indian community see nothing out of the ordinary by honoring and participating in the religious and cultural events of their fellow Canadians.

"He (Amrit) goes through all the lists in all the catalogues to see what he wants for Christmas," Chabbi added.

Smelter crane mechanic Rusi Mistry helped out by videotaping the Divali celebration. As far as he knows, he and his wife are the only Zoroastrians in Sudbury.

Smelter maintenance mechanic Bhagrash Ray was at home at the Hindu celebration despite the fact that he belongs

to the Sikh faith. His wife is Hindu, and he'll tell you with the broadest of smiles that he celebrates everything.

"There's only one God," he said. "And you can find Him no matter whose church you go to."

Like Christmas, Divali signals triumph of good over evil. It is the celebration of the victorious return of Rama as told in the Ramayana, an epic poem in Hindu literature that touches the hearts of more people than perhaps any other story ever written.

The story, reflecting Hindu ideals of devotion to duty, devotion to caste and a reverence for religious laws, tells of Rama's victory over the evil Ravana, king of Sri Lanka.

On the evening of the third day of Divali, or Festival of Lights, small bowls of oil are lit and placed throughout the house and yard to express joy in the victory of good over evil.

For some Indians, Divali also marks the end of the year.



Ukrainian dancers Derek Durkacz, 17, Andrew Peredery, 14; Na Stephen Durkacz, 19, are all sons and daughters of Inco empl Christmas season.

## Ukrainian ties I

Few Canadians enjoy a celebration more than Christmas, despite the exhaustion that follows the Christmas morning excitement, the Christmas turkey preparations hosting family and friends, and the inevitable Boxing Day clean-up.

But for Canadians such as the Hucals who try to keep up with the rich and colorful of their Ukrainian homeland, that's just a beginning.

Matte Processing maintenance general foreman Morris Hucal and his family still adhere to the old ways despite the fact that he's been at Inco for 32 years.

"In the Ukrainian tradition," he said, "St. Nicholas Day on December 19 is the occasion of a richly adorned 'yalynka' (Christmas Tree) and gifts."

The Feast of Jordan that brings the Ukrainian festivities to an end isn't held until January 19 and 20.

For Ukrainians the most beloved of all festivities is Christmas which covers a cycle of important feast days, ending with the Jordan (Epiphany) holidays on January 20. Christmas Eve on January 6 centers around family and agricultural modes of life. The colorful celebration is the most important part of Christmas. Its main feature is the evening meal called "Holy Supper" (Svyata Vechera) in literal translation. According to custom, all members of the family should be home that night for a family reunion.

The supper on Holy Night differs from other evening meals, having twelve Lenten dishes, symbolic of the twelve Apostles who gathered at the Last Supper. The dishes are prepared with a vegetable shortening or cooking oil, omitting all animal fat, milk, and milk products because Christmas is preceded by a



Katherine, Sonia, Morris and Ukrainian Christmas table.



Chabbi Bhusal and son Amrit (foreground) during Divali festivities.



# LTI-CULTURAL CHRISTMAS



Sharko, 14; Helen Senchuk, 17; Nick Krawczuk, 14; and The dance group puts on special performances in the

## rd to surrender

period of fast which ends on Christmas Day after midnight or morning church service. The day of the Christmas Eve is a strict fast in commemoration of the hardships endured by Mother Mary enroute to Bethlehem.

The table, set according to time-honored custom, is first strewn with a small handful of fine hay in memory of the Christ

Child in a manger, and over it is spread the very best tablecloth adorned with native embroidery. Bread (kalach), symbolizing prosperity, constitutes the central table decoration. Three round, braided loaves are placed one on top of the other with a candle inserted into the top loaf, and the bottom loaf encircled with tiny twigs of evergreen. Candles on both sides of the loaves complete the table decoration. If a member of the family had died during the year, a place is set for him in the belief that the spirit of the deceased unites with the family on that magic Holy Night. A lighted candle is always placed in the window as an invitation to any homeless stranger, or perchance a lost soul, to join the family in celebrating the birth of Christ.

The first star in the eastern sky announces the time for the commencement of the meal. It is the children's duty to watch for the star. Each member of the family, dressed in holiday attire, awaits the customary ritual opening. This is done by the master of the household who brings a sheaf of wheat called "did" or "didukh" (grandfather), a symbol of the gathering together of the clan, and greets his family with traditional salutations, expressing joy that God has favored them with good health and general well-being. The sheaf is placed in a vase, on the table.

Members of the family and servants gather around the table. The meal begins with the Lord's prayer and then a thanksgiving

Continued on page 10



or Hucal at a well-set



Dressed in traditional Korean attire, Choon Yul Park looks through an album of family pictures from overseas.

## Korean New Year festivities honor the living and the dead

Korean-born Choon Park is as much Canadian as anyone. Yet after almost two decades in Canada he can't help but feel a little nostalgic about the year end festivities in his homeland.

"We're Catholics so our Christmases don't look much different from the ones celebrated here," said the Creighton complex technical services superintendent.

But there's no Korean version of our Christmas tree and the heap of presents underneath it.

"We give gifts," said Choon's wife Yule, "but not as many and few within the family."

A gift is likely given to a special friend, she said.

Materialism, according to Choon, isn't a problem in the Korean Christmas . . . yet.

"But things are getting more Western all the time," he added.

Although Buddhism is the major religion and has no

parallel to Christmas, the inroad of Christianity is spreading the holiday.

But New Year celebrations aren't new to Koreans and the tradition of year-end renewal, coupled with a deep respect for the past, is a basic part of the Korean culture.

It begins with the first full moon of the new year. The festivities, that often last as long as a month, are celebrated not only with banquets, friends, games and fireworks but also with a deep reverence for family ties that go back 600 years.

Not only do Koreans respect their elders (even a single year is recognized) but also ancestors.

### Deep respect

On the first day of the official three-day celebrations, families set up large tables complete with place names for ancestors. Each table setting is served a glass of rice wine and meal, symbolically honoring

relatives that go back hundreds of years.

Dressed in new clothes traditionally purchased for year's end, the family members stand before the table and bow to their ancestors.

The ritual continues with youngsters bowing to their older brothers and sisters and parents and with parents bowing to grandparents.

Food is a major part of the celebrations. Preparations begin weeks before the event to ensure there is enough for the many friends and relatives who come to visit.

"You usually have lots left over and you end up eating it for a long time after everything is over," said Choon. "Not unlike your cold turkey."

"In Korea there is more of a social aspect to Christmas and New Year's," said Choon. "Of course, at Christmas time I miss all my friends and family, but we have our own family here now."

## Twelve more Inco student awards announced

Inco Reserved Scholarships aren't the only educational grants made by the company. While the reserved scholarships go annually to children of Inco's Canadian employees, pensioners or deceased employees, Inco provides several scholarships for universities and college studies ranging from bilingual continuation to mining and mineral processing.

But these awards are not restricted to sons and daughters of Inco employees and pensioners.

Three Inco Bilingual Continuation Scholarships of \$2,500 each were awarded this year to Laurentian University Science students Marc Gareau of Sudbury, Lori Anne Caldwell, resident student, and Jean-Claude Bradley of Val Therese.

An Inco Mining and Extractive Metallurgy Scholarship of tuition plus \$500 went to engineering student Lori Ann Hay of Sudbury.

Open scholarships of tuition plus \$300 went to nursing student Diane Hamel-Roch of Azilda and to social work student Susan Willauer of Sudbury.

Inco Bilingual Scholarships of \$750 were earned by arts student Guy Gagnon of Sudbury, nursing student Gisele Savage of Sudbury, science student Claude Gosselin of Coniston and resident arts student Stanley Amiot.

Haileybury School of Mines students Andre Savoie of Haileybury and Randy Doyle of Elliot Lake and New Liskeard won two Inco Open Scholarships, each worth tuition fees of \$760 and ancillary awards of \$300. Both are taking mining technology courses.



The music man isn't marking time

## The music man isn't marking time in retirement

The eyes widen as he jumps up and throws open his arms with a boyish enthusiasm that hasn't diminished in more than 55 years. Since scores of his favorite songs mark special times in his life, he can't help but recite the titles in tune and cadence.

"Music," he whispers, "is the universal language. I've been playing music since I was 11 and I'll never get tired of it."

Although he's been playing saxophone and clarinet for most of his 66 years, Inco pensioner Ugo Comacchio acts as if most of the music is still inside waiting to escape.

"I only chord on the piano. When I play Mozart with one finger on the piano it may not sound like him to you but that's not what I hear. I hear the violins, the orchestra. It's beautiful."

Retiring from Inco as Nickel

Refinery maintenance superintendent eight years, Ugo likes music almost as much as work.

"I'm a workaholic. I don't sit around all day playing music. On most days I'm working on some project or other for the kids. But at night I unwind with my music. I practise at least eight hours a week."

He started playing with the Coniston Military Band in the 1930s and remembers practising every weekday and often on weekends.

"There was no television back then," he adds.

He hates television.

Although many locals appreciate his music, he doesn't need an audience.

"I can play by myself for myself. I play jazz, popular, classical, swing, big band, even rock. I hate musical snobs. When I practice a difficult piece on the clarinet by myself and do

it well, I get such a high. It doesn't matter a particle if anyone else is around to hear it."

### Sounds swell

In fact, he makes tapes of himself with the help of some electronic gadgetry that allows dubbing together several instruments.

"In a way, I guess I entertain myself."

Sometimes he gets carried away. "Sometimes my wife will stamp on the floor upstairs," he said, going through the motions in his basement music room.

"Do you know what time it is?"

He loves to play music with musicians better than he is.

"It keeps me on my toes. It challenges me," he said.

Ugo's enthusiasm for music has even infiltrated his interior decorating.

Brass music notes adorn his coffee table and walls. But perhaps the most unusual is the four by 12-foot wall at one end of the recreation/music room that's wallpapered with 240 of his favorite songs.

"Everyone," he observes, "with some sentimental significance."

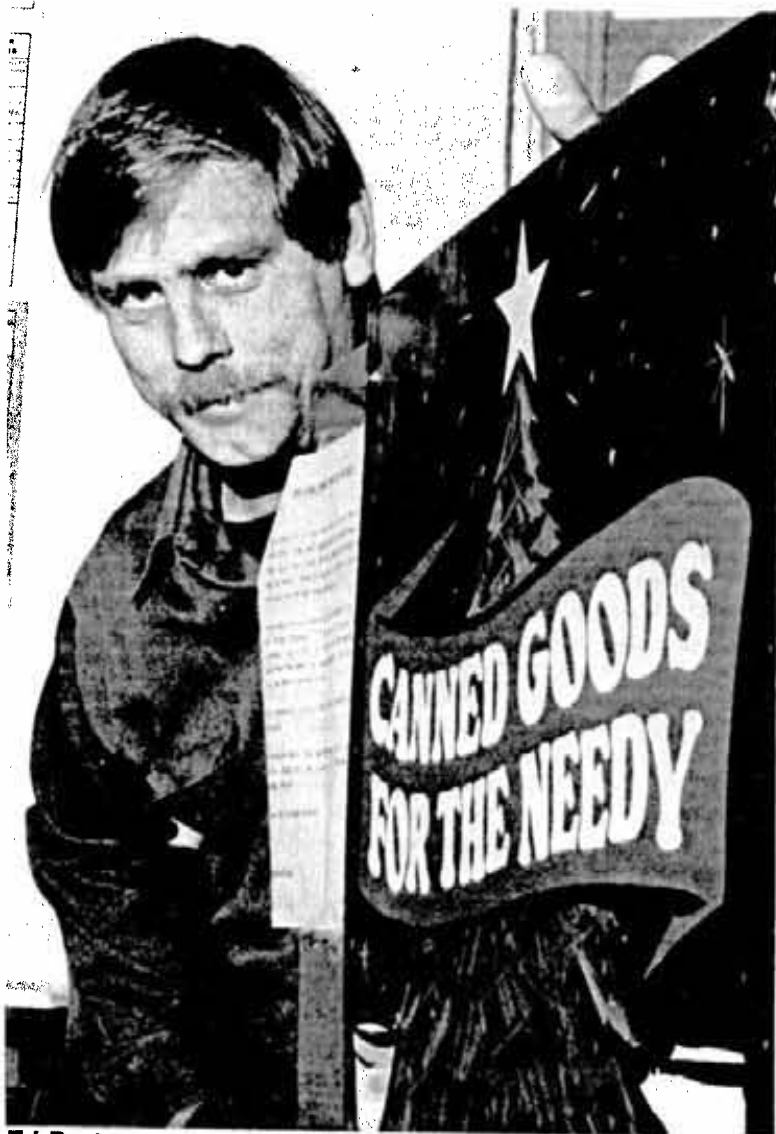
He had trouble sticking them on the wall before discovering a special glue.

"I painted the back of the song sheets so you couldn't see through them, but when the paint dried they all shrivelled up and I had to iron each one flat again."

At least another 3,000 songs, many in ethnic categories, are piled in binders on top of the piano.

"I love playing for ethnic people," he said. "I like ethnic people because they dance like crazy."

## Christmas food drive for Sudbury needy



Ed Burton at one of three donation boxes he hopes will be filled for Christmas.

For Plate Shop machine operator Ed Burton, "Merry Christmas" depends on your point of view.

"There are many people out there who are in need and in the Christmas season that can be especially tough."

That's why Ed is championing a drive to gather non-perishable goods to help fill up food baskets for families in need.

He's stationed boxes supplied by Inco at Number 1 and 2 Dry and General office building in the hopes that fellow employees will follow the tradition of Christmas giving as well as receiving and help out by donating canned goods.

Once collected, the food will be distributed to needy families in the community by organizations such as the Inner City of Hope, Salvation Army and the Union of Injured Workers of Sudbury and Area.

He's undaunted by the first drive last year that saw only a modest response. Although he feels it was successful for a first attempt, this year will be much better.

"Last year we had boxes only at the dries," he said. "This year the Central Offices box has been added and in future years we will expand even more."

## UKRAINIAN TIES HARD TO SURRENDER

Continued from page 9

grace appropriate to the occasion. The first and indispensable dish is kutya, a preparation of cooked wheat dressed with honey, ground poppy seed, and sometimes chopped nuts. This ritual dish, of a very ancient origin, has survived hundreds of generations without losing its importance in the Christmas festivity. It starts the meal in a ceremonial manner. The head of the family raises the first spoonful of the kutya, invoking God's grace, and greets the family with the traditional Christmas greeting: "Khrystos Rodyvsya!" (Christ is born), to which they all reply in unison: "Slavim Yoho!" (Let us glorify Him). Following this ritual everyone must partake of the kutya, if only but a spoonful. Kutya may be followed with an appetizer of pickled herrings or pickled mushrooms, or with a serving of borsch, after which comes one or more preparations of fish and various other traditional dishes, ending with a dessert of stewed dried fruit, or fruit varenyky, and the Christmas pastries and nuts. Everyone must have at least a small serving of each dish.

After the solemn meal, the family joins in singing Christmas carols and general

merry-making. Soon after midnight, or at early dawn, the family attends a special Christmas service enriched with beautiful choral music. In the afternoon of the Christmas Day, continuing late into the night and through the following days, organized groups of carollers visit homes, singing ancient and modern carols, bringing traditional Yuletide greetings, and soliciting funds for worthy causes. This is the general modern practice wherever the Ukrainians may be.

New Year is another feast rich in traditions. Young children visit homes bringing New Year's greetings, recite verses, and then scatter a few grains of wheat over the floor as a symbol of good luck and general prosperity for the coming year.

The Feast of Jordan, which comes on January 19 and 20, brings the cycle of Christmas to an end. The evening prior to this holy day is observed in the same manner as Christmas Eve but with less solemnity. The main feature of the Feast of Jordan is an impressive church service and the blessing of water commemorating the baptism of Christ in the Jordan River by John the Baptist.



# Former ball pro goes to bat for seniors, delivers new gym for Christmas

It is the Christmas of long ago and another in the recent past that Inco pensioner Jo Walmsley recalls most fondly.

Forty years ago Jo was recruited to play semi-professional baseball for the women's team in Montreal, the Royals. She was an exceptionally talented local athlete who excelled as a catcher and first baseman.

The deal that lured her to Montreal involved a salary of \$60 a week plus a job with the company that owned the team, Canadian Car and Foundry. By the standards of the day, she made an excellent living combining baseball with a job in the company's accounting department.

"That's what the ball team was all about. We did more playing than working," Jo says.

The popularity of women's baseball, and indeed, almost every sport in those days defies a modern day imagination imprisoned by the big league syndrome. In those days before television and sophisticated transportation systems, sport served as an important source of entertainment for the working class.

"We filled the stadium every night," Jo remembers. "We got two or three thousand people, easy, every night. Montreal is a great sporting town. But you've got to be a winner or they wouldn't even look at you."

## Copper Cliff beckons

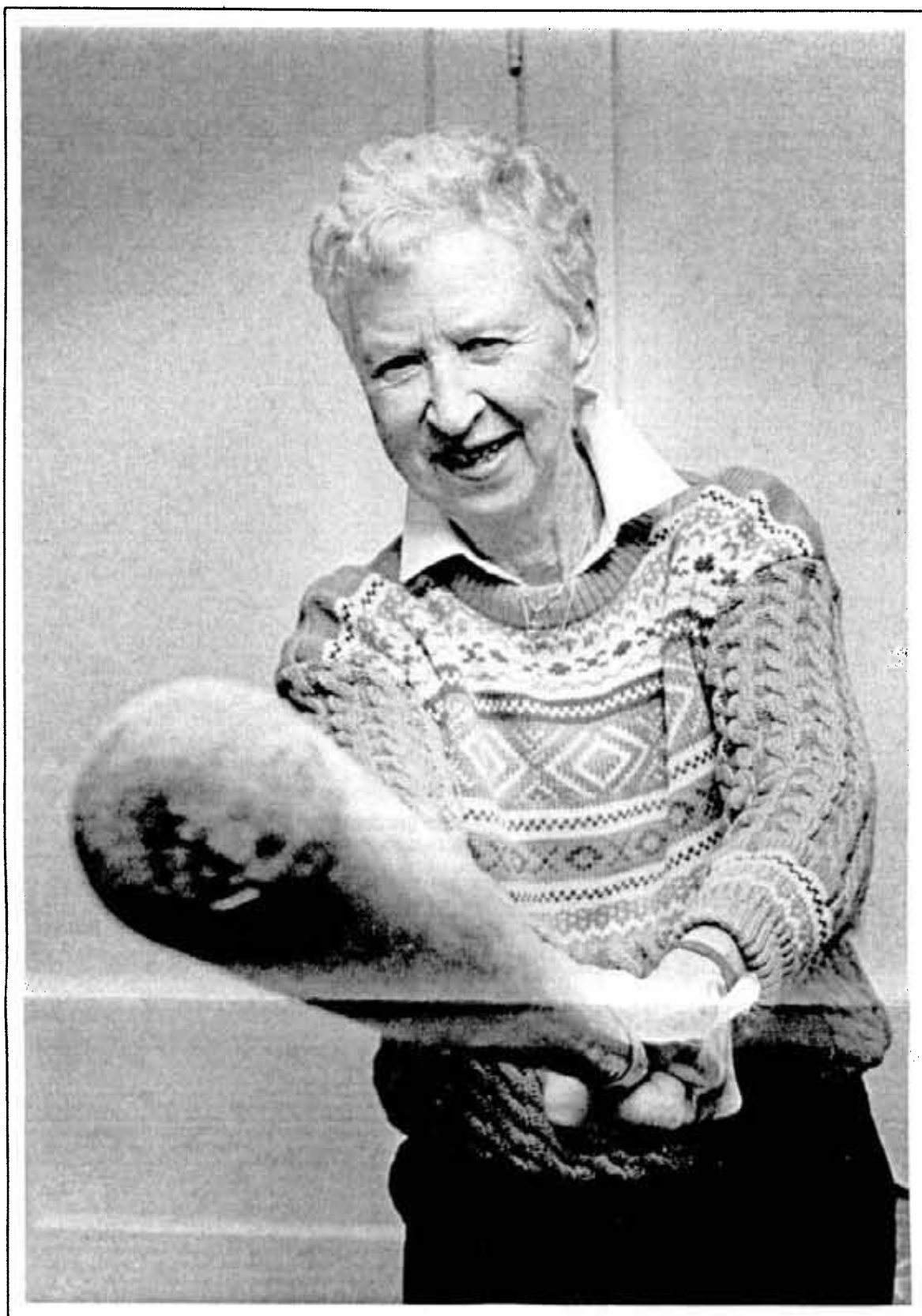
"Mid pleasures and palaces though we may roam," penned John Howard Fayne in the mid 1800's. "Be it ever so humble, there's no place like home."

And so it was for Jo her first year away from home. She'd been gone from home since April and by dark, cold December the little town of Copper Cliff was a warm beacon that outshone the glitter of Montreal.

"You're always homesick," she says. "You can get all the money in the world but if you're away from home . . ."

Jo saved her vacation for a Christmas visit. "That was my best time of the year. I'd be calling Dad long distance telling him to get in lots of cabbage and lots of turnips," she laughs. It seems that these, her favourite vegetables, were never served at the place she boarded.

Preparation for the homecoming involved acquiring some hard-to-get spirits. When a



store with ample supply was located the word got around the office and everyone would leave to line up for liquor. She recalls buying two bottles of rum.

"I had to bring home a bottle of something from Montreal," she chuckles.

Two days before Christmas, Jo boarded the train that would take her home. Travel by train in those days featured a curious blend of the ascetic, the uncertain and the royal. It was unimaginably cold outside, a condition that was mirrored inside the train much to the

discomfort of passengers.

## Train a pain

Jo says trains were often late and sometimes ridiculously so. "One time my sister and I left for Montreal. We boarded the train here in Sudbury at night. We got a berth and went to sleep. We woke up in the morning and didn't know where we were. Then we looked out the window and realized we were still in Sudbury. The train hadn't moved all night. It was too cold or something for it to

move."

On the other hand one could get an excellent meal in the dining car while being attended to by a waiter. "I don't think you get that kind of service anymore on trains," she laments.

Waiting at the station was her father, then a locomotive engineer with Inco, her sister Ethel, a switchboard operator, her brother "Wiggy" a professional baseball player in Toronto.

"We'd have a great big turkey dinner with all the trimmings," she remembers.

"Christmas eve we'd see all the gang and get together somewhere and reminisce."

Christmas, it is said, is a time for family. The reunion that made that Christmas so special long ago can be no more because her family is gone.

"Those days were my happiest. These days I don't look forward to it," she remarks.

Last year's Yuletide proved to be more upbeat for Jo though it didn't start that way. You see, a grinch threatened to steal Christmas. Jo and many other pensioners were regular patrons of the company's gymnasium at the old community centre in Copper Cliff. When the building was sold word got around that their gym would be disbanded.

## Fitness fight

Rather than lose the facility Jo and her fellow senior-citizen fitness buffs decided to fight.

"About nine of us got together, retired fellows, and made an appointment with Dr. Sopko. He really didn't meet with us but he put us in touch with some people that would help," she comments.

Her request was simple: now that the building was sold could they have the equipment? Certainly, they were told, if an appropriate location could be found to store it.

"I already know of a place. What about the big room at the arena," she said, referring to a vacant room at the McClelland recreational facility in Copper Cliff.

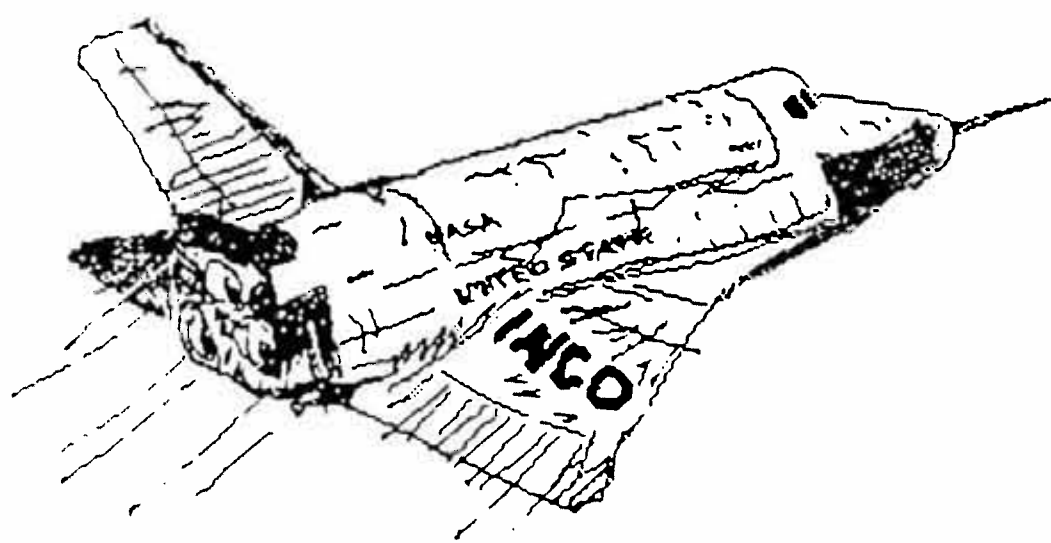
Since this complex falls into the city's jurisdiction, she lobbied a local alderman to present the seniors' case. In short order, a new fitness centre was born for the citizens of Copper Cliff.

Inco's fitness equipment fits nicely in the hitherto vacant room. The company moved and installed the equipment and even purchased a new rug for the location, she says. "Everything turned out and by Christmas we were in. That made my Christmas."

Now seniors, including Jo and her fellow pensioners, pay a nominal \$10 a month fee to use the facility. Other members of the public can join for \$15 a month. She visits the gym three times a week to work out and meet with fellow-pensioners. They also have access to the pool, sauna and showers in the building.

"It's wonderful," states the woman who unwittingly acted as kind of a Santa Claus for herself and others.

Jo retired from Inco in 1981 after 30 years service. She was a receptionist at the Copper Cliff General Office. ♦



## Nickel alloys in Discovery flights

The next time an American space shuttle flies, take a little pride.

A minimum of 3,500 pounds of nickel alloys invented by researchers from the Inco family of companies were in each of the Discovery's three main engines when it rocketed into space September 29.

"There are dozens of applications for our alloys in the shuttle itself and on the launch pad, ranging from fasteners to piping," said Inco Alloys Inter-

national Marketing Manager John Maguire. "The rejuvenation of the space program can only be a boost to our business."

The products offer superior strength at extremely high temperatures, a controlled coefficient of expansion and resistance to hydrogen embrittlement. They and other IAI-developed heat and corrosion-resistant alloys have been critical to the success of the space program. ♦

# Vietnam veteran recalls Canadian dead

Plant protection officer Gary Dale wasn't born the last time Canada went to war yet he has a clearer memory of the horrors of war than many.

One of the thousands of Canadians who served in Vietnam with the American military, the Subury native laid a wreath for men who died in Vietnam at the Remembrance Day service.

"There were between 30,000 and 40,000 Canadians in Vietnam," said Gary, 44.

Fighting in a war that was seen by many south of the border as unpopular, these Canadians have become a forgotten group, said Gary. The Canadian government doesn't recognize their contribution and few Canadians even know they existed.

"But I think that's starting to change," he said. "There's even a monument -- unofficial -- to the Canadians who died in

Vietnam. It's kind of a mini-wall and it was put up somewhere in Quebec."

Gary joined the American army to see the world, not to fight overseas.

"Inco wasn't hiring in 1963 when I finished high school," he said. "There wasn't the same opportunity for travel with the Canadian service so I joined the American army."

He was stationed in Japan for 16 months and saw several other postings such as Georgia and Virginia.

He went to Vietnam with the American army's First Cavalry Division in November of 1963 and stayed there for almost a year.

"That was before it got really hot," he said. "There was occasional shelling and harassment but it didn't get bad until later."

If he had re-enlisted in 1969, he probably would have been

posted to Vietnam for a second stint.

He sees nothing wrong with his involvement in a foreign war.

"I believe in why the Americans were there but not in the way the war was being conducted," he said. "Politicians

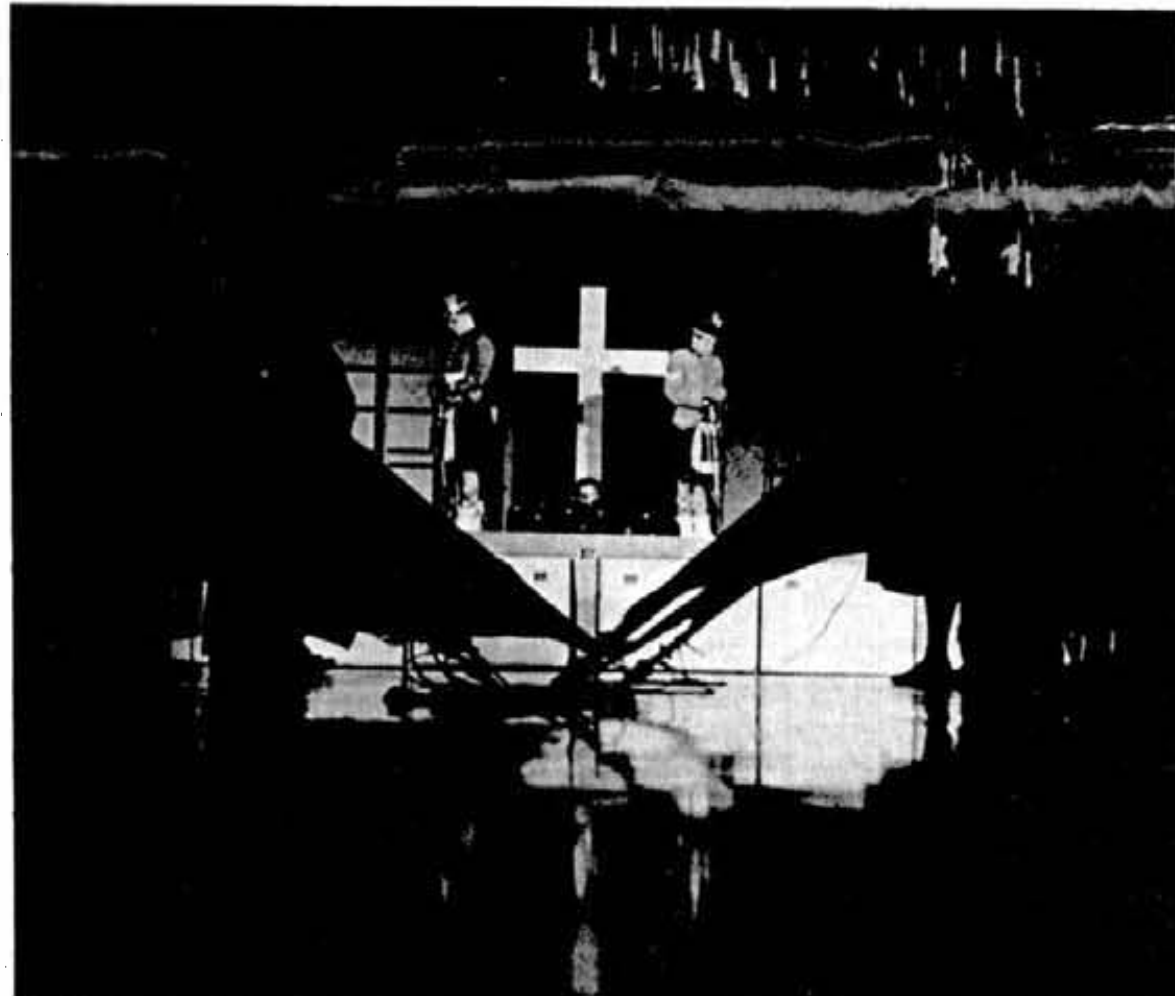
ran the war, not the military. It was a no-win situation. We could have won if it was run the right way."



Gary Dale (centre) presented a wreath for Vietnam veterans. Inco pensioner George McDonald (left) and Richard Nadjwan also took part in the ceremonies.



Drum Major Maureen Fournier, strikes a solemn pose during the Remembrance Day ceremonies.



Silence is shown for the fallen as the flags are lowered.

## MEMORABLE CHRISTMAS

Continued from page 4

John Ceskauskas, trackman with the transportation department at the smelter complex: "Probably the Christmas when my son was old enough to rip his presents open, when he knew what it was all about. But I also like the Christmas when the entire family gets together. I have a sister in Michigan, another sister in Oshawa and a brother in Toronto. We used to get together once every few Christmases but not so much now. It's too far to go. The last time we were all together was a good Christmas."



## PORT COLBORNE

Continued from page 5

She spent 10 years in Welland's Santa's Helpers as chairman of their Port Colborne branch until deciding with others that it was very necessary and feasible to start an independent division in the lakeside city.

The 1988 program started to come to life in August, says Gladys, and there is always work to be done at the Interchurch Emergency Food Aid Cupboard.

This store of food in a large room at the St. James Anglican Church's Guild Hall, serves as a

year-round dispensary of important foodstuffs. It spun off from Santa's Helpers two and a half years ago. Organizers became aware that there wasn't a central place in town to take in and give out needed food items.

At Santa's Helpers workshop on 215 Main Street West, every child receives a gift, a pair of mittens and a copy of the Christmas message in colouring book or story form. The whole family obtains a food basket and a money voucher towards meat and dairy products. The Canadian Bible

Society supplies a message in each basket.

Distribution runs from December 15 to 23. Registration starts on December 5. Registration times are 1:30 to 4:30 p.m., and distribution times are 11:00 a.m. to 4:00 p.m.

Just as Santa Claus' elves are in the background at the North Pole, busy and industrious as they prepare precious things for all the world, so Santa's Helpers are working behind the scenes, with the thought foremost in their minds that no one should be left out of a Merry Christmas.



# Dream of world peace eludes war veteran

It happens every Remembrance Day.  
 "To be honest with you, you feel like crying," said John Carter. "I know men aren't sup-

posed to cry but you can't help the tears in your eye."  
 The retired Inco superintendent of security joined scores of veterans at the Remembrance

Day ceremonies at Copper Cliff Public School. It's an event that brings back mixed memories for many.

"It's not until it's all over that you begin thinking about the friends you've lost and the fact that you could have joined them," said John. "When you're young and foolish, you think you're invincible. Getting killed is what happens to the other guy. If you started thinking about it at the time, you couldn't function."

As an infantryman, John's youthful enthusiasm took him from the rank of private to sergeant-major. Attaining the rank at 17, he became the youngest sergeant-major in the Canadian Army overseas.

"They (army) didn't know that, though. I lied about my age when I enlisted in 1939. I told them I was three years older."

He participated in the invasion of Sicily, Italy, and the liberation of France, Belgium and Holland. He volunteered for the Pacific Theatre and was sent home for retraining. Before he could be sent overseas a second time, the Pacific was ended.

Military service gave him the discipline and maturity that took him through the rest of his life. He served with the Royal Canadian Mounted Police before his seven years of service with Inco. He retired in 1974.

He's proud of the sense of honor, pride in self and country and the warrior's code that military life instills.

"But it should never be extended into aggressiveness," he added.

He thinks young Canadians should do at least one year of compulsory military training.

"You can't go anywhere in life without a sense of discipline," he said.

Perhaps his major regret is that international peace, an op-

timistic promise at the end of the war, hasn't happened.

And the blame lies on our own doorstep as well.

"You can see the problem in

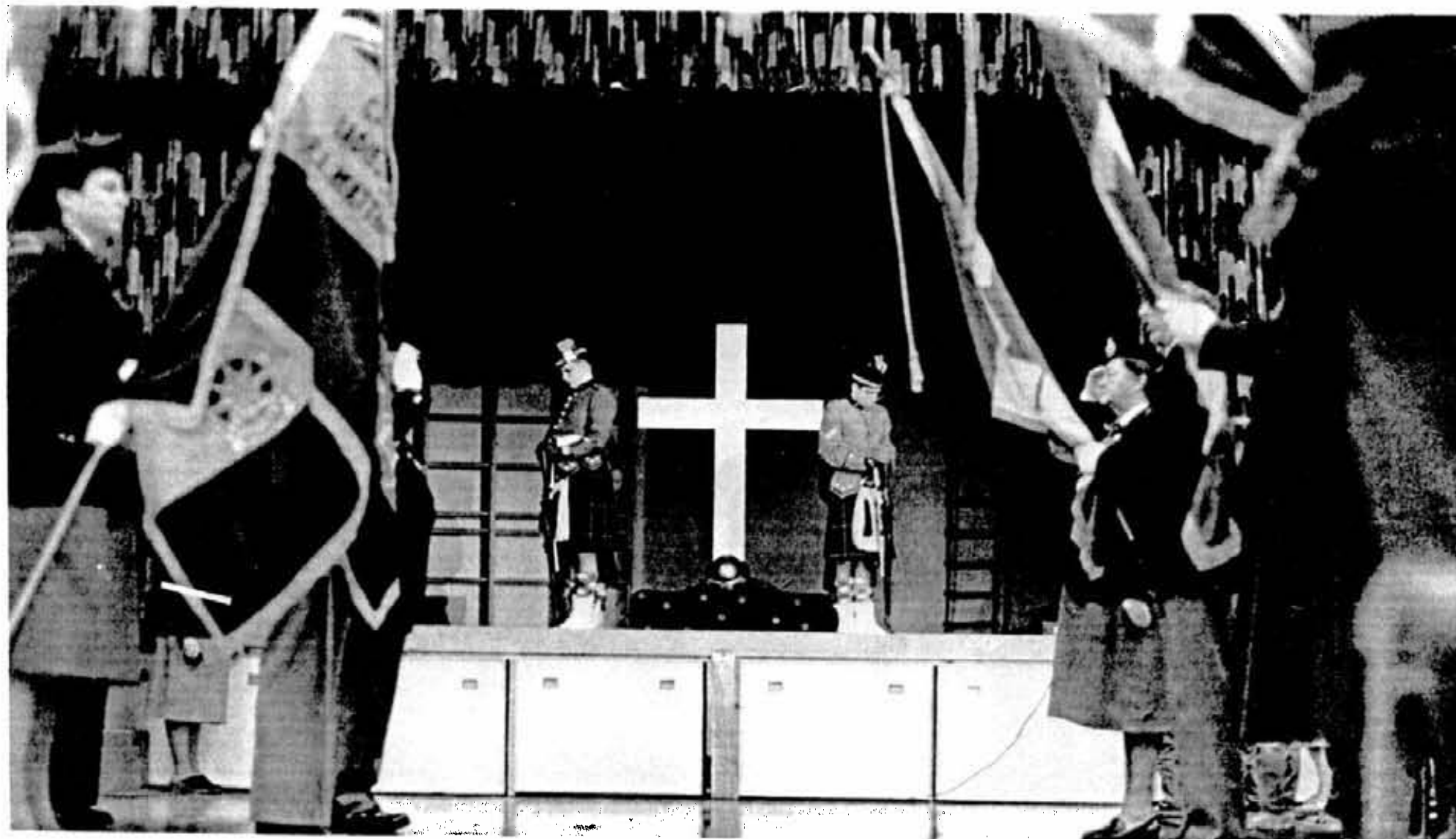
our attitude toward our own minorities . . . the bigotry," he said. "You are going to have war until we all learn to live together."



John Carter: "You always end up with tears in your eyes."



Cadets march to service



# Sudbury's clean air boosts local vegetable farmers

Inco's superstack may be leading to local supercrops . . . at least by Northern Ontario standards.

Local growers report the improved soil conditions resulting from less acidic pollutants have already increased yields by at least 50 per cent.

That's just one of the reasons farmers here are optimistic about the future of agriculture.

The reason may be as much determination and stubbornness as it is optimism, according to Rudy Bosch, one of the founders of the Festival Farmers Market that began operating this year in downtown Sudbury.

The chemist at Inco's matte processing laboratory and part-time farmer is confident about the future of the new market and local agriculture in general.

"Farmers here have to be persistent because of the short growing season and the constant threat of a frost that can sometimes come as late as June", said Rudy who also runs a nursery at Markstay. "Most of our growers here have to re-plant at least once but that's pretty well an accepted fact."

But the Farmers Festival Market on Shaughnessy Street isn't just an act of defiance. It's a sign of the growing success of local producers and just one indication of the changing conditions that show a lot of promise for agriculture in Northern Ontario.

"It may be up to 10 per cent more expensive to grow things up here," said Rudy, "but when you take into account the transportation costs to bring southern produce up here we can still be competitive."



Rudy Bosch at the farmer's market he helped start

## Fewer chemicals

There are even advantages of northern agriculture that promise not only to balance the scale, but also give local producers a foot up on its southern competition.

"Because of the colder climate and fewer pests here," said Rudy, "we use fewer chemicals. 'At a time when people are more and more concerned about the food they are eating, that's an advantage.'"

New hybrids are also helping to boost northern agriculture.

"New hybrid products are coming along all the time. We have tomatoes today that have a

52-day growing season as opposed to 90 days."

The hybrids are constantly expanding the "safe" crops such as hay, potatoes and turnips and Rudy expects that agriculture here will continue to expand.

In fact, some locally-grown produce is in demand in Southern Ontario.

"We're on a roll here," said full-time farmer John Verhoeven who claims he can sell all the turnips he can grow in the southern market.

"I can ship two truckloads a week if I have them, and I expect that to increase by at least 40 per cent next year," he said.

Quality is the biggest advantage,

he said, and the fact that the cold climate, early frost and heavy soil conditions here make for a product that's better tasting than the southern-grown variety.

Rudy Bosch began growing flowers 30 years ago and his business has developed from 300 baskets of flowers the first year to a crop of 250,000 baskets this year. His nursery today consists of five greenhouses and a peat bog.

## Overcoming problems

The new farmers' market and other efforts to promote locally-grown produce is one

way to overcome past frustrations.

"In the past I've never been able to sell plants to local stores. Big stores would buy from Toronto suppliers although our plants were just as good, if not better."

The farmers' market, he said, is part of a cooperative attempt by local producers to expand into what they hope will become the central agricultural marketing and distribution hub of Northern Ontario.

"The potential is unlimited," he said. "We are supplying perhaps a quarter of one per cent of the local demand now." ♦

# Taking the mining message into the schools

Students at Churchill Public School listened intently as Copper Refinery superintendent of Safety and Administration Roy Carlyle pointed out some misconceptions about the mining industry.

"It's not the black-faced miner anymore," he said. "It's computers, state-of-the-art equipment and machinery. High-skilled trades have long

ago replaced the pick and shovel in the mining business."

Roy was one of several professionals, tradesmen, and representatives from a wide range of occupations participating in the school's first annual Career Day last month.

He told the students that education, technical skills and training long ago replaced a strong back to qualify for high-

paying mining industry jobs and urged the students to get as much education as possible.

According to Career Day organizers, Inco's participation in the program was a way to help eliminate some basic misconceptions about the area's major employer.

"There are a wide range of occupations and trades at Inco and many of these kids have little knowledge about Inco," said teacher Carol Charlton, chairman of the school's Career Day Committee.

## Changing image

"I think a lot of these kids have a bad attitude about mining. This is a good way to let them see the other side of Inco."

Another advantage, she said, is dispelling the idea held by many young people that most of the opportunities are "down south."

"If we get them interested, we have a better chance of keeping our young people here."

As well as presenting the students with an audio-visual presentation of Inco operations called "The Spirit of Innovation," Roy outlined a variety of subjects ranging from educational requirements, on-the-job training programs and job security to related careers. ♦



Roy Carlyle with prospective future Inco employees.





Fred Nicholson and Sam Laderoute show off their medals

## Order of St. John honor to two Inco men

Two Inco people were honored at an Ottawa ceremony staged last month by the Priory of Canada of The Most Venerable Order of the Hospital of St. John of Jerusalem.

Inco pensioner Sam Laderoute and Fred Nicholson, general foreman of Safety, responsible for surface plants safety audits, were among more than 150 people from across Canada to receive medals for their contribution to the Order of St. John and the community

at large.

The ceremony took place at Christ Church Cathedral in Ottawa and the medals were presented by Governor General Jeanne Sauvé.

Sam was honored for his life-long dedication to the community, particularly to the many young people he has worked with all his life.

He not only teaches bagpiping and drumming but can be regularly found acting as piper for official gatherings that range

from political meetings to weddings.

Fred served on various positions on the board of directors of the organization from 1978 to 1988, and now is an active brigade member.

He said the Order serves two main purposes, training in First Aid and brigade service or providing First Aid services at community events.

He was also instrumental in starting a new brigade detachment in Minnow Lake this year. ♦

## Inco employee's skills training wins provincial recognition at conference

Employment, Training and Development supervisor John Moland received a joint federal/provincial outstanding achievement

award for his contribution to the development of skills in Ontario.

John, a founding chairman

of the Sudbury Industrial Training Advisory Committee (SITAC), was one of only six people chosen from 55 communities industrial training committees across Ontario.

Honored at the annual SITAC conference in Kitchener-Waterloo by the Ontario Ministry of Skills Development and Canada Employment and Immigration Commission, John accepted a plaque given to SITAC chairmen who have made a significant contribution to the development of skills in the province.

SITAC is a group of volunteers representing industry, education and government. Formed in 1979 to respond to skills shortage in the Sudbury area, the committee has evolved into a major regional resource available to employers, labor and training institutions for information, advice, direction and coordination of skills training.

The committee has met a wide range of skills shortages ranging from heavy duty equipment mechanics and stationary engineers to bartenders.

As well as SITAC past chairman, John was responsible for the formation of the committee. He chaired the committee from its inception in 1979 to April 1986 and was instrumental in the committee's first attempt to resolve a skills shortage iden-



John Moland: outstanding achievement

## In Your Yard . . .

You can extend the period of bloom and maintain healthy indoor Christmas plants with a little individual care. Popular flowering plants are the poinsettia, azalea, cyclamen, Christmas cactus and amaryllis. When purchasing plants, avoid any that appear wilted or have discoloured leaves. Check on the undersides of a few leaves for insect pests. For protection, a paper or plastic sleeve is usually provided at the store where you purchase the plant. Do not expose your plant to freezing temperatures. Once inside, carefully remove the protective cover.

One of the most popular Christmas plants is the poinsettia. The red, pink or white colour is from petal-like bracts. The colour will last longer if the flowers (the yellow-green clusters) in the centres of the bracts are removed. Set your plant in a water-proof container, water thoroughly when the soil is dry to the touch and discard the excess water from the container. Place in a room with sufficient natural light but do not allow direct sunlight to shine on the plant. Avoid drafts or excess heat from vents. To prolong bract colour, room temperatures should not exceed 21° during the day or 15° C at night.

After the bract colour fades cut the stems back to 15 centimetres. Grow the plant in full sun, continue to water when the soil feels dry, repot if necessary and fertilize regularly. The pot may be placed outside, in light shade, after night temperatures are above 10° C. Late in the summer, before danger of frost bring the plant indoors, prune stems back, leaving 4 leaves per stem. To make the poinsettia reflower it must be kept in the light from 8 a.m. to 5 p.m. and then placed in complete darkness, every day from the end of September until early December. This period of total darkness will cause the bracts to turn colour.

### Splendid azaleas

Multi-coloured azaleas thrive in moist, acid soil. Plants are grown in peat moss and must not be allowed to dry out. Azaleas require light, but not direct sunlight and cool night temperatures (minimum of 5° C). Early in June, after flowers have faded, repot if necessary and fertilize regularly. Do not over-fertilize. Place pots outside during July and August under light shade. Cool night temperatures encourage budding, so bring the plant indoors before a frost. With the proper light conditions and watering the plant will bloom by Christmas. Azaleas are susceptible to spider mite damage so check for very fine webs on the undersides of leaves and treat as necessary, observing the proper safety precautions for pesticide use.

Cyclamens will flower for months in a sunny location with cool night temperatures of 5 to 10° C. Plants must be kept moist and fertilized regularly with a half-strength fertilizer solution. Cyclamen bulbs gradually lose their vigor and it is difficult to encourage a second bloom in the house. Commercially, cyclamen are propagated by seed.

A favourite, long-lived plant is the Christmas cactus. Similar to other Christmas plants, this cactus requires bright but not direct sunlight. The soil should be kept damp - this is not a desert cactus. To encourage bloom put the Christmas cactus in a low-light area early in September. Once buds are visible, return the plant to a brighter location. Room temperatures are best for growth.

Potted amaryllis bulbs should be placed in a sunny location and the soil kept moist. One or 2 flowering stalks may produce 4 to 8 trumpet-shaped blooms. After flowering, remove dead heads and allow the leaves to continue growing. Fertilize regularly until the leaves start to wither. Mid-August tip the pots on their sides and allow them to dry out completely. Place in a cool dark location for 12 weeks. Mid-November repot each bulb in a pot that is 2 cm larger than the bulb diameter and move to a low light area, water and fertilize regularly. After two to three weeks move the amaryllis to a sunny area.

Plants are major causes of accidental poisonings, especially of young children. Keep plants out of children's reach and teach children at an early age not to nibble any plant or berry not commonly used as food.

Christmas plants to keep well out of reach are: the Jerusalem cherry - leaves and fruit, especially green fruit are poisonous; mistletoe - all parts are poisonous, especially berries; and all parts of the azalea are potentially dangerous.

**Call Doctor**  
If you suspect any of the above plant parts have been eaten call a physician or poison control centre immediately. Be prepared to give the name of the plant, how much and what parts were eaten, how long ago it was eaten, age of the individual and symptoms observed. The poinsettia is not a poisonous plant. However, your poinsettia should be out of reach of young children. The milky sap may cause skin irritation.

When choosing a Christmas tree, give it a good shake. The amount of needle drop will indicate freshness. When you are ready to bring the tree in the house, it is very important to re-cut the base of the stem, an angled cut will allow maximum water uptake. Place the tree in a plastic pail or other suitable large container filled with fresh water. Glycerin, bleach, aspirin and sugar have all been suggested as additives to the water. Commercial Christmas tree preservatives are also available. The most important fact is to provide the tree with lots of fresh water every day.

Ellen L. Heale, P. Ag. ♦

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UNITED WAY

Continued from page 1

"The overall results of our joint Inco staff and hourly United Way Campaign for 1988 reached far beyond our expectations," said campaign co-chairman Bob Todd. "This year, we raised \$191,898 from the on the job canvass. This compares favourably with last year's total of \$168,520."

He said the over \$23,000 increase over last year was achieved despite a reduction of almost 350 in company employee rolls. He said the participation rate in donations increased from 53 per cent last year to 54 per cent this year.

Also showing an increase is the average donation level, increasing from \$43 per donation last year to over \$48 this year.

In addition, a mail-out to Inco pensioners realized \$9,100 toward the campaign.

Also to be added to the overall total is a follow-up campaign of some 850 people missed during campaign week.

Last year, the follow-up campaign of people on vacation or missed for other reasons yielded \$3,300, and the figure is expected to be even more this year.

In total, the Inco campaign will have raised about \$204,000 by the end of the year, compared to last year's total of \$180,934.

"Changes in canvass tactics yielding greater success," said Bob.

"We had our own United



In The Spirit

The staff at the Field Exploration Office, Inco Gold Management Inc. couldn't let Hallowe'en go by without getting into the spirit. Although they didn't go door-to-door trick or treating, they opted to play their tricks at the office. From left are programmers Donna O'Reilly and Shelley Patterson, secretary Charlene Brisebois, programmer James Koronovich, Michelle Chretien and Manager of Geophysics Barry Krause.

Way outside signs made this year with the "Local 6500 INCO" logo, twice as many as other years.

He said the United Way promotional video had far more Inco plants content with the message directly relating to our workers, and emphasis was on the canvassers to be persistent in canvassing hard to locate people.

"Most of all, the greatest credit should go to the good

quality of people in the Inco community, captains and canvassers. It seems that this year they gave that little extra effort in informing people of the United Way mission.

"Our extraordinary success here this year was welcomed news by the United Way Sudbury office because they were experiencing some shortfalls from the downtown canvass due to last summers' World Junior games. This huge project literally dried up the pond of

budgeted donations at Sudbury business establishments."

He said that a very sincere thank you should be given to all of the support services provided by various Inco administration departments, namely the audio-visual group of Training and Development, the Computer Services department, the Modified Work Centre and the Timekeeping group.

"A great appreciation is extended to the management people at each of our plants for

allowing their people the time for the on the job canvassing."

A final report of overall results and results by plant areas will be written and sent out to the various areas after they are in and the computer puts out the final statistics.

"We hope these results will be posted as an epitaph of a job well done," he said.

Word Search  
Hidden Christmas message - 30 letters

B	M	D	L	O	G	P	I	T	L	A	T	E	M
E	O	R	E	R	M	R	C	O	P	P	E	R	B
Y	H	O	I	S	T	U	S	T	O	B	I	E	L
F	O	R	M	C	R	O	C	K	H	D	R	I	A
D	R	S	A	M	P	L	E	K	N	E	C	N	S
I	R	R	A	L	L	I	P	U	C	A	I	S	T
T	M	Y	O	C	N	I	O	A	G	E	A	S	A
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D	P	L	E	R	U	P	D	N	O	M	A	I	D
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B	E	D	L	L	I	R	D	S	K	I	P	Y	U
L	N	A	C	I	D	R	A	I	N	N	E	W	T
U	Y	E	D	I	G	A	R	L	E	K	C	I	N

acid rain   belt   cage   diamond   form   Inco   metal   ore   rock   surface  
adit   blast   copper   dig   iron   muck  
air   boom   Creighton   drill   gold   level   nickel   pillar   sample   underground  
assay   cut   dry   hoist   lode   pit   skip   Stobie   vein

EMPLOYEE RECOGNITION  
Continued from page 15

tified in the Metal Working Industry.

He identified distinct shortages, including general machinists and Fitter Structural Steel/Plateworkers.

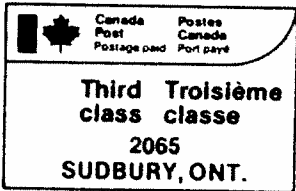
In September, 1980, he signed a Letter of Intent to assist employers in the area to train a total of 58 trainees over the next 3 years and initiated a Day Release Program for Machinists in February.

He started a Fitter (Structural Steel/Plateworker) Program in January, 1982 and by November of 1983, 17

machinists had completed their program and became Cambrian College's first graduates to complete the in-school training course.

In December, 1984, 13 Fitter (Structural Steel/Plateworkers) graduated from the in-school apprenticeship training under the Day-Release system.

John has been largely responsible for the committee's past success and continues to provide input into SITAC's present operations and remains an active member on the Executive SITAC Committee.



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