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The Triangle 1



Josee, 7, daughter of McCreedy's Rick Bernard, was one of 3,000 kids at the USWA Christmas Party. See Pages 8&9.

# INCO Triangle

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## Season's Greetings!



Matthew Rayan, 2, son of Smelter converter operator Dia Rayan, joins Santa in a Season's Greeting.

Sopko becomes first home-grown Inco chairman - Page 2



## Hand to get presidency

## Sopko takes Inco reins, Phillips retiring



Mike Sopko

Inco president in April.

Heir apparent in December to Don Phillips as chairman and chief executive officer of Inco Limited.

What a year it's been for Mike Sopko, a former president of the Ontario Division, who will become the first Canadian-born chairman in Inco history when he takes over from Mr. Phillips next April.

A Montreal native and son of Czechoslovakian parents, he will be, at 53, the third youngest head of Inco when he is elected by the Board of Directors following the annual meeting of shareholders on April 22, 1992.

He is also the first person from the mining operations' side of the business to get the top post.

"It's very exciting and challenging to say the least. I consider it a tremendous honor and responsibility," said Dr. Sopko, who served as Ontario Division president from 1984 to 1989 before moving to the Toronto corporate headquarters as vice-president of Human Resources. "It's certainly going to require a lot of teamwork to achieve the high level of performance that the company has realized in recent years. But I am confident that we will rise to the

challenge and get the job done."

In the swing toward a new, younger generation of senior executives with Inco, Scott Hand, 49, will replace Dr. Sopko as president.

Mr. Hand, vice-president, General Counsel and legal secretary of Inco Limited since 1984, was elected a director of Inco Limited at this month's meeting of the Board of Directors. Mr. Hand, who will move to Toronto from New York City, has directed the company's strategic planning and business development activities since 1987.

Mr. Phillips, 62, has elected to take early retirement for family reasons.

After a 35-year career with Inco, he wants to spend more time with his children and grandchildren in the United Kingdom.

Mr. Phillips, a native of Wales who joined Inco Europe in 1956 as a technical officer, also feels his departure next spring will allow for an orderly transition in the company's senior ranks. President and chief operating officer from the spring of 1980, he added the chairmanship role to his responsibilities in 1987.

Last April, in a move to strengthen senior management, Mr. Phillips relinquished the title of President to Dr. Sopko.

Mr. Phillips' tenure has been marked by a decade of labor harmony, strong investor relations and heightened environmental awareness capped by the \$600 million sulphur dioxide abatement program in the Sudbury operations. He also introduced profit-sharing and share award programs for all employees throughout the company.

At the time of turning over the presidency, he signalled the move to a younger generation when he was quoted as saying: "The real message is that the top four officers at Inco are within three to four years of retirement."

Not affected in this most recent move at the top are four other senior officers. Dr. Walter Curlook, 62, remains Vice-chairman while Ian McDougall, 61, will continue as vice-chairman and chief financial officer. David Balchin, 51, remains executive vice-president while Peter Salathiel, 51, will continue to serve as executive vice-president.

For Dr. Sopko and Mr. Hand, the moves highlight careers steadily on the rise since they joined the company.

Dr. Sopko joined Inco in 1964 as a research engineer after graduating with a doctorate in metallurgical engineering from McGill University in his hometown of Montreal.

He has held a variety of senior management positions, including operations manager in the late 1970s of Exmibal, the Guatemalan company owned by Inco that established a nickel-mining operation in the Lake Izabal region of Guatemala.

On his return from Guatemala in late 1978, his career began to soar. After serving as the Copper Refinery manager until 1980, he became vice-president of Smelting and Refining in the Ontario Division and in 1982 added the Milling responsibility to his title. In 1984, he was named President of the Ontario Division.

Mr. Hand's career has been no less swift.

He joined Inco in 1973 as corporate attorney and has held several senior management positions, including acting president of Exmibal.

A graduate of Cornell Law School and admitted to the New York Bar in mid-1970, Mr. Hand served in the U.S. Peace Corps in Ethiopia in the mid-1960s. Elected an Executive vice-president of Inco in April, 1991, Mr. Hand is also a member of the P. T. International Nickel Indonesia Board of Commissioners.

Dr. Sopko's elevation to the most senior position in the company is a milestone for Canadians.

John McCreedy was 60 when he was elected chairman and chief executive officer of Inco Metals Company when it became a unit of Inco Limited in 1977. The late Mr. McCreedy had a prominent mining background.

Inco's youngest chairman was Charles Hayden.

An American banker, he was 51 when he was elected Inco chairman in 1922. Although he served for 15 years as chairman, he served at a time when the chairmanship was more titular than the top executive post it is today. In 1931, Mr. Hayden was the chairman of nine other company boards.

## How political, civic leaders view Sopko's rise to chairman

**Tom Davies**, chairman, Regional Municipality of Sudbury: "We think it's great. He knows the territory. He understands people, not only from the business point of view but from the human aspect as well. Mike's always been open and honest with us in the region. I couldn't say enough about the guy. And that's been recognized. Everybody's recognized that with those abilities, he'd move ahead fast. It's also great to see that Don Phillips, who's been a good friend to the Sudbury community, is leaving when he can enjoy his retirement which he richly deserves. Don has been a good personal friend to me."

**Frank Hess**, general manager of the Sudbury Regional Development Corporation: "One of the most notable traits I've noticed in Mike Sopko is his strong people skills and the company is people. So I think it's a wonderful choice and it says good things about how the company is treating its people. It's a continuation of the direction taken by the company in the past five years and with a person of the calibre of Mike Sopko, it keeps the company pointed in the right direction."

**Helen Ghent**, president of the Ontario Division of the Canadian Cancer Society: "I'm thrilled to death. I've enjoyed working with Mike over the years. He's a very talented man. The bottom line is he's a man very familiar with this community. At the same time, he's a good businessman who understands what the company can do in unstable times. Now that we have that team, Mike and Jim Ashcroft (in the Ontario Division), I'm delighted."

**Jim Gordon**, mayor of Sudbury: "I remember Mike, in particular, when I was an MPP in 1984 as being very candid and forthright in his comments. The other thing I appreciate is that he took special interest in making sure that the elected people were kept well informed about Inco. Of course, I'm delighted that a man of his calibre has been selected. Here we have a man very much rooted in the Canadian mosaic and that's very important to us."

**Floyd Laughren**, Ontario Treasurer and Nickel Belt MPP: "I am happy to hear the position of chairman and chief executive officer will be held by a Canadian, Mr. Mike Sopko."

**Frank Mazzuca**, mayor of Capreol for 16 years: "I don't think the company could have chosen a better man. Mike was an easy guy to get to. I don't mean he was a softie but he was the guy who could talk to people. From a politician's point of view, he was a very good, co-operative citizen for Inco. He's an all-round nice guy."

**Jeanne Warwick**, President, Sudbury and District Chamber of Commerce: "The business community has always been most pleased with Inco's constant interest in the Sudbury Region, whether it be revegetation, employment or corporate donations. The appointment of a local and Canadian person as chairman and chief executive officer—Mike Sopko—is an absolutely thrilling piece of news. Mike and I served as board members at Laurentian University and I found him to be very community-minded and well-respected. We wish him well."

**Charlie White**, former mayor of Walden: "Knowing him as well as I do, Mike has to be No. 1. He's as honest as the day is long. He never made a hasty decision. He had the company at heart but he did everything within his power to help (the community). You never had to second guess Mike. He was from the hip. Mike and I have one thing in common: we both married Finn girls."

## Christmas spirit alive and flourishing at Inco



**Joan Rickard**, supervisor/steno, General Engineering: "I love everything about Christmas. I've never grown up. I was born on the 21st of December and I have a daughter born on the 26th, a sister born on the 24th and a niece on the 25th. It's a family trait."



**Dave Butler**, maintenance foreman, South Mine: "Christmas is the time to be with family and friends. Christmas changes as you watch your kids growing up, the way they react. I've always been a little cynical about it. I try to ignore the commercialization."



**Bob Banks**, training instructor, Little Stobie: "I look forward to Christmas. My wife gives me some great presents. All the kids are gone so we spend the holiday visiting them. Sometimes to North Bay, sometimes to Burlington. I think I still have the spirit."



**Ernie Marsolais**, dryman, Little Stobie: "Everybody looks forward to Christmas around here. When I put up the lights and decorations, you can feel a change in the guys. For me, I get excited through my kids, and now it's my grandkids. I can't wait."



**John Wierzbicki**, plateworker, Plate Shop: "We have a boy at university that we haven't seen since October. He'll be home for Christmas. We don't get caught up with the money, it'll ruin it for you. Keep the true meaning and there's no problem."





Paramedic Mike Steinman with his team of "bearamedics" purchased with an Inco donation.

## A Christmas present for all year

# Bears give young patients a lift when they need it

Tucked between the sheets of the stretcher, the youngster fights back the tears as the helicopter blades accelerate from a soft whip-clip to a deafening roar. He sensed fear, not the usual reassurance, as mom planted a nervous farewell kiss before deserting him to the strange men in blue who wrapped the bandages over his bleeding forehead.

The helicopter lifts, then banks gently, and suddenly the youngster isn't even sure which way is down anymore. It reminds him of the sudden crash and mom's alarmed cry as the back of the car turned upside down. He recalls the warm, sticky feel of his own blood on his probing fingers.

The tears come again.

He squeezes his new friend, the only friend in the world at this terrible moment, and the tears subside. The stuffed bear cradled tightly under his cheek doesn't talk, of course, unless you're a scared child.

"We'll be okay, no matter what happens," say the silent button eyes, "as long as we have each other."

"Sometimes you don't measure donations by the millions of dollars," said Inco's Public Affairs coordinator Karen DeBenedet. "Sometimes you measure them by the tears they dry."

It took a \$500 Inco cheque to buy 40 bears to be used by the Air

Ambulance Base in Sudbury for its "Good Bears in the Air" program.

Starting this Christmas, Inco's teddy bears will be given to Northeastern Ontario children who are transported by the Ontario Ministry of Health Air Ambulance in situations that can vary from an injured child at a car accident scene to a transfer to a larger referral hospital such as the Hospital for Sick Children in Toronto. Air ambulances are based in Toronto, Sudbury, Thunder Bay, Timmins and Sioux Lookout.

The purpose of the project is to ease the suffering and fear associated with being sick or injured, and ministry air paramedic Mike Steinman is amazed at how well it works.

"You can see it on their faces," said Mike. "They're scared, of course. It's all new to them and nothing but strangers around them. Often there's a lot of tears. You give them a bear and they cling to it for dear life. More often than not, the tears stop."

"For lack of a better term, I'd call the bears a wonder drug."

An air paramedic for four years, Mike has seen his fair share of the approximately 120 youngsters who come under the ambulance service care annually. He's been trained in many of the life-saving emergency procedures required to keep his patients alive until he can get them to

a hospital and its medical staff, yet he was often frustrated and helpless at the sight of the tears of some of his younger patients.

"It's not just the injury that some of these kids are suffering from," he said. "Mom and dad aren't there and I'm a stranger to them. And then there's the helicopter ride that's new and strange. It's no wonder some of these kids are afraid."

Mike said the bear is a way of introducing himself to the kids and "breaks the ice" so he can continue with any examination he might have to do.

The bears provide more than something for the youngsters to cuddle. Often, they become as valuable in the subsequent medical examination as a thermometer or a stethoscope.

### Patiently bearing it

"When I have to do an examination I'll do it first on the bear, just to let them know what I'm going to do. That usually makes them feel better and it lets me break the ice with them. I'll bandage up the bear, even hook it up to an intravenous. It never fails to calm these kids down."

Mike recalls one young accident victim who, after being treated and released from the hospital, remembered nothing about the traumatic experience. "The only thing



## INCO

*'Helping you through those un-bear-able moments'*

Inco tags attached to the bears offer youngsters a little cheer.

he remembered was getting the bear."

A baby born in the air this fall, the first one recorded by the people at Bandage 2, also was given a bear to mark the occasion.

Sometimes, the bears are passed out to bigger kids. "We had one elderly lady who was very upset and we couldn't get her to calm down," said Mike. "We gave her a bear and she was able to get control of herself. She told us later that she didn't need it any more and gave it back to us with instructions to give it to someone who needed it more than she did."

It was Mike's idea to adapt a similar Ontario Provincial Police program to the air ambulance service. He began with 20 bears that he sent to air ambulance bases in

northeastern Ontario and Toronto with instructions to pass the bears out to kids and get into a similar program themselves. He suggested they raise money themselves and either purchase their own bears or send the money to the Sudbury "Bandage 2" air ambulance station where Mike would buy the bears for them.

"All the other locations are in the program today," said Mike. "I buy bears for all the stations except one."

The bears purchased with the Inco donation stay in the area, distributed among three Sudbury hospitals and Bandage 2.

"It's a most appreciated donation, believe me. You just wouldn't believe the way these kids cling to the bears."



# It's getting to look a lot like Christmas



Greenhouse technician Melissa LeBorgne keeps poinsettias watered at the Inco greenhouse.



Garson's Christmas tree sits alone in a deserted dry. See story on Page 11.

It happens every year, usually during the first days of December. Just one or two people at first, but it spreads like a yawn in a crowd.

Sometimes it's just a foot-high Christmas tree on the workbench of a mechanic at one of the shops, or a smiling Santa taped to the office door. We haven't spotted any yet this year, but rumor has it that enterprising miners somehow get trees and decorations to lunchrooms thousands of feet below surface.

By the third week, many Inco offices, plants and shops have been transformed with colorful symbols of Christmas that line



Guitarist Morley Maskwa performed at the annual President's Christmas Party at the Copper Cliff Club.



Stobie deckman Charlie Hubacheck sells Christmas trees at his Garson home.



Mines Research secretary Karen Roger decorates the Christmas tree in the hallway at the Copper Cliff Clinic building.

# at Division offices, plants and mines



Mining senior secretary Carol St. Laurent shows a piece of handiwork she was commissioned to create for the Copper Cliff Club.

the hallways, hang on walls and sit on desks.

At the Copper Cliff Club, special attention to detail with a flair for decoration by the cooking and support staff has made the club a great place to entertain Inco's friends in the community.

At the Inco greenhouse, the traditional Christmas Poinsettias have been stored for Yuletide decoration.

At Garson, where only a handful of people work today, the Christmas spirit can be felt. A lone Christmas tree sits in the dry, symbolizing hope and determination for a prosperous future.



Inco Exploration's Danielle Hawley gets some decorations and gifts from the top shelf of a storeroom in preparation for the annual Christmas party.



General Engineering clerk Karen Podorozny attempts to assemble a Christmas tree for the office.



Copper Cliff Club executive chef Rose Sullivan shows off her gingerbread creation.



# Yuletide spirit rekindled at Smelter,



Three-month-old Kelsy Garrett, daughter of Copper Refinery supervisor of office services Steve Garrett doesn't quite know what to make of the bearded guy, but she seems to like the attention.



Mrs. Claus, Jennifer Dikran, holds four-month-old Troy Dagostino, son of Central Laboratory analyst Susan and Smelter foreman Sav Dagostino while Santa's Elf Laresa Curich looks on. Jennifer is daughter of clerk-stenographer Mary Anne Dikran and Chris Dikran of Matte Processing.



Copper Refinery's Ralph Kiddle carries a tired one-year-old son, Les, at the refinery party.



Kaillie, 4, daughter of Copper Refinery computer specialist Dan Merrick, carries away the loot at the refinery party.

# Copper Refinery Christmas parties



Carley, 4, daughter of Copper Refinery stationary engineer Dennis Jensen, has a hard time chewing all that chocolate.



Debra, her son Aaron and daughter Sarah help Santa greet guests at the Smelter party. Dad Ron Babin, a Smelter training coordinator is in disguise.



Andrea, 3, daughter of Smelter reverb operator Paul Clizia, gets a hug from Santa.



Senior environmental analyst Sharon Taylor with three-week-old daughter Lori. Next year, she'll know what it's all about.



Justin Barbeau, 2, guest of Copper Refinery lab analyst Ray Barbeau shares a few quiet moments after the party has wound down with clown Robbie Roberts, an Inco pensioner.



10 years of experience helps

# Christmas shopping for 3,000 kids a cinch

Admit it, sometimes Christmas shopping for the kids can drive you crazy. There's the packed stores, long line-ups, mind-numbing choices and a steadily deflating wallet.

Meet Dave Campbell who shops for a "family" of 3,000 youngsters... and does it in an afternoon.

"You get better as you gain experience," said the United Steelworkers of America Local 6500 president. "When I first took on the job 10 years ago, it took me 12 hours of solid shopping. I started at

8 a.m. and I wasn't finished at 8 p.m. It was crazy."

Dave didn't wince once at the bedlam that was the Steelworkers Hall during the annual children's Christmas party as some 3,000 youngsters and their parents dropped in to take part in what has become a Local 6500 tradition.

"It began under different circumstances," said Dave. "The first one was held during tough times, when many of our members just didn't have enough money for Christmas. We held the party to try and make Christmas a little better.

The first one was a resounding success, he said. "It was such a popular thing that we've been doing it ever since."

Dave's been doing the Christmas shopping since it started and he's getting to be an expert at it. "Of course we had a lot more kids back then, too," he said. "The first year I think we had around 7,000 kids. But whether you buy for 3,000 or 7,000, it doesn't make much difference."

Dave does his shopping in late summer, usually in conjunction with a Toronto meeting. "We've tried to buy the toys locally," he said, "but we just can't get the prices that we get in Toronto. If we had to buy them here we couldn't hold this party."

"We try to keep the costs down so we can use all the money for the kids. Our constitution doesn't allow the use of union funds for things like gifts, so all the money is raised during the year by holding drives and fund-raising events."

"That's where our members really come through," he said. "They all pitch in to raise the funds. Preparations for next year will begin just as soon as we clean up here today. In fact, we already have some cash in the bank for next year's party."

It took about \$41,000 to buy all the gifts for this year's party. Since the party and other preparations are done on a volunteer basis, virtually all the money goes toward gifts.

Dave buys enough to give each child a choice among four toys. "We don't give them wrapped toys. We don't want any kid going home with something he doesn't want or something he already has. The only

problem this way is that sometimes the kids can't make up their minds."

The scheme means that some toys are left over every year, and Local 6500 donates them annually to about a dozen local charities.

"This year we'll have at least 1,000 toys to give away," he said. While he's getting to be some-

thing of an expert in Christmas shopping, he readily admits there's a built-in margin of error that's hard to eliminate.

"Sure. I buy duds," he said. "You just can't help it. There's about 100 different kinds of toys here and about 10 per cent of them are going to be duds."

## Santa gives his all at U.S.W.A. party

Stuffing himself down chimneys sounds tough enough, but Santa's visit to the Steelworkers Christmas party would have left a lesser man whimpering.

Over 1,000 kids on his knees in a five-hour period, all pouring out their most cherished wishes to a continually attentive and understanding Santa.

Now that's the Christmas spirit. Worker safety representative Dave Hartling knows Santa well. In fact, he knows him so well that he's very knowledgeable about what it's like to walk in his shoes.

"Santa certainly had his hands full," said Dave. "He began at 9 a.m. and didn't see daylight until 3 p.m. Of course there was a noon hour rest to recharge his batteries. He just couldn't believe there was that many kids at Inco."

It's Dave's second year at the

United Steelworkers of America Local 6500 annual Christmas party, and he doesn't regret volunteering for the job last year when another volunteer failed to show.

"Santa loves kids," he said. "They help him get into the Christmas spirit."

Santa gave the last youngster as much attention as the first. Most youngsters were asked their name, age, what they wanted for Christmas and if they've been good all year. While the first three questions usually elicited an immediate response, the latter was more soul searching.

"I'm not sure," mused one five-year-old.

And from Santa's Most Unusual list comes two requests from a couple of pre-school youngsters.

"They wanted chain saws," said an astounded Santa.



Jonathan Burke, 4, didn't miss a chance to put in an early order with Santa.



The Steelworkers Hall becomes one of the busiest spots in Sudbury when well over 3,000 youngsters pick up their toys.





Christine Gareau, 3, son of Levack Mine cage tender Jack Gareau, gives Santa the old thumbs up for a safe trip to her house this Christmas.



Amanda, 8, daughter of North Mine maintenance mechanic Gerry Taillefer, takes a serious pose during interrogation.



Creighton Mine's Dave Stalker, (right), has a hard time keeping up with the supply of toys on the tables.



Coleman Mine's Al LaPierre: Some guys never grow up.





# In your yard...



animals and Christmas figures. The custom of decorating trees was brought to England by Prince Albert of Germany after his marriage to Queen Victoria in 1840. Angel-topped trees glowed with candles, toys, dolls and candies.

It was the middle of the 19th century before many Christmas customs were fully celebrated in the United States. "Floor to ceiling" Christmas trees originated there, along with public Christmas trees - the city of Pasadena placed a lit tree atop Mount Wilson in 1909. At colonial Williamsburg, Christmas decor included evergreens, pineapples, pomegranates, lemons and limes. Woolworths was responsible for popularizing handmade German glass ornaments. Handmade ornaments often reflect customs and traditions. For example, it is a Ukrainian custom to have a spider and web in the tree. Neighbors to the south decorate with chili peppers and braided garlic.

Modern decorating techniques include theme trees, colour coordinated decorations (and trees), edibles such as cookies and candies or natural, with strings of cranberries, popcorn, apples, pine cones, dried flowers and herbs. The top of the tree is

symbolic, often featuring a star or angel. When decorating remember to put the lights on the tree first, starting at the top and working your way down.

Wreaths and garlands are also an important part of the tradition of bringing evergreens indoors. Traditional evergreens, to decorate doors and windows or encircle candles, included fir, rosemary, holly, ivy, mistletoe and herbs. However, a wide range of materials are available in your yard for holiday decorating. Instead of traditional evergreens, dried grasses and herbs may be used to create swags or plaques. One type of greenery, such as white pine, can be the basis for a wreath. Interesting wreaths may also be created from an assortment of materials including blue spruce, fir, cedar, golden juniper, rose hips and dried herbs.

Gather twigs during mid-morning and clip to lengths of 12 to 15 cm. Remove the foliage at the base of the twig. Store them in a plastic bag in a cool place until ready for use. A wreath made from fresh materials will last longer outdoors and is less likely to dry out. Wreath frames can be made from wire, straw or grapevines. Bunches of twigs are at-

tached with floral pins or #22 gauge florist wire. Wire cutters and clippers or pruners are also useful. Pine cones, nuts and fruit are attractive additions. To attach apples and oranges, insert a 0.5 m length of #16 gauge floral wire through the centre of the fruit and bend the ends down the side, towards the base and twist the wires at the back of the wreath.

For additional information on Christmas traditions, craft and decorating ideas and recipes, consult an Ortho Books publication (1987), *The Christmas Book - A Treasury of the Sights, Sounds, Crafts, Tastes and Joys of the Season*, at your local library or bookstore. Past Christmas issues of the Triangle have featured information on care of Christmas plants (December 1988), Christmas plant lore (November 1989) and living Christmas trees (January 1990).

*Due to a growing list of demands on her time, Ellen has announced that this will be her last column. We at the Triangle, along with many of our readers, have been the beneficiaries of a great deal of information that Ellen has shared with us over the years, and we hope that she will one day revive this most valuable contribution to our publication.*

## Mistletoe and apples

By Ellen L. Heale, P.Ag.

In ancient times, pagan rituals celebrated the winter solstice - the shortest day of the year preceding winter. Over time, these customs were modified and gradually accepted by the Church and Christianity. Fire was an important element in ancient celebrations; it was representative of the sun. Today the Yule log, candles and fireplaces are a traditional part of the Yuletide season. (If you run out of candlesticks, use apples as holders in a table centerpiece.) The Norse name for Yuletide meant the beginning of a new year.

Far more ancient than the Christmas tree, was the custom of kissing beneath the mistletoe. From *The Christmas Book* "This evergreen, a symbol of goodwill and love, was an omen of long life, fertility and happiness for those

who kissed beneath it. Called allheal, mistletoe was finally accepted by the Church, which was quick to proclaim it a symbol of Christ, the Divine Healer." The traditional English kissing ball (kissing bough or ring) was a crown of evergreens, candles and seven apples surrounding the mistletoe and suspended from the ceiling.

Pagan festivals also included holly and ivy - "which by remaining evergreen, defied the winter and therefore promised the return of the sun." The Church Christianized pagan winter solstice celebrations by producing mystery plays. With illiteracy during the Middle Ages, these plays "taught the laity the New Testament by dramatizing episodes from the life of Christ, often using some of the trappings of ancient man. The evergreen or Paradise Tree was hung with

apples and symbolized the temptation and fall of Adam and Eve."

The Christmas tree is often the main decoration in the home over the holidays. With its color and fragrance, the evergreen tree symbolizes life, light and joy. Records of the first ornamented trees came from 17th century France. Evergreens were decorated with apples and white Eucharist wafers (representing salvation). Christmas trees were popular throughout Germany and much of Europe by the early 1800s. Fir trees, 1 to 1.2 meters high were set on tabletops and decorated with candles, pastry figures, sugar ornaments and gilded paper roses. Original ornaments also included strings of cranberries and popcorn, paper chains, paper cones or baskets filled with candy and cardboard cutouts of birds,



# HERITAGE THREADS

## A very special Christmas

by Marty McAllister

I'm happy to report that the world really is round, after all.

In my final pre-retirement week, two months of jubilant countdown went into a stall. This was really it. Suddenly, I felt as if I were slipping toward the edge of the earth. On my last day, I would simply drop off, never to be heard from again.

When I went through the gate for the eight-thousandth and last time, at 11:10 Friday morning, the security guard waved as usual. If I were heading for some dark chasm, he didn't let on. As I turned from Yesterday Lane onto Tomorrow Drive, survival seemed a distinct possibility. Both eyes were dry and there was no lump in my throat. For that, I could thank my wife.

An evening or two before, Muriel had asked me if I thought I would miss going to work. "Not the work as such," I had

replied. "Just the people."

"Well then, you'll have to stay in touch."

Now, heading out to pick her up for lunch, something made me think of Tom Parris. When the former Ontario Division vice president reached this stage some years back, he wisely noted that only enduring values survive retirement. Power and position disappear, leaving only genuine friendships.

I had gained little of the former two, but an abundance of the latter. It's true, I realized as I drove: the Inco men and women that had for so long been a special part of my life, will still be my friends. Some things will change, but not that.

Merry Christmas, Tom. Speaking of which, it's beginning to look a lot like it. (Hmm, that would make a good song.)

While I slept, night before last, the snow came. It was powdery and beautiful, and all over everything. Even for such a non-athlete as me, the shovelling was a joy. Be-

sides, the boss had to go to work. Someone has to.

After lunch, though, the chimney cleaners weren't quite as taken with the winter wonderland of it all. The day before, the ground had been clear and the weather perfect. Now, they had to bundle up, take extra care with their ladder, watch their footing on the roof, and eliminate all reindeer tripping hazards. But they persevered, for theirs is important work - especially this time of year.

### The rugged type

There's a timeless quality about preparing the stove and bringing in the wood for winter. It used to upset Bud Germa something awful, but maybe there's something to the notion that, deep down, we Canadians are "hewers of wood and drawers of water," after all. And, these days, we'd better hang hard and fast to anything that's part of being Canadian.

Besides, it gives me a certain kinship with Sudburians of a century ago.

The prospect of soaring hydro rates would have been foreign to them, but frosty realities were not.

### Things change . . .

A hundred years ago this month, the Sudbury Journal was heading toward its first Christmas - with a mix of just about everything that local citizens might care to read.

On December 3, 1891, the weekly paper noted that, "On Friday and Saturday nights the thermometer crawled down to 15 degrees below zero. It was just what is called fine weather in this part of the country."

It wasn't yet one of the 10 best places to live, but they were working on it - even in the face of a slumping market and the suits and counter-suits between S.J. Ritchie and Canadian Copper.

A seasonal local jutting caught my eye: "On Wednesday, Dec. 16th, the ladies connected with the Church of the Epiphany will hold their second Christmas sale of useful and fancy articles at McCormick's Hall, Sudbury. We are informed that no fancy prices are charged . . ."

Those ladies would never have imagined that the tradition they began would outlive more than one church building.

Holes in the ozone layer weren't discussed back then, but the following week's

Journal did report: "The weather has been very mild and pleasant all this week. It would be much better for the general health, but harder on the wood pile, if it was considerably colder."

And the Christmas advertising of local merchants also warmed up: "It is reported that the price of nickel has advanced, but no such thing can be said of the dry goods at Paul's!"

We could use a rumor like that.

### . . . things stay the same.

The Christmas Eve edition again reviewed the weather: "All kinds of weather during the past week, fair, cloudy, snow, rain, warm and 15 degrees below zero."

So, what's new?

Neither the town nor the paper had been around very long and Mr. Orr's editorial said: "If, as Dickens says, Christmas is the great day for the young, then Sudbury and The Journal ought to take particular enjoyment in it."

Girls were expected to be shy then, but some went too far. "It is said there is a young lady in town who is so modest that she retires to her room to change her mind."

And their optimism led to new ideas that might boost the industry. A meeting had been held to organize The Sudbury Custom Smelter Company. It was to be located on a piece of C.P.R. property, "two miles down

the track." That would have been about where the creosote plant used to be - oops, okay, about where the industrial park is along Lorne Street. Anyway, the ill-fated venture included such prominent names as James Stobie, Stephen Fournier, Frank Cochrane and my old pal Aeneas McCharles. The season had just closed at the Port of Montreal, from which total shipments of "nickel ore and matte . . . amounted to a little over 885 tons."

Now, that has changed! And they told shopping jokes:

"Customer: (to dry goods clerk) You have called me a liar. You must take that back."

"Clerk: We never take anything back. But I can change it for you. How would you like to be called a thief?"

Then they, as we still do, grew serious with their wishes of peace and goodwill. I don't think P. Fawley, Sr. would mind if I piggy-backed on the general merchant's advertisement of 100 years ago: "A Merry Christmas and a Happy New Year to all my customers and friends."

And a hearty congratulations to two Sudbury enterprises that are 100 years old this year: Journal Printing, and Muirhead's (Baikie's Book Store) Stationers.



## Something special

'Twas the night before Christmas,  
that season sublime,  
Inco closed so its workers could  
enjoy Christmas time.  
Mom said, "I wonder what gift I'll  
receive?"

"Got a new dryer last Christmas  
Eve.

"The year before that, I got a new  
range.

"I'd like something special for me  
for a change!

"I'd like a fur coat, it wouldn't have  
to be mink.

"Or some real French perfume  
would be lovely, I think."

Christmas morning she found a  
mysterious key!

Could it be for a car? What else  
could it be!

So what did she see parked out in  
the snow

But a brand new snow-blower with  
a lovely red bow!

By Anna Earley  
Wife of James  
Earley, pensioner.  
Motor man at Creighton  
Mine, 9 shaft.

## Untitled

Many years ago  
When I worked for Inco  
Christmas time was go, go, go.  
Drudging through the snow  
We would mail cards to those we  
know.  
The price of a stamp was reasonably  
low.

Seven kids, all my own, to  
take to the show.  
All of this sponsored by good old  
Inco.  
Each and every one, a gift they  
would tow,  
Making their faces all aglow,  
With Santa Claus and a ho! ho! ho!

Christmas bonuses used to  
flow,  
Helping the workers to celebrate  
with a tip, tap, toe.  
His or her wild oats to sew,  
The price of a bottle, a case and  
even a bow,  
Again a gift of good old Inco.

I've worked on the surface  
and down below,  
Although illiterate I kept with the  
flow.  
No discrimination shown by Inco,  
I done my work, they paid me my  
dough.  
A better employer I will never  
know.

I'm a pensioner now,  
learning to know,  
How to read and write words, like  
yes and no.  
Proud to write names like Mary,  
John, and Joe.  
Able to read road signs like yield,  
stop and go.  
Just a senior citizen who worked at  
Inco.  
William Primeau, pensioner,  
Retired 1973 from Levack.

**Editor's note:** Mr. Primeau  
writes that his wife helped put his  
words down on paper because he  
hasn't finished his struggle with  
illiteracy. We wish him well.



Eddie DeMore: Keeping the Christmas spirit.

## A Garson Christmas

Brightly decorated but unlit, the  
Garson Christmas tree stands in the  
mine's deserted dry like a defiant  
reminder of better days.

It's been years since it kindled  
the Christmas spirit for a full  
complement of Garson miners.  
Even the last few remaining crews  
who occasionally frequented the  
dry have been pulled out this year.

If it wasn't for Eddie DeMore,  
the tree might as well be at the  
bottom of the Garson pit.

"I plan to eat my packed lunch  
... Christmas dinner ... under the  
tree this year," said the Garson  
pumpman. "I'll bring in my  
Christmas tapes and listen to  
Christmas music. I'll make do. It'll  
be okay."

Like the tree, Eddie will be alone  
"holding down the fort" at Garson  
this Christmas. He misses the buzz  
of activity and the conversation,  
but that's something he's been able  
to get used to in the last few years  
at Garson.

It's just that this year, it'll be  
Christmas, too.

"I'm working a 12-hour shift  
on Christmas Day this year. I think  
it's the first time I've worked the  
holiday in 27 years with Inco," he  
said.

Eddie is one of just four people  
who take turns making sure every-  
thing stays in working order until

that day in the future when the  
mine goes back into production.  
He takes care of the pumps, takes  
water samples, pulls sludge from  
the water treatment plant and  
checks all the buildings. "It's a  
lonely job," he said, "but some-  
body's got to do it."

The tree's been expecting  
Eddie for years. "They left it be-  
hind when things closed down  
here. They simply put a plastic  
bag over it and stored it in the  
dry."

How long it's been there he  
doesn't know. Up until just a few  
months ago, a skeleton crew still  
worked at the mine. The final  
withdrawal was in late November  
when a handful of researchers left.

"I talk to myself sometimes. I  
figure as long as I don't answer  
myself I'll be okay."

Eddie isn't complaining. "It's  
a good job and you get used to the  
loneliness. It's even helped my  
home life a bit. My wife and son  
think I've turned into a  
blabbermouth. When I get home  
at night I can't wait to talk to  
someone.

"Christmas will be okay.  
When I get home at 7 p.m. I'll get  
a couple of hours sleep and get up  
and open the presents. Be nice if  
it was different, but you got to  
earn a buck."

## Remembering a Christmas Eve

It was a brilliant moonlit night but  
extremely cold. The jolly old driver  
and I were alone on the bus as it  
lumbered into Lively, a small town  
in Northern Ontario where I grew  
up.

With hair of snowy white  
peeping from under his blue cap,  
the man behind the wheel spoke  
incessantly about his grandchildren  
and of the festive fun he had planned  
for later on that night. "One more  
stop," he said, "then I'm off to  
trade in my bus uniform for a red  
suit. Every year I get to play Santa  
for the little ones." And as he said  
it he gave me a good-natured grin  
and his eyes twinkled.

The bus followed its usual route  
through town and at length ground  
to a halt on the frozen pavement.  
The folding doors flew open and a  
whooshing sound they made  
resounded through the still, frosty  
air. "Happy Holidays," the driver  
said cheerily as I stepped off. Then  
the bus labored away into the night  
belching out goutts of diesel fumes,  
part of which hung in a cloud under  
the glow of a solitary street lamp.

I slung my duffle bag over my  
shoulder and huddled a little deeper  
into my woolen mackinaw. Only a  
few more blocks to go and at last  
my long journey from the big city  
of Toronto would be over. When I  
had to leave home to serve time in  
reform school, I had no idea then of  
the loneliness and despair I would  
have to endure, nor of the anguish  
I must have left behind for Mom  
and Dad.

But that was yesterday, and now  
I quickened my pace as I was eager  
to arrive home in time for the  
festivities.

Along our street there were the  
familiar spruce trees that rose higher  
than the rooftops. Above the snow-

laden branches the moon rolled as  
it passed through a cloudless sky.  
How often I had climbed these trees  
in past years! The two-storey house  
we lived in came into full view,  
partly thrown in deep shadow, and  
partly lit up by the cold moonshine.

As I approached the house, I  
heard the distinct sound of a guitar  
strumming and now and then a  
burst of laughter coming from  
within. They were familiar sounds  
for it was customary that some of  
our aunts and uncles joined us on  
Christmas Eve.

Mom greeted me at the door  
dressed in her favorite blue dress  
with a neat apron tied at the waist.  
She was a shy woman and she  
expressed a simple smile of joy at  
seeing her son again. Dad hadn't  
changed much during my year of  
absence. His dark hair had receded  
a bit but even at his age, none of it  
was grey.

The house glowed with warmth  
and good cheer. Lights on the  
Christmas tree filled the living room  
with halos of green, red and yellow.  
Mom had hung holly over the  
pictures and a big spray of mistletoe  
hung over the doorway. A  
wonderful aroma of meat pie  
cooking reminded me that I hadn't  
had dinner. It was good to be home!

"The meat pie is ready," mom  
announced after all greetings were  
complete. And the ritual began.  
Everyone squeezed around the  
dining room table and we all said  
Grace. It was warm and  
comfortable.

The large, oaken table was  
abundantly spread with a variety of  
candies, fruits and pastries. It all  
looked and smelled wonderfully  
delicious but everyone's favorite  
was the traditional meat pie, heavily  
spiced and served piping hot. The

recipe belonged to my great  
grandmother, brought over from  
Quebec, and remains a standing  
dish on Christmas Eve.

While we feasted and chattered  
noisily the mirth surrounding the  
table was greatly enhanced by  
Dad's humor and wit. He was a  
great story-teller. When he began  
to tell his stories he laughed often,  
and his eyes watered in merriment.  
Occasionally one of his tales would  
focus on a family member, who  
would in turn blush while the rest  
of us held our bellies in laughter.

Another favorite at the table  
was Uncle Maurice. He was a jovial,  
heavy-set man with a head of thick,  
wavy hair. He and Dad were the  
best of friends and together they  
created infinite merriment.

Uncle Maurice would delight  
both young and old with his guitar  
playing and could sing a scrap of a  
song to suit any occasion.

As soon as the meal was over  
and the wine punch introduced,  
Uncle Maurice tuned his guitar and  
began singing Christmas songs.  
One of the songs he sang: 'There's  
No Place Like Home For The  
Holidays', made me melancholy  
and brought me close to tears. The  
song reminded me that I had a lot to  
be thankful for.

After singing a few more  
Christmas songs the tempo  
increased and some of the adults  
danced to the tune of 'The Merry  
Christmas Polka'. Aunt Marie, a  
short, plump woman, visiting from  
Toronto, danced with Dad and their  
wild romps shook the hardwood  
floors and made the wine glasses  
tinkle. The onlookers tucked in their  
toes whenever the dancers drew  
near.

From my seat among the circle  
of chairs I was delighted at all the

merriment taking place. As long as  
I can remember Christmas Eve was  
always celebrated this way at home,  
and I had Mom and Dad to thank  
for holding on to these traditions. It  
was their policy to make us feel  
that home was the happiest place in  
the world and I value this delicious  
feeling as one of the greatest gifts a  
parent can bestow.

Gradually the party wound  
down to a murmur and as the people  
left there was the affectionate  
sharing of hugs and best wishes for  
the Christmas Season. Before  
heading upstairs to bed I stopped at  
the hallway to say good night to  
Mom and Dad. They would be up a  
little while longer putting gifts  
under the tree.

I had scarcely gotten into bed  
when a strain of music aerated from  
the street just below my window. I  
listened, and found it came from a  
group of carollers, which I  
concluded must be people from the  
neighborhood. They were moving  
up the street singing at each house  
as they went.

I drew aside my curtain to hear  
them more distinctly and when I  
did the moonbeams partially lit up  
my bedroom. The sounds as they  
receded became more and more  
aerial and seemed to accord with  
quiet and moonbeam. I listened  
and listened—they became more  
tender and remote, and as they  
gradually died away, my head sank  
upon my pillow and I fell asleep.

Bill Horner, Inco pensioner

**Editor's note:** Mr. Horner wins  
our Christmas writing contest  
with this story of a fondly-  
remembered Christmas.



## Retirements increase workload

# Teamwork key to Benefits' success

By any measurement, Inco's voluntary early retirement program was a smash success.

The numbers confirm it — 1,169 applicants out of 1,670 eligible employees.

So do the results — close to double the desired reduction in the Ontario Division workforce.

But Terry Duncan prefers a different measuring stick.

Smiles.

Lots of smiles, in all shapes and sizes.

As supervisor of Employee Benefits, Terry and his staff have seen more smiles in the last two months than some people see in a lifetime.

The massive exodus of employees under the terms of the voluntary early retirement offer, should have been a logistical nightmare for Terry and his small staff of eight.

Their's was the task of mailing letters to eligible employees, accumulating and updating employee records, calculating pension and incentive values, scheduling and conducting interviews with every participant in the program and reconciling the pension payroll.

The assignment didn't get any easier when two members of Terry's staff, Dave Yeomans and Jack Moskalyk, elected to partake of the early retirement offer themselves.

Did they crack?

Not on your life.

Shored up by the invaluable assistance of others around the Ontario Division, Terry and his staff completed the first and largest leg of their mission last week when December's pension payroll was run.

"From a benefits administration point of view, it was nice to see so many smiling faces around the office," said Terry, referring to the endless stream of retirees in and out of the downtown Scotia Tower. "That alone shows this early retirement incentive was a good offer."

Judging by the response, "good" may be understating the fact. Past offers have attracted 35 to 40 per cent participation, as compared to 70 per cent this time. In 20 years at Inco, Terry has seen four previous offers, but none approaching the enormity of this one.

"Processing 1,169 pension applications is a pretty imposing task," said Terry. "From day one we stressed that it had to be a team effort to accomplish this. We needed to keep everyone focussed, aware of our goals and targets so that each person was a part of the process."

"Fortunately, we had an experienced team of Benefits personnel which had been through the process before and knew what was required. This was complemented by experienced people from other departments. So we had a good nucleus."

The Benefits team of Terry, Bob Archibald, Dave Bradley, Richard Myher, Lorna Seguin, Diane Olivier, Nancy Baldisera and retirees Dave Yeomans and Jack Moskalyk, were assisted in their efforts by Cec Goudreau, Ray Joly, Brian Caldwell, Arlene Julian, Cheryl Buss, Lisa Ducharme,

Marlene McGhee, Donna Halverson, Bob O'Brien, Isabel Scott, Christine Desjardins and Helen Gordon.

"It was a total team effort," said Terry. "There was no distinction between permanent staff and outside help. What these people accomplished is super-human. I can't describe it. It's just miraculous and I'm very proud of all of them."

"With the strain, stress and time constraints involved there were no confrontations. Everyone maintained a sense of professionalism and at the same time a sense of humor."

Sitting across from retiring employees is nothing new to Benefits counsellor Dave Bradley. But seldom has the 25-year Inco veteran faced such a steady diet of eight or more interviews a day.

"Our job is to advise people of their options and counsel them the best way we can to their advantage," said Dave. "When a person leaves this area here, for all intents and purposes this is the last time they see Inco. We strive to ensure the employees and spouses have a complete understanding of everything pertinent to their case."



Benefits counsellor Robert Archibald discusses pension details with a retiree.

Spouses are encouraged to accompany employees to all formal interviews. Topics addressed during these meetings include amount of pension entitlement up to and after 65 years of age, pension entitlement to surviving spouse, medical coverage and how best to handle the incentive funds.

"For example," said Dave. "An employee may wish to roll the incentive into a Registered Retirement Savings Plan, take it as income or a combination of the two."

"Fortunately, we were dealing with an experienced group of retirees. They've been through past incentive offers and many have taken the pre-retirement planning sessions offered by the company. I think this helped allay a certain amount of fear."

Nancy Baldisera, a Benefits clerk with 21 years at Inco, spent most of the last two months on the phone and at the typewriter.

She coordinated the typing of pension documents and scheduling of interviews for participating employees.

"All those electing to retire have to come in and sign their pension papers at the same time they come for a formal interview," said Nancy. "We try to make sure they arrive with the proper documentation so they won't have to make two trips."

Documents required include a marriage certificate, the spouse's social insurance number and birth certificates for both.

"In the case of a common-law marriage we need an affidavit from the courthouse stating how long the couple has been together," she said. "It's all part of the process involved in qualifying for survivor's benefits."

"Considering the bulk of paper processed and the number of people interviewed, it all went very smoothly."

"We put in a lot of overtime



The phenomenal success of Inco's voluntary early retirement offer meant volumes of work for Benefits employees like Diane Olivier, standing, and Lorna Seguin.

until we got some extra bodies."

One of those extra bodies was Ray Joly.

No stranger to helping out the Benefits department during retirement incentive offers, Ray left his job as area supervisor of Industrial Relations at the Levack Complex in September and stayed at the Scotia Tower until December 4.

This was his fifth stint lending a hand in Benefits — the others coming in '82, '84, '85 and '88. Like others in the department, this was the biggest incentive response Ray had ever encountered.

"I did interviews, calculations, administrative work and basically anything that needed doing," said Ray, with Inco since 1965. "This was the type of project I enjoy immensely, even though it involved a lot of work and a lot of deadlines."

"It allowed me to meet a lot of people from the company, not only

from my own area, but from all over our operations — and their spouses as well."

"We've got a lot of high-class employees working for us. It gives you a different perspective on the quality of the employees we have when you sit down and talk to them — they're all high-class."

Coming from outside the Benefits department didn't pose a problem, said Ray, because everyone realized they needed each other to get the job done.

"It had to be a team effort," he said. "If we hadn't had the kind of team cooperation we did, we never could have accomplished the task in the time we had to do it."

Complete list of retirees appears on Pages 13, 14 and 15.



The Benefits team, from left, are: (front) Christine Desjardins, Diane Olivier, Nancy Baldisera, Isabel Scott, Lorna Seguin, Marlene McGhee (rear) Richard Myher, Robert O'Brien, Brian Caldwell, Robert Archibald, David Bradley, Terry Duncan, Cheryl Buss, Donna Halverson and Lisa Ducharme.



*Inco family reduced by 1,200*

# A fond farewell, best wishes !

*After long and distinguished careers with Inco, some 1,200 of our people are retiring over the next few weeks and months. In all, they have given 40,000 years of loyal service in making Inco the best nickel company around. That's what we call a class act!*

*Congratulations and best wishes for a long and happy retirement.*

*Jim Ashcroft,  
President, Ontario Division*

## ADMINISTRATION

ALBERT, LARGO  
ANDERSON, NORMAN L.  
MALYSH, JOHN  
MCGAUGHEY, CHARLES R.  
MCLEOD, DON J.  
MC PARLAND, HELEN P.  
ROSS, GRAHAM W.

## CREIGHTON COMPLEX

AELICK, RODNEY  
ANDRES, KURT R.  
BAKER, RONALD  
BELAND, CLIFFORD  
BELANGER, ARMAND  
BELANGER, LAWRENCE  
BELLMORE, THOMAS  
BENNETT, RAYMOND  
BENOIT, CHARLES  
BENOIT, CLAUDE  
BERGERON, RAYMOND  
BLAKE, ROBERT  
BLUE, DONALD  
BOISSONNEAULT, LUC  
BOLTON, KENNETH  
BOUDREAU, ROGER  
BOURGET, ERNEST  
BRADLEY, JAMES  
BRANCONNIER, RHEAL  
BRYANT, JAMES  
BURTON, CARSON  
BURTT, EDGAR  
CALBACK, JOHN  
CASHONGUAY, CONRAD  
CHENIEK, ALCIDE  
CHEVRETTE, HECTOR  
CHOPTIAN, WILLIAM  
CORMIER, LIONEL  
COYNE, PETER  
CRICK, EDWARD  
CRISPO, SALVATORE  
CROSSAN, PAT  
DENOMME, RONALD  
DESJARDINS, LELAND  
DICAIRE, ALCIDE  
DONNELLY, ALLAN  
DREWS, KIRK  
DRYDEN, RONALD  
EADIE, ALVIN  
ERB, ROBERT  
FAUELLE, MARCEL W.  
FINNI, HENRY  
GEDDES, DAVID  
GERGIEL, ALEXANDER  
GERVAIS, ROGER  
GIGUERE, LEONARD  
HAALAND, BERNARD  
HAAS, RUSSEL  
HARASYMCHUK, ALEXANDER  
HARD, RAIMO  
HEAD, RAYMOND  
HOULEY, BARRY P.  
HUGHSON, ROBERT G.  
HUNTER, GUY A.  
HUPAS, RUDI  
HURD, HARVEY M.  
JUDSON, GARNET  
KINNUNEN, ARVO  
KINOS, MATTI  
KOLTUN, MICHAEL H.  
KUNZE, JURGEN  
KUSAN, STEVEN  
LACHANCE, ALBERT  
LAFONTAINE, DANIEL  
LALONDE, GEORGE  
LALONDE, GORDON  
LARABIE, OMER  
LEBLANC, HENRY  
LEBLANC, IVAN  
LEVESQUE, RHEAUME  
LITTLE, WILFRED L.  
LIVINGSTONE, RONALD M.  
LLOYD, RICHARD G.  
MACVICAR, PHILLIP  
MAENPAA, WILHARD Y.  
MANITOWABI, JULIAN

MANNINEN, KAUKO  
MARTIN, DONALD  
MCDUGALL, DONALD  
MCGUIRE, THOMAS  
MELANCON, MARCEL

REYNISH, STANLEY  
ROBERTS, GORDON  
ROTHE, DIETRICH  
ROY, GERALD  
ROY, LEANDRE  
SABOURIN, GILLES  
SARKIOJA, SULEVI  
SCHNEIDER, CAESAR  
SCOBIE, THOMAS  
SHELL, RONALD  
SHIGWADJA, JACOB  
SIMPSON, ALLAN  
SMITH, CLIFFORD  
ST AMANT, ROLAND  
ST LOUIS, LAURIER

ASPIROT, MARCEL  
AUBUT, YVAN  
AUDETTE, MAURICE  
AUDETTE, PAUL  
BARTSCH, HANS  
BEAUDRY, BERNARD  
BEAUSOLEIL, NELSON  
BEDARD, HYACINTHE  
BEERS, JAMES  
BELISLE, RONALD  
BERTRAND, KENNETH  
BERUBE, FERNAND  
BLAIS, HENRY  
BLAIS, JOSEPH  
BLAIS, RENE

CHEVRIER, LEO  
CHIASSON, VALBERT  
CHRETIEN, ROGER  
CHURAN, MIROSLAW  
CLARK, HAROLD  
CLYKE, GERALD  
COUTURE, LEO  
CROTEAU, ROBERT  
DAVIDSON, ORVILLE  
DEGUIRE, LEO  
DEMPSEY, MELVIN  
DESCHENES, GERMAIN  
DESJARDINS, WAYNE  
DESLOGES, GERALD  
DION, LEO  
DIONNE, CLAUDE A.  
DODGE, GEORGE  
DUPUIS, DONALD  
DUTRISAC, MARCEL  
EATON, HARVEY  
EBY, GEORGE  
FARINON, LUIGI  
FAUBERT, RENE  
FITZGERALD, JAMES  
FLYNN, GEORGE  
FOISY, LEO  
FOREMAN, WAYNE  
FOUCAULT, MAURICE  
FOUCAULT, OMER  
FRASER, HAROLD  
FRASER, JACK  
FRASER, RONALD  
GAUDETTE, DAVID  
GAUTHIER, GATAIN  
GAUTHIER, MAURICE  
GELINEAU, MAURICE  
GENIER, LIONEL  
GERVAIS, BENOIT  
GIES, JOHN P.  
GLEHS, ARNOLD  
GOEDHUIS, DANIEL  
GOUR, RICHARD  
GRAHAM, EDWARD  
GRAY, MICHAEL  
GRIMARD, NORMAN  
GROULX, GERARD  
HACHE, ERNEST  
HALL, PETER  
HARKINS, ROBERT T.  
HEIN, ELLARD  
HENZER, JEAN-LOUIS  
HORN, ROBERT  
HOULE, ALLAN D.  
HOWARD, PATRICK  
HOWE, DONALD  
HUBERT, ILYA  
JEAN, JEAN  
JOLICOEUR, GEORGE  
JUST, CLAYTON  
JUST, KENNETH  
KINNIE, BRIGHTON  
KRUMPSCHMID, GARY  
KUSAN, BOYCE  
LACHAPPELLE, JEAN  
LAFORTUNE, CLAUDE  
LAFRENIERE, EMILE  
LAGACE, WALTER  
LAHTI, CARL  
LAKING, FLOYD  
LALONDE, ELSIM  
LALONDE, NORMAN  
LAMOTHE, LEONARD  
LANGIS, ANDREW  
LANTHIER, ALGER  
LARABIE, LEO  
LAVALLEE, ROLAND  
LAVALLEY, KENNETH  
LAZARUK, PETER  
LE BRUN, ALCIDE  
LEBLANC, GERALD  
LIARD, NORMAN  
LIDOW, NIKOLAI  
LIEFSE, BRUCE  
MALETTE, HENRI  
MALETTE, REMI  
MALLET, GUY  
MARIER, LAWRENCE  
MASSE, RAYMOND  
MAYHEW, JOHN  
MCFARLANE, ROBERT  
MCGREGOR, HAROLD  
MCGREGOR, STEWART E.  
MCINNIS, WENDELL  
MCKERRAL, ERNEST  
MCNEIL, JAMES  
MILLS, JAMES



MENARD, GERARD  
MOODY, STUART  
MORRIS, VERNON  
MORROW, LLOYD I.  
MOTTONEN, PENTTI  
MOXAM, RICHARD  
NAUHA, ROBERT  
NEUBERT, FRIEDRICH  
ORESKOVIC, NICOLA  
PAASILA, PAUL  
PARAVANO, ANTONIO  
PATTERSON, ALLEN  
PAULAMAKI, ARVO  
PHILLIPS, RICHARD  
PLAVINS, OLGERT  
PLOSINJAK, ANTON  
POULIN, VICTOR  
PRAWZICK, GUNTER  
PRIME, MICHAEL  
PROCTOR, GORDON  
RAMMUL, RAYMOND  
REID, FREDERICK  
RENAUD, DENIS

TETREAULT, ROGER  
TREMBLAY, ROGER  
TRUDEAU, GEORGE  
TURPEINEN, WILLIAM  
VAILLANCOURT, GILBERT  
VANCLIEAF, LIONEL  
VANHORN, GLEN  
VICZEN, VALENTINE  
VIENNEAU, VINCENT  
WALSH, MARTIN  
WEEDMARK, DARWIN W.  
WILSON, FRANCIS  
WRIGHT, JESSIE E.  
YOTT, LEONARD  
YOUNG, LYLE

## FROOD STOBIE GARSON COMPLEX

ALBRECHTAS, FERNANDO  
ARBOUR, JEAN PAUL  
ARMSTRONG, ROGER  
ARSENAULT, REYNALD J.

BLANCHETTE, ALBERT  
BLOMQUIST, ELTON  
BLUE, GARRY  
BODSON, ALBERT  
BOIVIN, GUY  
BORDEN, HOWARD G.  
BOSSE, ADRIEN  
BOUILLON, DONALD  
BOUILLON, ROBERT  
BOURGOIN, GERALD  
BRISSON, SYLVIO  
BRUNET, CLAUDE  
BUSCHMAN, ANTHONY  
BUTCHER, DAVID  
CAMPBELL, JAMES  
CARRIERE, GERALD M.  
CAVERLEY, ROBERT  
CHARRON, GERALD  
CHARTRAND, RHEAL  
CHARTRAND, ROBERT  
CHARTRAND, RONALD  
CHAUDHRY, RASHID  
CHAYER, ROLLAND

MONTEITH JEAN  
MORIN JAMES  
NEVILLE ROGER  
NIRBY, AL  
NORTON CHESTER  
OBYAN, JOHN  
ORANT, HAROLD  
ORANT, EDWARD  
PAQUETTE RUGER  
PARIS, RAYMOND  
PARK, SAMUEL  
PAUL, WILLIAM  
PAUL, RAYMOND  
PELLERIN, EDMOND  
PERRIN, G. L. MARCEL  
PERRIN, GERALD  
PIGOT, THOMAS  
PIGOT, JAMES  
PIGON, GERALD  
PINARD, GERALD  
PIPER, KAZIMIERZ  
PRESTAGE, DOUGLAS A  
RAE, GORDON  
RAVENHILL, CAMILLE H  
RAVENHILL, CLAUDE  
RAVENHILL, YVON  
RASINAND, REINA  
REID, ARTHUR  
REID, CLIFFORD  
REID, STANLEY  
RICHARDSON, YVON  
RIE, A. MAURICE  
RINGLET, RALPH  
ROBERTSON, GILBERT  
ROUS, GERALD  
ROUSLAND, WILLIAM  
ROUS, GILLES A  
ROUS, ROMA  
ROZON, EDWARD  
RUZ, MANUEL  
RYAN, WILLIAM  
SABERIN, ROBERT  
SANDISON, JAMES  
SEALIN, ARTHUR  
SEGLIN, L. CHAPPEL  
SHERSON, L. J.  
SPEAR, WILLIAM  
SPRY, ELLIOT  
ST. LOUIS, FRANCIS  
ST. PIERRE, RONALD  
STEPHENSON, HARRY  
STEVENS, MALCOLM  
ST. RUTH, PAUL  
SWANE, PAUL  
TARDIE, GUYARD  
TANNER, RONALD  
TOMOLINSKI, SAMUEL  
TOMOLINSKI, RAYMOND  
VALDEZ, R. SMITH  
VARCH, CARL  
VINSKI, THOMAS  
WALACE, ROBERT  
WARRICK, NORMAN  
WEBER, ANDREW  
WIEHED, ROBERT  
WISS, WERNER P  
WISSEYER, DONALD  
WHITEN, LETHA  
WIEHED, RAYMOND  
WHISLIT, GERALD  
WILSON, DONALD  
WILSON, WYNN  
WYNN, ROBERT  
ZACHOW, ROBERT  
ZACHOW, ANDON

## 1. FACTS & CONCEPTS

ALICK, CARL  
ALICK, RAYMOND  
ANTONIS, RAYMOND  
ARSEN, AL ROGER  
BAHON, JOHN  
BACOCK, WESLEY  
BEA DRY, GASTON  
BEA DRY, RAYMOND  
BEA DRY, RONALD  
BICKLETT, ROBERT  
BLANCHET, MICHAEL  
BERTRAND, HARRY  
BRADLEY, RENE  
BRADLEY, RONALD  
BRASCH, HANS  
BREAR, FLOYD  
BRIGHT, DONALD  
BRINSON, ELON  
BROUSE, GORDON  
BRUNELLE, GORDON  
BURNES, GORDON  
CARRIER, FLO  
CORRIE, AL GERMAIN  
COTRICHEN, AMIE  
DEBATE, HOSPIH  
DOWRY, ANTHONY J  
EDDER, EDWARD  
ELMANSKI, PHILIP

FARMER, JUAN  
FLATH, EDWARD  
FRAPPIER, MARCE  
FROMBERG, WILLIAM  
GIBBONS, ALBERT  
GOSSETTIN, RAYMOND  
GUTERRA, ANSTIMO  
HASANANEN, ALFRED  
HAUL, ANGLA  
HELYMAN, MICHAEL  
HOLMES, ROBERT  
KONAR, JOHN  
KORTIKAAAN, JOHN  
KOSKINEN, JULIA  
KOSKINEN, MICHAEL  
LABERGE, LAWRENCE  
LAVOIE, RICHARD  
LAWRENCE, MONTECLAIRE  
LEBEL, ROELAND  
LEFEBVRE, YVON  
LEGER, JOSEPH  
LEVASSIER, EDGAR  
LUTTRELL, EVAN  
MACNEIL, DANIEL  
MARIER, ROGER  
MAYHEW, GERALD  
MENARD, ROGER  
MIRON, KENNETH  
MITCHELL, NORMAN  
MOIR, ROBERT  
MORRISON, WALTER  
NEVES, LUCIEN  
NIEMELA, LEONARD  
BRUNSWAIN, MILTON  
BRYMONTE, ALEXANDER  
GILLES, BERNARDUS  
PARNELL, DOUGLAS  
PARKER, ROBERT  
PEKOVIC, CHARLES  
PELLERIN, JACQUES  
PELLERIN, LEO  
PERA, MAITI  
PICARD, STANLEY  
POULIN, REGINALD  
PROUX, ROBERT  
RAINVILLE, RAYMOND  
RANCOULT, ELYSSE  
RANTA, ROBERT  
RENNTHAN, DONALD  
ROZBORNSKI, EDWARD  
RYCHOWSKI, HOKSI  
SAUVE, RONALD  
SAUVE, RUDOLPH  
SCHROEDER, FREDERICK  
SEIGUN, ALBERT  
SONNIR, OWEN  
SPICK, CROSBY  
ST GERMAIN, LEO  
ST JACQUES, LEO  
ST LOUIS, GERALD  
TENNINEN, VAAVO  
THOMPSON, GEORGE  
THOMPSON, PAUL  
THOMPSON, THOMAS  
TRACANT, LEO  
FRANCHE MONTAGNE, LEO  
FRANCHE MONTAGNE, LEO  
VACHON, LEO  
VACHON, SYLVIO  
VAN DYKE, LOUIS  
VILLOU, PETER  
VITONE, MURRAY  
WEINER, RICHARD  
WOLFRAM, ERIC  
ZAMOJSKI, STANLEY

MINES RESEARCH NORTH  
MINE

HILFEMARE, LUC  
BOENFUS, ANGELO  
BOENI, JOSEPH  
BRADLEY, GEORGE  
BRAND, KARE  
BRONKEL, ARTHUR  
BRUNAL, BRONIN  
CROCHMAN, HENRY  
CROZZI, T. GE  
DINSCHENES, VICTORIN  
DUNNE, ROBERT  
DUNN, ROSS  
EADIE, GARY  
ELFORD, CORNE  
LOHIN, ROBERT  
GIBBIRY, H. KERRI  
GEOFFRE, WILLIAM  
GORDEN, FRANKLIN  
GORDON, STANLEY  
GRATION, KIRKARD  
GROSSHEAD, FRANK  
HASSLE, MICHAEL, P  
HOFFORD, RUFY  
HOPPE, ARNO  
HUTCHISE, CLAUDE  
HURLEY, ALVY

KONARI, CHKA, DOYAL D  
LAFBET, LUCIEN  
LACHANCE, HECTOR  
LACHANCE, RICHARD  
LAMONTAGNE, JEAN  
LECOMTE, CONRAD  
LOTTIS, DENNIS  
LOMA, MARCEL  
MOR, GIAN  
MURBELL, CECIL  
MURATZ, EUGEN  
NEHOLSON, DAVID  
NORTHE SHUTTON  
OLIVER, PHILIP H  
PASCAL, JOSEPH G  
PAQUETTE, GASTON  
PECKSIE, AMBROSE  
PELSSIER, ERNEST  
PHILLIPS, GARRET  
PILOU, ANDRE  
PLANTAGUEN, A  
PRICAZZI, SERGIO  
RANDALL, PIERRE  
REID, BRUCE  
RICHARD, GERARD  
ROWEANUS, ROBERT  
SLOAN, OWEN A  
SIREN, PAUL  
SKANS, PATRICK  
THOMPSON, ALFRED  
VALENCORE, DONALD

**MINES ENGINEERING**

CHASSON, DOUGLAS  
CORRIGAN, ROBERT J  
DUTHURNER, WALLY G  
CROW, PETER J  
FIELD, VERNON G  
MACDONALD, RONALD R  
MAHER, RONALD E  
MIKKOLA, ELLYN  
MUTTL, CLAUDE  
NEWRIGHT, ROBERT A  
SCHINDLER, HERMAN L  
VALENTINE, DOUGLAS G

## MINES EXPLORATION

FREEMAN, ROBERT M  
%COZLICHI, JOHN M  
%EDSON, M D, GEORGE M  
TALL, RUDERIC

## MINES DEVELOPMENT

THESEUS, N. 100 KILG. 1.  
 200 N. 100 KILG. 1.

## TRANSPORTATION & TRAFFIC

BELLAIRE, OMER I  
 BERTRAND, CONNIE P  
 BERTRAND, EDGAR  
 BURKE, ROBERT D  
 BURTON, DOUGLAS  
 CAMPAGNOLLO, ANTONIO  
 CHILLET, W. C. CH  
 CHERLOW, MICHAEL  
 CRESSWELL, DONALD  
 CROTEAU, JOSEPH  
 DURRECH, RAYMOND  
 EYERHUE, ERNEST  
 GEORREY, GERALD  
 GOSNELL, LARRY T  
 GOUTRIAT, ROGER  
 GUNNETT, GUY  
 HARRY, DON G  
 KAMPELSEN, RAYMOND  
 KATHRYN, K. T. D  
 KILCHILL, ALIX  
 KILTY, EUGENE  
 LAKSO, LEO  
 LEBINT, WILTON  
 LIBOCHIAN, JOHN  
 LIMBORG, LAURENT  
 LONG, DONALD  
 MARCUCCIO, EUGEN  
 MCDORMICK, RICHARD  
 MEL, THOMAS  
 MORROW, MELVIN  
 MOSCHETTA, NICOLDO  
 NADAI, GERALD  
 NATALIE, CARINO  
 PARISOTTO, PASQUALE  
 PENATO, LEO  
 PIAZZA, JOHN  
 PILLEGGI, VITO  
 SABOTIN, LEO A  
 SIBOW, GERRY A  
 SUTCHIN, RENE  
 TENSANT, RONALD  
 KEAN, ARTHUR D  
 KING, FLOYD  
 KING, PETER  
 LAHETTE, ROBERT  
 LACHANIE, RAYMOND  
 LAMOTHE, ALFRED  
 LANDRY, ETHENE  
 LANTHIER, RAYMOND  
 LAROSE, DONALD  
 LEBLANC, ERIC  
 LUKIE, EDWARD  
 LYONS, NORMAN E  
 MATHIAS, PHILIP  
 MARTEL, RAYMOND  
 MICHAEL, WILLIAM E  
 MORRIS, WALLIS  
 MULLEN, BENSON T  
 NACCARATO, GINO  
 NEVALA, EDWARD C  
 OATES, EDWIN  
 ORLIK, WILLIAM  
 PAQUETTE, LAWRENCE  
 PARK, LINDBERGH  
 PARRE, CARLO F  
 PEROUK, JOSEPH  
 PERRY, THOMAS  
 PHOON, JERRY  
 PHOON, ROBERT  
 POITRAS, GILLES  
 POUTIN, RAYMOND E  
 PROCH, MICHAEL  
 RAWCHUK, JAMES J  
 REGIMBALD, MARCEL  
 REMIGA, STEVE  
 RICHTEL, JEAN  
 RIFEO, ROCCO  
 SARFORD, LEO IS  
 SECORD, JAMES  
 SHAWINQUILL, EDWARD  
 SHIFFIN, ELWOOD  
 SOUTHERN, RENE  
 SLOAN, MEL

VITELLO, GIUSEPPE  
WANTER, SYB-  
WILLIAMS, ERNE-  
ZEGA, ALBERT

## CENTRAL MOUNTS

ANDERSON, INGMAR  
BARKER, CHRIS  
BELL AND ALPHONSE  
BELLEROSE, GAYLAN  
BLAIN, CLAUDE  
BOHLOCH, DONALD  
BRACKEN, LYMAN C  
BRIGHMAN, ROBERT  
BRONKHORST, JOSEPH  
BROSSEAU, CAMILLE  
BURNS, JOSEPH  
BYRKO, WALTER  
BYRNS, STEPHEN  
CAMPUCCI, RAY B  
CAMPUCCI, WILLIAM  
CEGLIN, ANGELO  
CHAMPAGNE, LORENZO  
CHENARD, LUC  
COLE, GILLES  
CROBBER, ELISIO  
D'ANGELO, ALFON  
DAVIDSON, JAMES A  
DEMONTE, LINDA  
DEGRONERS, LAWRENCE

DICKSON, STEFANI  
DOHERTY, WILLIAM  
DUMONT, FRANKSON  
DUMONT, PHILIP  
DUNN, ELLSON  
DUPONT, GARY  
DUPUIS, ARNOLD S  
DUPUIS, LAURIER  
ELEN, HENRY  
ELMER, FERRICO  
FORD, RICHARD  
FOX, PAUL  
FRASER, MARVIN  
FRATINI, RAYMOND J  
GALIFIANI, LARRY  
GARDON, ALBERT  
GERVAIS, GILBERT  
GERVAIS, RAYMOND  
GILBERT, LEO  
GIDIN, RIGER  
GRAY, ALEX S  
GUGNARD, RAYMOND  
GUNN, WILLIAM  
HARRISON, JANIS  
HERMAN, RONALD M  
HUGHES, DAVID H  
HUFF, FRANK  
HYNDEN, WILLIAM  
JANAKOWSKI, STANLEY  
JOHNS, FREDERICK  
JOHNSON, HEN  
KARL, MARCEL  
KEYS, ARCHIBALD  
KING, FLOYD  
KING, PETER  
LAFLETTE, ROBERT  
LACHANCE, RAYMOND  
LAMOTHE, ALBERT  
LANDRY, ETHELNE  
LANTIER, RAYMOND  
LAROSE, DONALD  
LAVELLE, ERIC  
LUNKE, EDWARD  
LYONS, NORMAN E  
MATHIAS, PHILIP  
MARTEL, RAYMOND  
MCNEIL, WILLIAM F  
MORRIS, WALLIS  
MULLEN, HENSON T  
NACARATO, GINO  
NEVALA, EDWARD C  
OATES, EDWIN  
ORLIK, WILLIAM  
PAULI, LAWRENCE  
PARK, LINDBERGH  
PARL, CARLOT  
PERIAK, JOSEPH  
PERRY, THOMAS  
PIRON, LARRY  
PIRON, ROBERT  
POITRAS, GILLES  
POULIN, RAYMOND E  
PUGH, MICHAEL  
RAWCHUK, JAMES J  
REGIMBALD, MARCEL  
REWICK, STEVE  
ROTH, JIAN  
RUFFO, ROCCO  
SARFORD, LOUIS  
SECOR, JAMES  
SHAWINSQUH, EDWARD  
SHIFFS, LUCINDA  
SOUTHER, RENEE  
STUBINS, MEL

BOSCH, RUDY  
BOSSLY, JOHN  
BRADLEY, PAUL  
BRAY, NEIL  
BROUGHTON, MARCEL  
BUTSON, NICK  
BUTHER, GLEN  
CAMERON, EDWARD  
CAMMILLER, GREGORY  
CAMPHILL, IVAN  
CARR, RICHARD H  
CERONSI, GEORGE  
CHAPPEL, DENNIS  
CHAREL, BOIS, HECTOR  
CHARRON, ROGER  
CLIZIA, CLAUDE  
CORMIER, JEAN P  
DALLAVALLO, PHILIP  
DAMON, ALBERT  
DAMON, RICHARD  
DELESA, LOUIS  
DEVENST, ANTONIO  
DOUBSON, STANLEY  
DOWNES, JAMES  
DOYLE, EDWARD  
DEYLAND, ROBERT  
DUBEAU, YVES  
DUCHARME, ALBERT  
DUMONT, DONALD J  
DUNSTABLE, RANDY  
DUTTON, ROBERT M  
EUBEL, DOUGLAS R  
EARNAN, ROMAN  
EVA, FRANCESCO  
FOURNIER, AURELIE  
FRANKO, GEORGE  
FRATIER, EDWARD R  
GALPIN, SIMON  
GARDE, GILBO  
GAUTHIER, EUGEN  
GERAGHTY, PAUL  
GIRIO, AMBITO LEO  
GLASHY, HAROLD  
GOLIN, RAYMOND  
GREEN, THOMAS  
GREENE, JOHN  
GRIFFINS, MERVIN  
GILDRUM, BENSON  
HATHROW, JACK  
HALL, ALAN  
HAYLE, ROLAND  
HOFMANN, HORST  
HORTH, DONALD  
HRYDA, DAROLD E  
HUCAI, SLAWOMIR  
HUTAU, GEORGE  
ISABELLA, SALVATORE  
JANONIS, GEORGE  
JEANVEAU, EDMOND  
JENNINGS, LUIS  
JENNINGS, JOHN  
KADAN, CHESTER  
KARPEL, JACK  
KEMINSKI, BOB  
KOREN, STANLEY  
KOWALC, STEVE  
KUEK, HUGO  
KUNDO, ROSALIE  
LAFORT, HAROLD  
LALAMBOINE, TRINAUD  
LAKE, LAWRENCE  
LAMARCA, ANTONIO  
LAMARCA, SALVATORE  
LANGLIS, LEO

STEFAN, RAYMOND  
STANLEY, HILTON  
TENSER, HENRI  
TENSER, MAURICE  
THIEL, ALBERT  
THOMAS, GERMAR  
TREMAY, LEO  
ULLICH, MANFRED  
VACHON, ERNEST  
VINCENT, GERALD  
VINO, ROGER  
WAINMAN, RICHARD

### SMELTER COMPL EX

ABEL, ISAAC  
ADAM, JEAN  
ADAYANTRON, PETER  
ANSELMO, ANGELO  
ANSTLEY, CHARLES W.  
APOLLONIE, FRANCIS  
BASSETT, GEORGE  
BAUGLINS, CLESTENIS  
BECHARD, JEAN  
BELANGER, LAURE  
BELANGER, ONE-SIMI  
BELLMORE, RUD  
BELLURAN, EUGEN  
BELLANT, ROMAN  
BEAVIS, YOUNG  
BOHEVAL, GILBERT  
BOOTH, RUDY  
BOSSIN, JOHN  
BRADLEY, PAUL  
BRAY, NEH  
BRODHEATH, MARCEL  
BULSON, NICK  
BUTCHER, KYLE  
CAMERON, THOMAS  
CAMPBELL, GEORGE  
CAMPBELL, IVAN  
CARR, RICHARD  
CERROSSI, GEORGE  
CHAPPEL, DUNNIN  
CHARLES, BOB, BECTOR  
CHARBON, ROGER  
CULZIA, CYNARLO  
CORMIER, JEAN P.  
DAUL, MARYSE, PHILIP  
DAUSIN, ALBERT  
DAUSIN, RICHARD  
DELESA, LOUIS  
DEVIEN, ANTONIO  
DOBSON, STANLEY  
DOWNEY, JAMES  
DOYLE, EDWARD  
DRELAND, EDWARD  
DUREAL, SYMON  
DUCHARME, ALBERT  
DUMONTELL, DOSALDO  
DUNSTABLE, RANDY  
DUTTON, ROBERT M.  
EHLER, DOUGLAS R.  
EARNAN, LONAN  
EAVA, FRANCISCO  
EURNER, AURELE  
FRANKO, GEORGE  
FRATHER, EDWARD  
GALPIN, SIMON  
GARDE, GUYON  
GAUTHIER, LUCIEN  
GERAGHTY, PAUL  
GIRCA, ANTONIO DO  
GLASSY, HAROLD  
GOUIN, RAYMOND  
GREEN, THOMAS  
GREENE, JOHN  
GIBBONS, MERVIN  
GLIDRUM, BENNO  
HADDOW, JACK  
HALL, ALAN  
HAYLE, ROLAND  
HOFMANN, HENRI  
HORTH, DOSALDO  
HRYCOW, DAROLD E.  
HUCAL, SLAWKOWSKI  
HUDAL, GEORGE  
ISABELLA, SALVATORE  
JANNIN, GEORGE  
JEANVILLE, EDMOND  
JENNINGS, LUIS  
JENNINGS, JOHN  
KADAN, THEOBER  
KARPP, JACK  
KEMPINSKI, JOHN  
KORIN, STANLEY  
KOWALC, STEVE  
KULK, HUGEN  
KUNDO, ROSALIE  
LAFORTY, HAROLD  
LAFRANCIONE, TRINIDAD  
LAKE, LAWRENCE  
LAMARCA, ANTONIO  
LAMARCA, SALVATORE  
LANGVIN, THOMAS



LAPORTE, GERMAIN  
 LARCHER, RAYMOND  
 LAROSA, ANTONIO  
 LAVAILLY, DONALD  
 LEBLANC, ROLAND  
 LEBLANC, ANDRI  
 LEMAY, MURRAY E.  
 LIMARIEL, ANTONIO  
 LYNCH, HARRY  
 MARUCCIO, STEFANO  
 MAROIS, ROBERT  
 MARTIN, JOHN  
 MASON, ROBERT  
 MCGINNIS, PHIL  
 MCKINLEY, ARTHUR  
 MCKINLEY, ROBERT  
 MCNAGHE, LEWIS  
 MENARD, MAURICE  
 MERIGOLD, GERALD  
 MERTIS, ARL  
 MISSINA, NICOLA  
 MILLER, JOHN  
 MILLER, MARVIN  
 MINELLI, DONALD  
 MOTT, ROBERT  
 MULLIGAN, LAWRENCE  
 MULLYHARR, LOYD  
 NEWBY, LORIE  
 O'CONNOR, NORMAN  
 OLSKOVICH, STEPHEN J.  
 OUELLETTE, MAURICE  
 PANZANI, JOSEPH  
 PAQUETTE, GERALD P.  
 PAQUETTE, RICHARD J.  
 PARADIS, LEON  
 PARRY, HOWARD  
 PARENT, ROSETH  
 PARKER, SIDNEY  
 PERRIN, DON  
 PERRIN, GILBERT  
 PETROVICH, ANTHONY  
 PHILLIPS, GEORGE  
 PIEROZZI, CINO  
 PILON, RENE  
 PITRE, NORMAND  
 PLACIDIO, GERALDO  
 POWER, STEPHEN  
 POTHON, ANGELO  
 RACINE, LEO  
 REIS, ALBERT  
 RENAUD, GERALD A.  
 ROBERTS, VICTOR  
 ROCCA, SALVATORE  
 ROY, GERALD  
 SANDHILL, ROBERT E.  
 SANDER, WALTER  
 SANDERS, WILLIAM  
 SANDERS, THOMAS  
 SAVIEL, ERNESTO  
 SAYON, YVON  
 SCHUSTER, RICHARD  
 SCHWENTKE, ERNEST  
 SCOTT, EDWARD  
 SCUDRON, LARRY  
 SERRI, EDGAR  
 SKALOWSKI, JERRY  
 SKIFFNER, KEVIN  
 SONIER, YVON  
 STEVAN, DENNIS J.  
 STONGE, RODOLPH  
 STOPAR, EMILIO  
 TAGLIAFUGNE, GIOVANNI  
 TUPPAZZINI, DARIO  
 TRAINOR, MILTON  
 TRAILLO, NICK  
 TROTTIER, GERALD  
 TYCHER, JOHN  
 VAHLANCHER, ROMAN  
 WALKER, GLEN  
 WALKER, WINSTON  
 WARREN, JOHN  
 WEBB, PATRICK  
 WIDVAKER, JOHN  
 WRIGHT, BARRY  
 YOUNG, DENNIS  
 ZAVATTA, FRANK L.

#### COPPER REFINERS

BEAUDRY, ALFRED  
 BEAUDRY, RAYMOND  
 BELIVANT, SOLE  
 BOLLIN, PAUL  
 BROSILIN, ARMAND  
 BURNS, GLENN  
 BURNS, RAYMOND  
 CHARTRAND, JOHN  
 CHISHOLM, GORDON  
 CLOUTIER, WAYNE  
 COURON, WILLIAM  
 DAY, K. LEO  
 DESGROSEILLERS, JOHN  
 DOMINIQUE, JOHN  
 FILL, GEORGE D.  
 FLEE, ROBERT

ERNST, KIRK  
 FALCONI, NICK  
 FOWLER, THOMAS  
 GASCION, RONALD  
 GAUDETTE, MARCEL  
 GATHIER, ITAN P.  
 GEDDY, CHARLES  
 GIRALDEZ, JOSEPH  
 GUTHRIE, THOMAS  
 HARAPIAK, JOSEPH  
 HILL, EVERETT  
 JORASZIK, HENRY  
 KALICK, WALTER  
 KAVANAGH, EDWARD M.  
 LAFORETTE, MARCEL  
 LANDRY, ELLIOT  
 LANGE, EDWARD  
 LAYORATO, PASQUALE  
 LEBLANC, RAYMOND  
 MATTHEWS, BROOKS C.  
 MELANSON, JOSEPH  
 MILNARD, EARL  
 MOYLE, DONALD  
 PATLSON, BRUCE  
 PEACHY, BRIAN  
 PHILLIPS, ROBERT  
 PIERCEY, WILLIAM  
 PLACINI, ALEXANDER  
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 RABSKI, JOSEF  
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*This is the season when the purpose of our lives comes even more sharply into focus, reminding us that it is the warmth of families, friends and neighbours that makes life so worthwhile. From all of us at the Ashcroft family, please accept this sincere wish for the best the season has to offer. May the warm feelings we cherish this Christmas stay with us not only all of next year, but for the rest of our lives.*



*Margaret and Jim Ashcroft with boys Mark, Brendan, and Andrew*

## Employees answer United Way call

Never have so few, given so much, to so many.

No phrase better describes the record-setting \$353,437 donation to the United Way from Inco Limited, its employees and its pensioners.

Despite a 15 per cent reduction in the workforce since last year's campaign, the Inco/United Steelworkers of America employee canvass reached an all-time high for the eighth consecutive year with \$218,157 in donations, surpassing last year's mark of \$217,281.

Coupled with Inco's corporate contribution of \$120,000 and the pensioners' gift of \$15,280, the amazing total represents better than 33 per cent of the projected Sudbury United Way Campaign total of \$1,065,000.

"It's a wonderful achievement," said Ontario Division president Jim Ashcroft. "It's nice to see the company, the union and employees working together for the good of the community on a worthwhile cause like the United Way. This example of teamwork and generosity bodes well for 1992."

The 1991 employee canvass represents the largest single donation by employees of a company in the eight years of United Way in Sudbury. It's an accomplishment Dave Campbell, president of Local 6500, finds amazing.

"We've always said the generosity of the workforce at Inco, the members of Local 6500, is something to behold," said Campbell.

"We haven't always enjoyed good times. We've been through extended shutdowns, labor disputes

and poor nickel markets. But in good times the employees remember and transfer those memories into contributions to the community through organizations like the United Way."

Local 6600 president Harold Love agrees.

"It's an obligation of the community and corporations to help those in need and the United Way is one avenue to do this," he said. "It has our full support."

Barb Gendron, executive director of the United Way in Sudbury, said her organization is thrilled by the Inco results.

"Inco employees have outdone themselves again," she said. "It's gratifying to see that even with the reduced workforce the employees were able to match and surpass last year's mark."

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