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"The Other Half of the Team"

(Story on Page 10)



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Urges Standards In Multinational Corp. Relations

Calling multinational corporations "a logical step in the economic development of the world," Albert P. Gagnebin, president of The International Nickel Company of Canada, Limited, said that the time is ripe for governments and multinational corporations to consider appropriate standards of conduct toward each other.

"The multinational corporation has the potential to be an invigorating, liberating force in the world," Mr. Gagnebin told a meeting of the French Chamber of Commerce in the United States. "We who believe in that potential also believe that in the free flow of money, men, ideas, goods and services across national boundaries, there lies a force for economic prosperity and a decent life for the inhabitants of every part of the globe."

Fears Should Be Allayed

But Mr. Gagnebin warned, "a sincere and deeply felt opposition to the concept of multinational business enterprise has arisen. This opposition is all the more powerful because it is primarily emotional, rather than rational, in origin." These fears can best be allayed, he said, by taking steps to assure that multinational corporations live up to their potential as a tool for economic and social development.

Countries that hope to host multinational enterprises should be prepared to give them fair treatment, Mr. Gagnebin said. "This includes clearly defined ground

Heavy May's-End Rainfall Caused Extensive Damage



Normally a peacefully picturesque sight beside the Levack highway, Onaping Falls was turned into a raging torrent by the four-day rain that dumped about five inches of water on the Sudbury area at May's end. Swollen by the spring run-off, creeks and rivers burst their banks under the steady down-pour, and heavy flood damage was caused to homes and summer cottages, roads and bridges and submerged cars, particularly in Dowling Township. Many families had to be evacuated by boat. Provincial highways department crews were able to restore the main road connection to Levack mine and mill, however, after only a brief interruption.

rules to assure some degree of predictability and security, which is an absolute necessity if a country is to attract and retain foreign investments."

He said that both investment statistics and common sense indicate that overseas investors "are concerned primarily with steady growth and secure profits," rather than extraneous political motives.

He said that there are several obvious actions that multinational corporations can take to allay local fears of too much power by large foreign corporations.

Must Identify with Host

The multinational corporation must "come to identify itself with the laws, customs and aspirations of the host nation," he said. This

requires "absolute respect" for local laws and culture; "contributions to the host nation in managerial and technological expertise, as well as direct help in taxes and creating some of the substructure needed to support a modern society"; and hiring local talent and buying local goods and services.

These requirements, said Mr. Gagnebin, "suggest decentralization of both corporate structure and the power to make decisions."

"It may be asked whether decentralization contradicts the trend toward larger companies with larger markets," he added. "The answer is that decentralization makes these larger companies more efficient as well as more responsive to local needs."

Mr. Gagnebin expressed optimism for the future of the multinational concept. "For after all the arguments are made, the fact remains that every nation has a vital stake in free trade, in international commerce, and in an equal opportunity to gain from such a system."

Keys to Full Utilization

"The happiness of every nation and the people who live in them depends, in the economic sense, on the full utilization of all the available economic and technological tools," he added. "Such utilization can only come from the broadest possible interchange of men and ideas, the greatest possible efficiency in production and distribution, the greatest possible access to adequate financing, and the greatest possible amount of resources for research and development."

International Nickel has worked with French industry since 1927 to introduce new nickel-bearing products and to create and expand the markets for them in France. Inco has joined with French interests to plan the development of vast untapped nickel deposits in New Caledonia. They have organized the Compagnie Française Industrielle et Minière du Pacifique, or Cofimpac, to carry out the work. Cofimpac is a French corporation in which Inco has a minority interest.

Mr. Gagnebin, who represented Inco in the negotiations that led to the formation of Cofimpac, is first vice-president of the French Chamber of Commerce in the United States.

Receives Award for Outstanding Leadership



President Albert P. Gagnebin, whose address on multinational corporation relations is reported above, is shown here (left) receiving the "Ginny" award for outstanding leadership from Peter Renzo, committee chairman of the American Society of Mechanical Engineers. The presentation took place at the ASME's Spring Roundup in New York City last month.

IN Is "With It"

The Triangle extends fraternal greetings and good wishes to IN Magazine, the Inco Manitoba division's own monthly employee publication.

In all aspects — writing, illustrating, format and layout — IN Magazine has with its June inaugural edition immediately caught the pace of the young and vital community of Thompson, and the modern mining complex that makes it all possible.

Editor of IN Magazine is Michael Hartley and staff photographer is Fred Sheppard, whose pictures have appeared in recent issues of the Triangle. May their quips hold tight!

INCO FAMILY ALBUM



Representing the Port Colborne nickel refinery this month is the family of Art Beifuss, a plant fitter helper with Inco since 1956. They came to Canada from Germany in 1952. Edie is a nurse, married, in Toronto; Rose is a nurse in Hamilton; Willi, a technician in No. 2 research station at Port Colborne, and Inge, an Inco scholarship winner, is enrolled in honors mathematics at Brock University. Erich was born in Port Colborne and attends the new Lockview High School. There are two grandchildren.

It's four to one in the Chapman family, but Dave doesn't mind those lovely odds a bit. A native of Copper Cliff, he started with Inco in 1939 as an electrician. In 1952 he joined the personnel department, where he is now supervisor of hourly employment. He's shown with Laurie, 12, his wife Audrey, Wendy (on the teaching staff of Gatchell Public School) and Beverly, 17.



Cuts or bruises get expert attention in this happy family, for Gerry Dinel is a first-aid man. Starting with Inco underground at Frood in 1957, Gerry transferred to the Levack first-aid staff in 1966. His guitar-playing wife, Annabelle, also enjoys camping, fishing and skating with the rest of the family. Their children Michel, 8, and Monique, 11 (who was a Levack Festival vocalist winner), and Joanne, 5.



Wesley Frantz is an outdoorsman from the word "go". In summer it's camping on a family fishing or hunting expedition, and in winter it's snowmobiling. Wes joined Inco in 1950 at Copper Cliff smelter, transferred in 1957 to Creighton mine and is now a motorman on 6400 level, No. 8 shaft. Pictured with Wes and his wife Iva, are their family, Helen, 21, Phil, 18, who plays hockey for the Copper Cliff Braves, and Barbara, 20.



Both Gerry Joliat and his wife Rolande were born at Chelmsford, and there they have brought up their two smiling young sons, Michel, 8, and Ivan, 13. Starting with Inco at Copper Cliff smelter in 1946 on the nickel reverbs, Gerry switched to mining in 1948 at Murray, became a divisional foreman this year. He is fire chief of Balfour Township, and enjoys woodworking and family outings.



Born in Sudbury, Don Nadorozny came to Inco in 1959 after working as a cost accounting clerk. After serving his electrical apprenticeship at various area plants, he moved in 1963 to Frood-Stobie as a 1st-class electrician, and is at present on the safety staff. Don and his two sons Doug, 7, and Darren, 5, love to go for pickerel on Lake Nepawass; Dean, 3, will soon be joining them. In the picture his pretty wife Marilyn is holding Debbie, 18 months.



Canada's Pavilion Smash Hit at Expo 70

With Canada's 103rd birthday coming up on July 1, Canadians can bask in the international acclaim that has rated the country's pavilion a smash hit at Expo 70 in Osaka, Japan. Following on the tremendous success of

Expo 67 at Montreal, the Osaka exhibit is continuing to project an exciting image of Canada among the nations of the world.

Discovery is the theme of the Canadian pavilion — an invitation to others to discover Canada but also a portrayal that ever since its discovery Canadians themselves have explored the vast reaches of their land, and today bring this quality of adventure to industry, science and art. Sheathed in mirrored slopes, the pavilion exterior reflects the sky, giving a changing illusion suggestion arctic ice, masses of mountains, the vast overhead blue of the prairies or the glitter of water, all aspects of the glorious Canadian scene.

Mounties and Eskimo Carvers

Features of the Canadian presence at the world fair include two fast and beautifully photographed films, a tongue-in-cheeky electronic cartoon, a light-hearted display of Canadiana from pop art ice-cream cones to racoon coats, Eskimo carvers, the famous Musical Ride of the Mounties, continuous ice-skating shows and rock groups on a stage set in a

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THE ONTARIO PAVILION, occupying a 31,000-square-foot site, is a dramatic blue and white structure of prefabricated steel panels and cylindrical steel posts. The display inside is almost entirely audio-visual, and among the highlights is a 12-minute sequence of color photographs depicting all phases of the province's development.

THE QUEBEC PAVILION dynamically presents the evolution, culture, and aspirations of the province's residents. Visitors are surrounded by exhibits depicting the province's industrial and mineral wealth, the "joie de vivre" of its people and the skill and talent of French-Canadian artists and sculptors. A swinging discotheque was an eye-opener to the conservative Japanese.



A 180-foot "stairway to the stars", made of the mighty Douglas fir, dominates **BRITISH COLUMBIA'S** striking pavilion; the entrance is graced by metal spars in the shape of a fan, symbolic of B.C.'s developing mineral industry. Two water falls drop to a lake surrounded by underground exhibition halls. In the background in the picture is the Japanese Furukawa Group's perfect recreation of a seven-storey pagoda, built in 730 A.D., that stood in the compound of Natsu's Todai-ji Temple.



Highlight of Prime Minister Trudeau's tour of the Pacific rim countries was his visit to the Canadian Pavilion at Expo 70 on Canada Day, May 27. With Mr. Trudeau is Patrick Reid, Canadian commissioner-general.



"Only a 4-Year-Old Rooster Will Do"

It was back in 1952 that the Triangle first introduced its readers to Alex Lefebvre and reported at length on his activities as uncrowned fly-tying king of Levack.

Contact with Alex was re-established recently when the long-time hostman retired on service pension, and at that time he revealed that he's still turning out his tempting trout teasers.

There are some 9,000 pieces of Alex's art in existence. "You'll find them on fishermen's hats, tree



Surrounded by gaudy feathers and fur, Alex Lefebvre puts the finishing touches to a Royal Coachman, one of the best-known artificial flies.

branches, creek bottoms, and tucked away in tackle boxes from British Columbia to Nova Scotia," said the hobbyist with a grin.

At his well-organized work bench, Alex can lay his hands in an instant on any particular one of the more than 50 types of feathers and fur that he uses to make his flies.

His collection of materials, which has been growing since he tied his first fly in 1949, includes plumage and hair from squirrels, beaver,



Applying his expertise to a Grey Ghost, the fly-tier uses a whip finisher and black thread to build up the head of another very popular bite-getter.

monkeys, ducks, geese, turkeys, muskrat, moose, deer, badger, crows, goats, ostriches, emus, peacocks, chickens, and the African maribou.

The Rooster Must Be 4

"There's more to this business than meets the eye," said the pensioner with a broad wink. "Having the right size and color of feather for a dry fly hackle is just not enough, it has to come from the neck of a four-year-old rooster — any younger and the bait will sink."

Carpentry was Alex's pastime

Garson Bowlers Even Do Well in the Dark



THE LIGHTS WENT OUT for an hour just when the dancing started at the Garson mine bowling banquet, but with one candle to guard the cash box, and the orchestra playing by instinct, everybody somehow seemed to manage pretty well in the darkness and the evening as a whole was voted the best in 10 years. Two of the trophy-winning teams are shown above: (left) the men's league champs, Mike Presniak, Frank Burton and Charlie Burton seated, and Dick Caron, Tauno Perala, John Chokan; (right), the runners-up, Jim Pettigrew, Vic Palomaki and Brian Letho seated, and Doug Morrison, Arnie Rollins, Brian Pettigrew.



HELD AT THE CLUB ALLEGRI, Coniston, the Garson bowling windup drew a big, happy crowd. Employees club president Tom Scanlon chaired the proceedings. Trophy teams in the ladies' section included the above: (left) the playoff champs, Verlie Marin, Hilda Ashick and Elizabeth Lye seated, and Anita Morrow, Pat Hughes, Lois Ferrigan Jr.; (right) first place winners in the league schedule were Simone Hughes and Lucie Collison seated, and Gladys Pilatzke, Lois Ferrigan Sr., Anita Lebrun.



THESE WERE TOP TEAMS in the mixed bowling section: (left), the league and playoff champs, Donna and Wilmer Bittburner, Eunice and Allan Howard, Renee and Ray Joly; (right) Kathy Cull, John and Simone Hughes, Joe Cull, and (not shown) Bill and Lil LaPierre, consolation winners. Tauno Perala came up with the high average in the men's section, 261, and Donna Bittburner, the best for the ladies, 227; they also rolled the high triples in the mixed, 944 and 892. Season's high singles in the mixed were rolled by Joe Collison, 391, and Bertha Perala, 388.

before he switched to flies. "I wasn't very popular with the wife because of the dust I kicked up around the house," he said, "so I switched to a cleaner and quieter hobby."

Owner of a book that contains the descriptions of no less than 2,200 different types of wet and

dry flies, Alex is never at a loss for a change of pace.

The "complete angler", he also makes and repairs fishing rods; he estimates that he has produced about 80 of his own design.

For a fisherman who caught his first trout on an old boot lace and a bent pin when he was in his

mid-twenties, Alex has come a long way. As long as there are speckles and rainbows in the sparkling creeks around Levack he'll be content.

"One of these days I'm going to tie a super-fly that no trout can resist," he promised. "Then I'll really have it made."



At the Sudbury Yacht Club ramp, George McCrae (centre) assists during the initial launching of Ross Morrison's Moth. The two dockside superintendents are sons William McCrae and Don Morrison.

Another Breed of Yacht on Ramsay

A new breed of yacht has been added to the colorful and picturesque fleet that silently skim the waters of Sudbury's Lake Ramsay — it's a single-sail, cat-rigged Moth class boat, one of two that Incoites Ross Morrison and George McCrae, working as a team, produced in their Lively garages during the past winter months.

"I've been looking for a sporty car-topper like this one for a good many years," said Ross the yachtsman. "It's also very economical," added Ross the Scot.

Eleven feet long, and sporting 80 square feet of sail, the craft's materials, stainless steel fittings, and rigging cost close to \$250. Construction required around 140 hours.

George described the boat as "a

very sporty and sensitive lady that can be a real handful in a hard blow. She's ideal for training newcomers to the game — if they can master this one they'll be able to sail most anything."

With a take-off akin to a scared rabbit, the boat is capable of stepping along on its plywood planing hull at a brisk 15 knots, and because of its challenge and its portability has become a firm favorite with the younger set in southern Ontario.

Built-in flotation chambers make the lively vessel virtually unsinkable and quite amenable to self rescue — which is another way of saying that with this flitty you'll probably get dunked quite often but rarely be unable to sail homeward out of the sunset.

Inco Platinum Medal Won by L. T. Postle



L. T. Postle, president, Gronby Mining Company Limited, Vancouver, B.C., (right) receives the Inco platinum medal for 1970 from the C.I.M.'s outgoing president, Dr. J. M. Harrison.

The presentation was made to Mr. Postle at the 72nd annual general meeting of the Canadian Institute of Mining and Metallurgy in Toronto. "In recognition of his long mining experience and the excellent record he established for low cost mining at many

important Canadian mining operations and further for his keen interest in the affairs of the Institute at its branches in Kirkland Lake, Horicon and Vancouver. Mr. Postle's career in Canadian mining commenced at Lake Shore Gold Mines, Kirkland Lake, in 1929, immediately following his graduation from Ohio State University.

Appointments Made For Southwest Pacific

The naming of executives to fill exploration, financial and technical posts of International Nickel Australia Limited and P.T. International Nickel Indonesia has been announced by Inco president A. P. Gagnebin.

David J. Straw has been named vice president, exploration, of International Nickel Australia Limited and general manager, exploration, P.T. International Nickel Indonesia. Peter W. de Salis has been

named manager, finance, and Clifford H. Frame, manager, technical, of both subsidiaries. All will be located in Sydney.

Mr. Straw, a McGill graduate, and Mr. de Salis joined the Company in Australia in 1967. Mr. Frame was first associated with International Nickel from 1960 through 1966 at the Company's Thompson operations in Manitoba, where he became chief mines planning engineer. He rejoined the Company in 1969 as manager, technical, of the Australian subsidiary. He is an applied science graduate of the University of British Columbia.



A long-time member of the Copper Cliff High School staff, Miss Gertrude Wilson made the presentation to Mr. and Mrs. Harrington of a color television set on behalf of the large gathering and many former students who sent regrets of being unable to attend.

Retiring Principal Warmly Praised

More than 400 attended the send-off for W. H. Harrington as he stepped into retirement after 33 years on the staff of Copper Cliff High School, 27 of them as principal.

School graduates came from widely distant points to honor the popular principal — Nino Giardini from Toronto for example, Jim Gordon from Toronto, Elaine Pikkusaari from Montreal, Henry Minsky from Winnipeg. About one third of the gathering consisted of former students.

Mayor R. G. Dow and Inco vice-president J. A. Pigott were among the speakers who expressed the community's appreciation to Mr. Harrington as a teacher and for his wise and efficient administration of the high school, which maintains the highest percentage for Ontario of students continuing on to university. Many have had brilliant scholastic careers. The school also has an outstanding record in team athletics.

When Bill Harrington arrived at the newly built Copper Cliff high school from Amherstburg in 1937, there was a staff of five teachers and 150 students. In the interval

two wings have been added to the building, the larger in 1967 including a theatre-gymnasium. Enrolment has increased to 400 and the staff to 24.

A highlight of his career that gave him a deep feeling of satisfaction was the presence as speaker at last year's graduation exercises of Dr. John Coleman, president of Haverford College in Pennsylvania, who was a member of Mr. Harrington's first class in 1937.

An alumnus of the school, Wilf Digby, was chairman of the large committee that arranged the farewell banquet, which was held at the Caruso Club, Sudbury. Speaker of the evening was Geoffrey Wilkinson, a former member of the staff now principal of Lambton District High School at Dresden, and incoming president of the Ontario Secondary Schools Teachers Federation. His witty and thoughtful address took the form of a "trial" of the retiring principal which resulted in a verdict with which all present agreed heartily.

Mr. and Mrs. Harrington (the former Marguerite Baechler of Powassan) will reside in either Toronto or Peterborough. They have had a summer cottage in the Kawartha Lakes district for many years. Their daughter attends Queen's University, her father's alma mater.



MATILDA TROPHY winners (left), Ruth Mornan (skip), Janet Biando, Linda Bujold and (not shown) Dot Buckingham; PALUMBO TROPHY winners (centre), Camille Shailer (skip), Betty Cameron, Ann MacLean and (not shown) Ida Ryter; GIANNINI TROPHY winners (right), Jean Beaudry (skip), Janet Biando, Norie Kehler and (not shown) Joy Bell.

Curling Trophies To Levack Ladies

With next-fall plans for a membership drive and an increase in ice time, Levack Ladies' Curling Club wrote finis to an enthusiastic season at their annual banquet and prize presentations in the Levack-Onaping Legion hall. There was an excellent turnout of members, who were later joined by their guests to wind up the evening with a dance.

A popular innovation in the club's schedule was a novelty draw which involved rotation of positions on the participating rinks after each end in a game. Overall winners of the afternoon draw were Pearl Moir, Helen Corkal, Vera Larsen and Marie Roy; victors in the evening draw were Mildred McGowan, Betty Quesnel, Rae Crepeau and Alvin Smith.

Club executive for the season was: president, Pearl Moir; 1st vice-president, Ruth Mornan; 2nd vice-president, Dora Jessop; corresponding secretary, Betty Quesnel; recording secretary, Jan Biando. A new executive will take over in November.



SHIELDS TROPHY winners (left), Noella Winn (skip), Helen Kean, Edith Moss, Vi Obumsawin; LEVACK DAIRY TROPHY winners (right), Joann Pettit receives the trophy from president Pearl Moir; team members were Barb Kaitola, Joan Toppi, Jean Perrin. McNAMARA TROPHY winners were Janet Biando (skip), Vi Obumsawin, Betty Quesnel, Carolyn Isherwood.



ENDLEMAN TROPHY winners (left), Ruth Mornan (skip), Bea Purvis, Theresa Ayotte, Herbena Chapman; DELL-ANNA TROPHY winners (right), Irene Heacock (skip), Ann Rigg, Theresa Ayotte, Shirley Rowe.

Canada's Pavilion

(Continued from Page 4)

green outdoor pond, with 33,000 mirrors around its sloping walls.

New York Times critic John Canaday called it "far and away the most successful of the national pavilions." Until he'd seen it, he said, he "had never really thought of Canada as a marvellous country. Admirable and all that, but a bit dull. I don't feel that way any more."

When the gates ring open each morning at 9, armies of Japanese spill into the 815-acre bowl of Expo 70 and race to see two things: the American moon rock, and the Canadian pavilion. The second is a lot more fun.

It is even, surprisingly, more popular. In fact, says Canadian Commissioner General Patrick Reid, it's the most popular place at the fair. "We're putting more people through than anyone else. It's a hit; there's no doubt about it."

Japanese Press Ecstatic

Japanese newspapers and mag-

azines have been lavish in praise of the Canadian pavilion. Here are some of their comments:

"Canadian pavilion is best at Expo. Mirror-clad building and light-hearted exhibits convey relaxed, human touch which is simply wonderful." — Shukan Gendai.

"RCMP of Canadian pavilion are tremendous hit with all children. . . . Visitors experience special feeling of warmth and friendliness when they enter pavilion's courtyard." — Sports Nippon.

"Main entrance of Canadian pavilion with RCMP is probably most photographed scene on Expo site." — Chigoku Shimbun.

"Canadian exhibits are fantastic

and building itself is very beautiful." — Shonen.

"Canadian pavilion is alive with youthful vitality." — Kyoto Shimbun.

"Charm and courtesy of Canadian hosts and hostesses are impressive. They really seem to enjoy their work and have helped to make Canadian pavilion one of the major attractions at Expo." — Fukunichi Shimbun.

It is expected that 50 million admissions will be recorded when Expo 70 closes down September 13.

"Oh dear," the lovely young wife sighed, "I've missed you so much." Then she raised her revolver and fired again.

Royalty at Thompson

Thompson, hub of Inco's Manitoba division, will be distinguished by a visit from Her Majesty the Queen, Prince Philip, Prince Charles and Princess Anne on June 10, in the course of the royal tour to honor Manitoba's 100 years in Confederation.

When they visit the Inco operations, where a special display is being arranged, it will be the third time that the Company has enjoyed the distinction of hosting royalty. The Queen and Prince Philip made a trip underground at Frood mine in 1959, as did Her Majesty's father and mother, King George and Queen Elizabeth, in 1939.

Appointments

Appointments have been announced as follows:

ONTARIO DIVISION

By D. A. Fraser, assistant general manager (administration):

K. J. Fyall, community relations officer, public affairs department.

By G. R. Green, assistant general manager (mining):

R. J. Ludgate, mine superintendent, Copper Cliff South mine;

W. J. Taylor, superintendent of drilling;

D. Reynolds, assistant superintendent, Clarabelle No. 1 and No. 2 pits.

K. J. FYALL

Ken Fyall joined International Nickel at Toronto in 1961 and moved to Copper Cliff the following year. Most recently he was personnel officer at the Copper Cliff smelter.

He is a member of the board of directors of the Sudbury YMCA and the Sudbury executive of the Canadian Cancer Society and has been prominent in other community activities. He is a member of the Tourist Committee of the Sudbury & District Chamber of Commerce.

A native of Toronto, he was educated at Parkdale Collegiate and Ryerson Institute.

He was married in 1956 to June Paddy Robinson; he has two children and resides in Copper Cliff.

R. J. LUDGATE

Prior to his new appointment, Bob Ludgate was superintendent of drilling in the mines department at Copper Cliff. A summary of his 22-year career with Inco was published in our issue of January, 1970. A graduate in mining engineering of Queen's University, he started with the Company at Levack mine.

R. J. Ludgate

he started with the Company at Levack mine.

W. J. TAYLOR

Employed at Frood and Creighton mines during his student vacations, Bill Taylor joined the Company immediately following his graduation from the University of Toronto in 1939 with a bachelor of science degree in mining. He was born in Toronto.

Following underground and efficiency department experience at Frood and Levack, he was transferred in 1945 to the mines department at Copper Cliff, where in 1949 he became mines research engineer and later chief of the mines research section.

He has co-authored several technical papers and articles on Inco shaft-sinking and underground mining methods, and has served as technical director of mining films produced for the Company.

His marriage to Ruth Ann Davey took place at Sudbury in 1943. He has four children.

His chief diversion is his summer camp on French River. He is a past curling club president.

DOUGLAS REYNOLDS

Doug Reynolds got his initiation in mining at the Argosy gold mine,

north of Sioux Lookout, at the age of 17. He later worked for the Great Lakes Power Company. He was born at Sault Ste. Marie but received his primary and secondary school education at Walford.

Starting with International Nickel at the new Frood open pit in 1939, he transferred to underground operations at Garson. A divisional foreman when he moved over to Stobie from Frood in 1951, he was at Levack for a year, and was stationed at Creighton when he became a general foreman in 1965.

He was married at Sudbury in 1941 to Marilda Dagenais, and has four children.

He has had a summer camp at Lake Wanapitae for 15 years, and enjoys hunting, snowshoeing, and cross-country skiing.

D. Reynolds



Captains of the championship teams in the Levack house league, with their trophies, are Shawn Kiernan, Detroit squirts, Mark Taylor, Detroit atoms, Terry Hamilton, peewee orange squad, and Bennie Coggins, bantam reds. Standing left to right are association president Karlo Bubalo, vice-president Ron Corelli, Doug Chiasson, coach of the winning peewees, and Dick Coggins, coach of the bantam reds. Missing are coaches Pete Spilchen of the squirts and Daryl Churchill of the atoms.

On the right are the all-star captains and their respective coaches. Seated left to right are Perry Cuomo of the atoms, Tony Cuomo of the peewees and John Mallek of the bantams. Standing left to right are Doug Chiasson, Ron Corelli and Dan Kelly, the three victorious coaches.



Levack Minor Hockey Acclaims Champions

For a town of 3,000, Levack takes a back seat to none in minor hockey development. This past season 180 boys from 5 to 16 played on 16 house league and four all-star teams.

The all-star teams, playing in outside competition, brought back many honors to their home town: the atoms won the NOPHA Nickel District and Northern Ontario trophies, and the peewees the Nickel District league championship as well as the Noranda Kiwanis tournament for the third straight year. The bantams won the Nickel District trophy, and placed first in their division at the big Georgetown tournament, with James Nerpin being named most gentlemanly player in the tourney.

At their annual banquet, 180 boys sat down with 20 of the association's various officials to a delicious roast beef dinner served by the hockey mothers under the direction of Noella Winn.

This year's executive consisted of president Karlo Bubalo, 1st vice-president Ron Corelli, 2nd vice-president Dick Coggins and secretary Terry Hamilton. Bill Hannan was the referee-in-chief.

TWO CHANCES

If you are careless, you have two chances—

One of having an accident and one of not.

If you have an accident, you have two chances—

One of being injured and one of not.

If you are injured, you have two chances—

One of dying and one of not.

And if you die . . . well, you still have two chances—

But why be careless in the first place?

Copper Refinery's Spring Dance Biggest Ever



The end of the long hard winter must have put the members of the Copper Refinery Athletic Association in a dancing mood; over 250 couples, the largest turnout ever, attended the association's annual spring dance organized by Bud Eles with the help of Andy Martin. Staged at the Sorrento Motor Hotel, the happy event wound up with a pizza luncheon.

Shown clockwise at end of the tables, starting from bottom left are: Dorothy and Bill MacDonald, Jean Molyneux, Roy and Jean Miller,

Anne and Walter Crumb and Laurie and Diane Dupuis. It was a special celebration for Jean Miller — her birthday.

Inco Mixed League Had Fine Season



A bunch of great people, full of fun and friendliness, the Inco mixed bowling league had their usual enjoyable banquet, prize presentations and dance at the Knights of Columbus Hall, with almost 100 in attendance. Ron Tennant was the smooth master of ceremonies. Shown above (left) are the



league champs, winners of the Stan Dobson trophy, presented by Stan himself: Rae and Ron Armstrong, Shirley (captain) and Eddy Burton, Joyce (hard-working league secretary) and Eddie Landry, Vi and Guy Lepage. On the right are the B division playoff winners of the Norm Creet trophy, presented by Arnold Bennett: Eileen and Walter (captain) Hope, Bunny Jennings and Marty Johnson, Sylvia and Ace Hiltz, Debbie Kurlicki and Carl Dewar.

Swept Five Awards In Graduation Year

An Inco scholarship winner at Copper Cliff High School in 1966, Douglas Pritchard scored a "grand slam" of five awards at the recent graduation ceremonies at Queen's University.

Graduating with first class honors in chemical engineering, he won the Governor General's medal for the highest standing throughout his program, and the Professional Engineers' gold medal for the highest standing in his final year, in which he earned an average of 92%.

He was also awarded the chemical engineering department medal for the highest standing in his third and fourth years, the E. T. Sterne prize for highest aggregate standing in chemical engineering throughout his undergraduate years, and the Golden Key of Merit given by the Canadian section of the Society of Chemical Industry.

Wins Research Fellowship

Topping off his brilliant record was the award of a National Research Council fellowship, on which Doug will continue his chemical engineering studies at Queen's.

He is employed this summer at the Inco research complex at Port Colborne.

He is the son of Mr. and Mrs. C. O. Pritchard, formerly of Copper Cliff and now residing in Toronto; his father is manager of field exploration, North America, in Inco's exploration department.

Another former Inco scholarship winner (1967), Jane Luck, daughter of Mr. and Mrs. M. A. Luck of Copper Cliff, whose father is assistant to the manager at the copper refinery, became Doug's bride in a ceremony at Copper Cliff on June 13. She has completed her first year in medicine at the University of Western Ontario.

Take away laundry and headaches, and the television industry would be practically bankrupt.

Inco Fellowship For Sudbury Man

Fourteen postgraduate research fellowships in science and engineering have been awarded to students at Canadian universities for the 1970-71 academic year by The International Nickel Company of Canada, Limited. Eight are new fellowships and six are renewals of previous awards. Each is valued at \$4,500 annually.



Ronald A. Zelonka of Sudbury, attending Queen's University, is one of the new fellowship winners. He is the son of the late Jack Zelonka, who was employed in the crushing plant at Copper Cliff until his death in 1962. His mother resides at 889 Martindale Road.

Eldred Dickie presented his trophy to the A division playoff winners: Lee and John Thompson, Lou (captain) and Ray Fraser, Ingrid and Stan Dobson. The league's high team single, 1,483, and high team triple, 4,101, were both rolled by the Guilbeau lineup; Ray Guilbeau had the high average for men, 216, and Ingrid Dobson was tops for the ladies with a single of 218 and a triple of 781. Best ladies' single was Bunny Jennings' 345, while John Luptak rolled the top men's single, 353, and triple, 850.



Levack Huskies Again Northern Ontario B Champs



Better late than never is this salute to Levack Huskies, who for the second year in succession triumphed over the powerful Sault Ste. Marie Comets in the playoff finals to win the NOHA intermediate "B" hockey championship. Efforts to arrange an all-Ontario playoff with the reluctant

South again proved futile.

Managed and coached by the irrepressible Bob Parker, the Huskies gave Levack fans another fine season of entertainment on the way to their second NOHA title.

Above is the victorious lineup: front, Jack Kosmerly, Delmar McKee, Ron

Corelli; middle, Pat Tremblay, Ray Parker (captain), George Mohr, Doug Parenteau; back, Bob Parker, (manager-coach), Dennis McKee, Jim Spicer, Ken McKee, George Leclair, Steve Doyle, Ray Simard, Ted Atkinson (trainer); not shown, Rolly Roque, Mike Callaghan, Frank St. Amant.

"THE LADIES — GOD BLESS 'EM!"

"I am pleased to note that your husband will be one of the 196 new members who will be honored on his completion of 25 years of service with our Company.

"A quarter century of continuous working relationship between a man and his Company is a special achievement, bespeaking mutual respect, stability and security. We are proud that over 5,000 International Nickel employees have been with the Company for 25 years or more, and we are constantly aware of the contribution made by 'the other half of the team' — the wives of Inco men — in establishing this high percentage.

"Would you please accept the flowers which accompany this letter as an expression of International Nickel's appreciation for your help and interest over the years in building your husband's fine record of service."

With these words vice-president J. A. Pigott, general manager of the Ontario division, sent his personal thanks and best wishes to the wives of the new members of the Quarter Century Club in the Sudbury area, along with a dozen red roses.

Almost 200 dozen flowers were delivered by special messengers and received with expressions of pleasure and delight such as those in the accompanying quotations. The ladies have also received photographic prints, in mounts bearing the Quarter Century Club crest, of the pictures of their husbands appearing in the May issue of the Triangle.



Mrs. Hazel Lampinen couldn't have received a gift that pleased her more: "To me roses are more beautiful than anything." Her husband, Oiva Lampinen, is a maintenance foreman at Stobie.



Admiring her roses, Mrs. Josephine Scagnetti expressed her thanks to Mr. Pigott. "It is an extremely kind and thoughtful gesture," she said. Her husband Dominic works at the copper refinery.



"Sending these roses is truly a lovely way of saying thank you," remarked Daisy Smith, wife of Creighton rigger Stan Smith.

The warm Irish smile in our COVER PICTURE belongs to Mickey Merriam, who often receives bouquets — both verbal and floral — for her work as director of Theatre Sudbury. Her husband, Gordon, is Ontario division superintendent of the mines exploration department.

"A very appropriate gift for me," said Mrs. Katarincic with a big smile, "my first name is Rose." Her husband, Paul Katarincic, is a first-class maintenance mechanic at Murray.



Mrs. Anne Rayner's roses were the first to have come her way without an accompanying addition to the family. "This is my ninth bouquet, and they're beautiful," she said. She is the wife of Copper Cliff mill filterman George Rayner.



"They're so welcome," said Mrs. Gabrielle Desloges, wife of Coniston smelter maintenance mechanic Cyril Desloges. "I'm sure all the wives must be pleased to be honored along with their husbands."



"They're so lovely. I wish this could happen once a week," said Mary Jane Ricard, wife of Levack miner Maurice Ricard. How about that, Maurice?



"A Brand New Ball Game"

Vice-President Pigott Tells It As It Is to Inco Veterans

"On this occasion we pay tribute to loyal and experienced employees of past and present, because you men have been the backbone of our operations. The knowledge and understanding that you have imparted to the more junior men can't be replaced by textbook methods. Even in this age of new skills and rapidly expanding technology, experience is still the best teacher."

With this salute vice-president J. A. Pigott, Ontario divisional general manager, prefaced a major address to the "coming of age" banquet of the Sudbury district chapter of the Inco Quarter Century Club, which held its 21st general meeting at Sudbury Arena on June 11. Early meetings of the chapter, which was originally established in 1929, were attended only by the incoming new members.

A long line of 196 new members of the club filed forward to receive their gold 25-year badges from senior executive vice-president James C. Parlee, who was assisted in greeting them by executive vice-president P. Foster Todd and Mr. Pigott. The new members were given a standing ovation by the club.

In his thoughtful address vice-president Pigott dealt frankly and

at length with the relations between Inco and its employees. "I hope the experience of last year's strike has taught us all a valuable lesson," he said. The strike was a legitimate and sometimes essential bargaining weapon, but under today's economic conditions the bad effects of a strike action sometimes outweighed the good, lost wages tending to wipe out gains achieved over the bargaining table.

Despite substantial wage and fringe benefits established last Fall, "I think we all know of families who are still feeling the pinch because of the severe strain on their credit and savings." The Company too had suffered economically, despite its strong economic base. "A company's ability to expand and re-invest is of major importance to the community it serves and the people it employs."

"I would like to offer some thoughts tonight about last year's drawn-out contract negotiations between Inco and Steel," vice-president Pigott continued.

Must Improve Dialogue

"A reassessment of bargaining positions is long overdue. It's time that labor and management began working together, rather than trying to wear each other down. After all, bargaining is a two-way street, and both sides have equal responsibility to seek an intelligent, realistic settlement."

To improve the dialogue between company and union, on a day-to-day basis, Inco is introducing an extensive industrial relations training program among management and supervisory staff with the aim of improving communications with the employees and having prob-

(Continued on Page 21)



New member Sam Toivola of Garson mine is congratulated by senior executive vice-president J. C. Parlee. At right, Harold Hartry of Creighton mine is welcomed to the QC Club by vice-president Pigott. ABOVE: Bill Ranta exchanges a joke with Mr. Parlee about old Copper Cliff days.



Only new lady member was Dorothy Purvis, executive receptionist at Copper Cliff, shown happily receiving congratulations.



J. A. Pigott delivered the main address of the evening.

F. Foster Todd brought greetings from other chapters.



D. A. Fraser toasted pensioners; seated is James C. Parlee.



R. G. Dow, Quarter Century Club secretary, was the emcee.



F. R. Matte spoke on behalf of the Company's pensioners.





With the Triangle Cameras
**At the 21st Annual
 Quarter Century
 Club Banquet**

Sudbury Arena, June 10



More Views As 25-Year Veterans Join Exclusive Inco Service Club



1. DON ELLIOTT of the iron ore plant receives his gold badge. 2. Bert Mallette of Levack mine is the smiling new member welcomed here. 3. Mr. Parlee looks over his specs to exchange a joke with Vic Chretien, one of the new Creighton mine members; next in line is Charlie Robidoux, also of Creighton.



TWO STOBIE MINERS, John Borkovich and Oiva Lampinen, unfortunately have their backs to the camera in this view of the QC gold badge parade. Others who shared a similar photographic fate were Leo Paquette and Rene Desloges of Frood mine.

Eddie Young marches on like a new full-fledged member, while Ernie Belanger gets a welcoming handshake from Mr. Parlee; both are from the Copper Cliff plant.



Roger Lecompte of Copper Cliff, followed by Dominic Scagnetti and Owen O'Neill of the copper refinery, step forward to join the exclusive Inco service club.



AMONG THE HEAD TABLE GUESTS were R. R. Saddington, assistant to the general manager; G. R. Green, assistant general manager (mining); and G. O. Machum, assistant general manager (processing) chatting with executive vice-president Todd.

At Sudbury and Levack

Musical Salute to Spring

The annual blossoming of the Sudbury area's rich growth of young musical talent heralded Spring during the course of those two long-established productions, the 25th Kiwanis Festival and the 11th Onaping-Levack Festival.

During the week-long Kiwanis event thousands of contestants were involved in 1,150 entries, and were judged by four highly qualified adjudicators, Eric S. Lewis and William Pengelly of Canada and Harold Dexter and Michael McGuffin of England. Twenty-three scholarships valued at \$2,150 were awarded.

The High-Lites concert climaxing the festival was presented to a capacity audience in the Sudbury High School auditorium. The program, emceed by Inco pensioner Jack Latreille, included 16 outstanding performances representing all phases of musical development.

Congratulations for the highly successful venture go to the Sudbury and Lockerby Kiwanis Clubs and to the Sudbury branch of the Ontario Registered Music Teachers Association, under whose joint auspices the festival is staged.

Tireless festival organizers included co-chairman Mike Martin and Warren Leitch, secretary Mrs. Eleanor Marzetti, music teachers' president Mrs. Bette Leake, along with Mrs. Edith Foote, Mrs. Betty Boyd, Bernice Mascecar, and many other enthusiastic helpers.

Sponsored by the Lions Club, the Onaping-Levack Music Festival with 220 entries filled two days with fine musical endeavor and hosted 220 entries. It was adjudicated by Lorne Willits of Listowel, Ontario, who registered surprise and delight at the program's high proportion of young instrumental groups.

The cultural happening wound up with a brilliant Hi-Lites concert at the Levack Employees Club, where an appreciative audience was treated to a 15-item program. Jim McCoy was master of ceremonies.

Mrs. Kaileen Crichton headed the live-wire festival committee which included Mrs. Sheila Sorensen, Mrs. Barbara van Raadschooven, Mrs. Vera Terry, Mrs. Harriet Chmara and other willing volunteers.



At the Sudbury festival concert, this beautifully trained bilingual school choir represented grades 6, 7, and 8 at St. Antoine Separate School in Noelville. The conductor was Sister Cecile Dandeneau.



For his brilliant performance at the Sudbury festival, oboe soloist Nigel Robbins won the \$250 Inco scholarship, presented by public affairs director Robert Hamer. Right, at Levack, highly talented pianist Marc Rajotte receives the



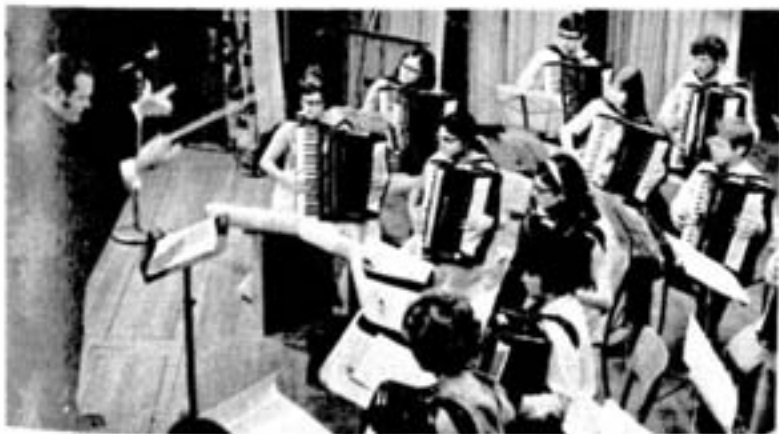
Inco scholarship from assistant mine superintendent Grant Bertim.



Elegantly gowned in varying pastel shades, the highly popular Sudbury Young Ladies' Choir made a great hit. Here the conductor, Mrs. Louise Innes, and members Donna Brault and Sharon Timmers check the concert program.



Left, Mona Jaworski and Ronald Mayer make mellow music during a recorder duet at Levack. Right, Jean Marc Labelle in Sudbury during his vocal solo rendition of "Le Grand Lustukru".



Under the baton of their dynamic leader Karl Pukara, a 19-piece accordion orchestra thrilled the Sudbury audience with a stirring selection entitled "Tchaikowsky Moods". The audience demanded an encore from this impressive group.

Awarded the highest mark for junior piano duet, Brenda Savage and Barbara Cretzman, both of Lively, received their award from Levack-Onaping Lions Club president Norman Gilje.



Ladies Divvy Up the Loot at Copper Cliff Banquets



LEGION EVENT: George Claire, president of Copper Cliff Legion, presents the trophy to Shirley Burns (skip), Vickie Jasjardins, Doreen Villeneuve, and Sandra MacMillan.



JESSUP EVENT: Janet Bruce presents the Bill Jessup trophy to Jean Merla (skip), Jan Noonan, Dorothy Dopson, and Florence Danley.



DARRACH EVENT: Norma Darrach presents the Darrach trophy to Myrle Allan (skip), Ruth Beaver, Madelaine King, Phyllis Danyliw.



CARLING EVENT: George De Felice presents the Carling trophy to Beatrice McDonagh (skip), Lil Williams, Aletha Bertuzzi, Phyllis Danyliw.

Membership Topped 100 Mark

Outgoing president Myrle Allan of the Copper Cliff Ladies' Curling Club saw the membership grow to 105 during her term of office. Reviewing the year's activities at the annual banquet and prize-giving held at the curling rink, she noted that 23 of the club's new members had never hefted a stone prior to this past season.

Some of the club's more experienced curlers went on to give a good account of their club in

various area playdowns: the Myrle Allan rink to the NOLCA playdowns at Copper Cliff, and the combined Rita Poirier and Betty Ripley rinks, who were runners-up at the Canadian ladies' district eliminations championship held in Sudbury.

The club's new executive is comprised of: Peg Dimmock, president; Doreen Buchanan, 1st vice-president; Ad Storey, 2nd vice-president; Jane Stevens, secretary; Betty Ripley, treasurer.



COLTS EVENT: Men's Curling Club president Bill Brown presents the Robert Brown trophy to Biddie News (skip), Aletha Bertuzzi, Phyllis Danyliw, Mary Clarke.



On the left are the winners of the Ernie St. Pierre trophy, Nari Smania (skip), Anita Leclair, Pat Agar, Colette Hickey. Centre are the club champions, winners of the Schenley trophy, Nancy White (skip), Nari Smania, Eleanor Hobden, Mary Sauriol. At the right are the Darrach trophy victors, Nari Smania (skip), Helen Smilanich, Linda Roy, Marlene Ferguson.

Victors in the Business Girls event were Ruth Gathercole (skip), Eleanor Hobden, Pat Agar; not shown, Ann Gower.



IN BUSINESS GIRLS' CLUB

Membership showed a slight drop from the previous year, but there was no ebb in enthusiasm in the Business Girls' Curling Club at Copper Cliff, and another very successful season was recorded under the presidency of Joyce Nelson. Trophies and prizes were presented at the annual banquet, held in the curling rink. As did Phyllis Danyliw in the Ladies' League results shown above, Nari Smania appeared on three winning rinks, two as skip. Mary Sauriol is the club's incoming president.

Inco's New Personnel Activities in Canada

- To Provide Employees with Training and Development Assistance
- To Enhance Opportunities for Advancement
- To Further the Principle of "Promotion from Within"

THE DEGREE of success achieved by International Nickel is very largely a direct reflection of the skills, abilities and attitudes exhibited by each of its more than 11,000 employees. Inco has, therefore, a direct business interest in providing these employees with training and development assistance that will encourage their best possible performance on present assignments as well as upgrade their capacity to perform future assignments requiring increased responsibility.

Employees at all levels also have a personal interest in their individual fulfillment. Most prefer jobs offering a satisfying career and opportunity for growth which will enable them to qualify for promotional and developmental position vacancies.

In the interest of furthering these mutual Company-Employee objectives, new personnel activities are continuously being developed.

The purpose of this article is to explain some of these major new functions, to focus attention on the new services that have been introduced for salaried employees in the area of training and development assistance, and to show how these programmes relate to the individual employee.

RESPONSIBILITY FOR THE DEVELOPMENT OF PEOPLE

The Canadian personnel department in Toronto and the division personnel groups have the joint responsibility for a host of inter-related training and development programs, each of which is specifically designed to contribute to the development of men within the Company or the human resources needed to satisfy, in turn, both current and future personnel requirements. Specific areas of responsibility entrusted to Personnel include organization planning, manpower planning, management development activities, training programs, supervisory and management recruitment and employment, salary administration and related matters.

In addition to embodying a concept which can be most helpful to International Nickel as a competitive enterprise, the idea of providing employees with training and development assistance emphasizes the importance of each individual and reflects the Company's genuine concern with, and sensitivity to, each aspect of human motivation as ambition, morale, personal satisfaction and a true feeling of individual fulfillment. In an ever broader sense, it offers a rewarding alternative to feelings of apathy and indifference found in many large organizations and depicts the notion that an employee is not another cog in a huge complex machine.

One of the key factors in implementing International Nickel's policy of "promotion from within" was the recent installation of a

computerized manpower inventory system.

MANPOWER INVENTORY PROVIDING FOUNDATION FOR FUTURE ADVANCEMENT

The system is designed to maintain current personnel data—education, work experience, assignment interests, languages, etc.—covering Inco personnel worldwide, in a central computer bank. This bank is available to all locations for assistance in making internal searches for candidates to fill immediate vacancies or new positions. It can also be utilized as a "skills" bank to determine available manpower for future expansions. In addition, it can be used in planning training and development programs to help out in world-wide recruiting activities and to provide accurate manpower planning statistics by location, job classification, years of service, etc.

Ultimately, all Inco salaried employees will be included in the manpower inventory system, but for the purpose of introducing the system, maintaining the initial work load and developing familiarity with its operations, it presently covers only salaried staff in managerial, supervisory, technical and professional classifications.

To insure that the information stored in the central computer bank is accurate and up to date, any revisions (additions, changes, deletions) are reported on a monthly basis by the various location personnel offices. Employees presently included in the system will be required to update their personal profile forms annually. Newly-hired salary staff will complete a profile form as part of their employment package.

PERFORMANCE APPRAISAL EVALUATING PERFORMANCE AND RECOGNIZING ACHIEVEMENT

Currently being introduced throughout the Company, the new performance appraisal system places special emphasis on an objective assessment of how well an individual is performing in his present assignment. By focusing attention on an employee's total performance and development, the system is custom-tailored to the individual being appraised, since it compares his actual job accomplishments with the results expected of him.

The performance appraisal system is administered by the location personnel offices. The system calls for a yearly performance appraisal of nearly all salaried staff during the month of the employee's birthday by the immediate supervisor, with review by the next highest level. This annual appraisal will be utilized:

1. To permit evaluation of individual employee performance as accurately as possible so that each employee can be made aware of his rate of progress and can be developed and ultimately employed as opportunities occur at the highest level his capabilities permit.
2. To assist managers and supervisors in setting objective individual performance requirements, and in periodically reviewing total job performance (as distinguished from day-to-day work).
3. To provide the "basis" for preparing individual performance improvement plans such as attendance or training programs, developmental job assignments, outside reading, etc.
4. To demonstrate that individual performance is recognized, and to stimulate and encourage employees to move toward continued improvement.

It is planned that an appropriate performance appraisal program will also be extended to other than managerial, supervisory, technical and professional people in the near future.

TRAINING

As part of each personnel department's continuing activities, a training database has been created for the training and development of managerial personnel at all levels.

Introductory and middle-management in-Company sessions are already in progress and executive training courses are in the process of being designed.

A central information and exis-

tion file covering courses and seminars offered by outside business associations, universities, etc., has been established and guidance is being provided at all locations regarding attendance by employees at such courses.

The first in a series of "train-the-trainers" conferences has also been held. This activity involves the most training supervisors who have been selected to coordinate and conduct training and development assistance programs at various Company locations.

T. L. J. (Nick) Carter at Thompson, Ian Payne at W. H. (W.H.) Dugby at Copper Cliff, John Zimmer at Port Colborne and R. J. (Russ) Bradley at Toronto Office and Sheridan Park, will administer the manpower inventory, performance appraisal, and supervisory training courses at their respective locations.

RECRUITMENT AND EMPLOYMENT

Ronald G. Lake, manager, recruiting and employment, is responsible for the development of plans and procedures to assist increased effectiveness in meeting Company-wide manpower needs. His principle objective is to insure that all locations are professionally and efficiently meeting their overall needs by successfully attracting outside candidates or, through internal search, utilizing the manpower inventory system, the proper selection and placement of Inco's human resources.

Mr. Lake's duties include coordination of college, technical and professional recruiting activities and providing guidance and assistance to individuals who are responsible for recruitment and employment.

ORGANIZATION PLANNING

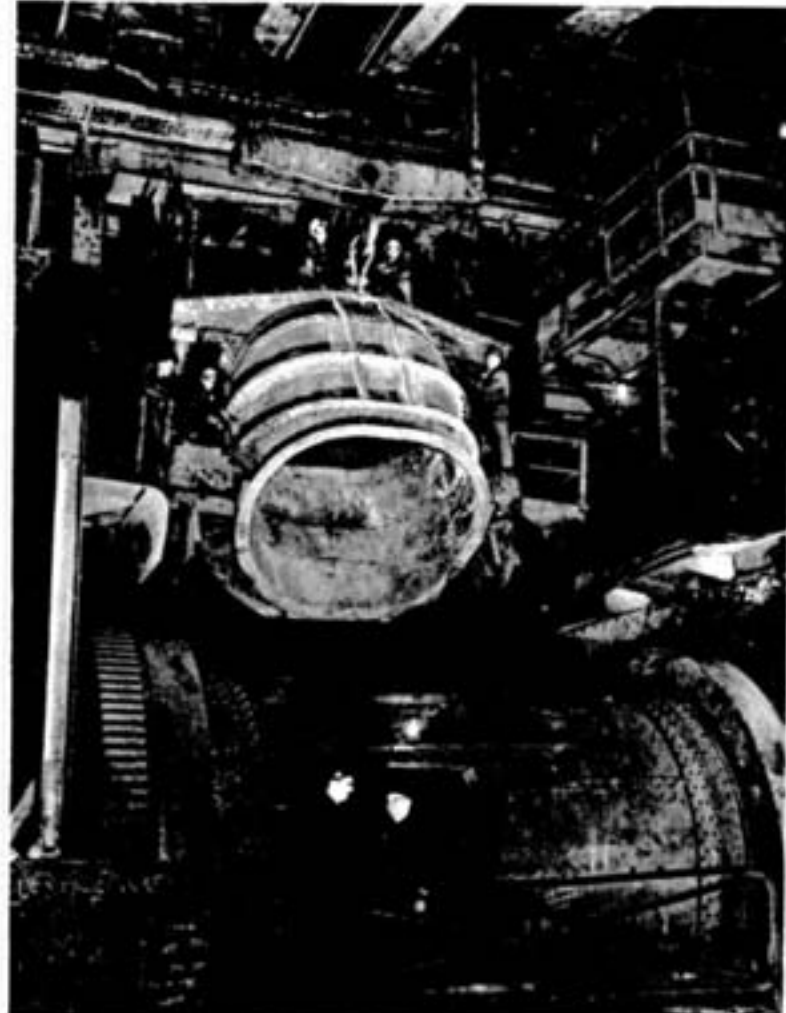
In the area of organization planning, Norman W. Hayman, manager, organization planning, has responsibility to assist management in implementing an effective and efficient organization structure throughout all Company units. His objective is to clarify individual position content, maximize delegation of authority, and increase meaningful individual responsibility.

PERSONNEL DEPARTMENTS

"To implement all of these programs and activities," says James A. Wallace, director of Personnel, Canada (Toronto), "requires that the personnel departments at each Company location be staffed by professionals who are dedicated to assisting management in attracting, developing and motivating people. We are actively working to strengthen these departments."

IMPORTANCE OF THE INDIVIDUAL

"Virtually everything that we've done or plan to do," says Mr. Wallace, "is directed toward emphasizing the importance of the individual. It is my hope that every employee who is afforded an opportunity to participate in one or more of the various programs, will accept the challenge to his individual sense of purpose, ability and creativity. The need for employee commitment is great. But the rewards in personal satisfaction as well as Company progress will be well worth the effort."



Fred Burchell, maintenance superintendent of the Copper Cliff plant, and Al Cameron, general superintendent, maintenance, review an organizational change.

The Staff Work of Planned Maintenance

One of the biggest maintenance organizations in the world, involving about 3,800 people, is required to keep the Company's facilities in the Sudbury district functioning efficiently.

This army, responsible for the servicing of a staggering variety and quantity of mining, metallurgical, and auxiliary equipment ranging all the way from 200-ton underground crushers to delicate electronic instruments and controls, is supported by a staff of, all told, 100 personnel.

It is this comparatively small but important staff that does the basic organizational work for the maintenance "line" groups comprised of superintendents, general foremen, foremen and craftsmen. There are 10 such "line" groups in the Sudbury area's Inco operations, each having its own supporting staff of a chief maintenance planner, zone planners, preventive maintenance co-ordinators, materials co-ordinators, schedulers and clerks. Size of the staff depends on the scope of the maintenance responsibilities of each group.

In addition, a staff group headed by the general superintendent, maintenance, and located in the general office, provides assistance in matters requiring a degree of uniformity throughout the district.

Behind the often spectacular achievements of the Inco line groups, which are justly famed in the mining industry for their ingenuity and resourcefulness, there is always that quietly invaluable staff work, which can be broadly divided into four functions:

Planning — detailed projection of manpower, materials, and special tools and equipment that will be required in all maintenance work, be it the complete rebuilding of a reverberatory furnace or a compara-

tively small job involving three or four man hours;

Preventive Maintenance — the organization and administration of programs designed to detect and rectify conditions in key equipment before serious trouble develops. The programs include inspections, servicing such as lubrication, and routine overhaul;

Materials — procurement, either from the warehouse, suppliers, or Inco shops of the parts and materials required for maintenance, and whenever possible, delivery to the job site before the work is started;

Scheduling — preparing in advance for each foreman and his crew a daily schedule of assignments involving preventive maintenance and repairs or installations. Only emergencies may disrupt these schedules.

In addition to the above traditional functions of the staff groups, each member through analysis of computer reports or other investigations, provides data which serve as bases for management decisions.

Organization of the planned maintenance system in the Company's Sudbury district operations was launched about three years ago to cope with the flood of new

(Continued on Page 24)

A Good Example of How the System Works

A routine refurbishing job on one of the big converters at Copper Cliff smelter is a good example of how planned maintenance holds "down time" to a minimum. All phases of the job are first studied by the zone planner, who receives the order from the operating department and estimates the time involved for each sequence, materials and manpower involved, and when they must be on hand to co-ordinate all the phases without delays. The maintenance planning office then arranges procurement and delivery of the required materials, and schedules the job, indicating the number of men in the various crafts involved.

Then the action starts. While the labor crew are cleaning out the old brick lining of the converter, and the carpenters and masons move in to install a new lining, the plate shop produces the new uptake flue shown in the picture being installed by the mechanics, and also makes new plates for burned sections of the shell. The electricians check and adjust the electric limit switches, the mechanics inspect the various driving mechanisms, a machinist measures tooth wear on the converter girth gear to assure it is within safe limits, and an instrument man calibrates the controls on oxygen-enriched air fed to the converter tuyeres.

As a result of all this efficient planning, scheduling and workmanship, the renewed converter is turned back to the operators with a minimum of delay.

Constantly Devising New Methods

The maintenance groups are constantly devising new methods to facilitate their multitude of functions. Here's an example, at Creighton mine. When the capacity of the ore skips to be used in the new No. 9 shaft was increased to hoist 16½ tons, the planned skip-changing arrangement had to be revised. Now, instead of the skip being pulled vertically from the shaft, and turned and lowered on to a truck for removal, the bottom will be drawn out of the compartment with an electric block while the top is lowered by the hoisting rope until the skip rests on a truck for removal through a new opening in the collarhouse. Picture shows chief maintenance planner Fern Roberts demonstrating a wooden mock-up of the new arrangement to area mines superintendent Bruce King (left) and maintenance superintendent Bert McAllister. The new method will save approximately four hours' time on each change.





Section of a Typical Maintenance Office

Picture shows part of the materials section of the maintenance planning office for the Copper Cliff plant. The neat, brightly lit accommodation is typical of maintenance planning offices provided for all mines and plants in the Sudbury area. Standing is Gerry Mahon, materials co-ordinator A, and the other personnel shown are Remo Canapini, George Joyce, Ray Cholette, materials co-ordinators, and Doug Elliott, Ted Latreille and Henry Boyd.

Checking Out Inspections

Gunther Jakelski, preventive maintenance co-ordinator for Murray, Copper Cliff North and Clara-belle, checks on a routine p.m. inspection; 1st-class fitter Bill Gibson is checking the brake on a swing motor in one of the big electric shovels at the open pit.



Arranging Co-ordination

Zone planner Ted Tuori discusses with Levack mill superintendent George Morrison the plans and procedures for a major repair necessitating co-ordination between maintenance and operations.



Who Must Be Where, When, and Why

Peter Semler, chief maintenance planner at Copper Cliff, discusses staff schedules with personnel assistant Bob McCleary. In background is the group's personnel scheduling board, which charts the allocation of staff and line supervision over a 15-week period.

Posting the Assignments

This view in the scheduling section of the Copper Cliff office shows Gene Bryan, Paul Merrifield, Gus Giroux, and Jack Musico. This section turns out a daily schedule of assignments for each foreman in the plant.



Preventive Maintenance

Ross Moir, chief maintenance planner for Garson-Kirkwood mines, and Frank Horsfall, preventive maintenance co-ordinator, are shown developing a preventive maintenance program for a compressor of new design, recently installed at Garson mine.



The victorious captains and coaches in Coniston's minor hockey organization during the past season: seated with their trophies, Michael Jean of the Montreal atoms, Norm Lalonde of the Tiger bantams, and Jacques Cormier of the Minnesota peewees; standing are coaches Sylvio Jean, Mel Bray, and Joe Lalonde.



230 at Coniston's Dad-Lad Banquet

Prospects for a new covered community rink next winter added a high note of enthusiasm to the "Dads & Lads" banquet held at the Club Allegri to polish off a very successful season for the Coniston Minor Hockey League. The event drew 165 fathers and some 215 boys.

League organizer Jim Evershed felt that the outstanding season was largely due to more fathers

bringing their boys out to play, good coaching, and organizational help from Sylvio Jean and Bob Henderson.

Coach Jack Porter of Laurentian hockey Voyageurs was guest speaker at the banquet, and stressed the importance of a proper balance between sport and education.

As part of its overall financial support of the league, Coniston Athletic Association presented individual trophies to the scoring champions of the various divisions. Every boy participating in the busy schedule received a Town of Coniston jacket crest.

Creighton Stands Tall in Minor Hockey

With a total head count of 1,500, Creighton Mine community isn't that big, but as far as organized minor hockey is concerned it stands pretty tall.

Always a bang-up affair, the annual wind-up banquet held in the Creighton Employees' Club attracted more than 200 players, parents and organizers of the town's minor hockey league, who enjoyed a delicious dinner convened by Mrs. Ida Groulx and provided by the mothers, sisters, aunts, and other feminine admirers of the young hockey hounds.

The meal was followed by rousing pep-talks from Creighton area super-intendents Bruce King and CKSO guest personalities Cap. Joe Cook, Eric Webb and Michael Connor. Saul Sherbanuk did his usual first-class job as master of ceremonies.

A pre-banquet-day celebration took place at the Creighton restaurant when Stan Fera went out on a limb and treated the two house league finalist teams to all the pop and hot dogs they could consume.

In the back row of the accompanying picture are peewee coach Gene Roy, Toronto coach John Zadarozniak, Chicago coach Eldon Munroe, fire-ball hockey convener Joe Glibe, and bantam coach Peter Trait. Kneeling centre are Craig Loupelle and Wayne Lucky, captains of the peewee and bantam teams that won the C category trophies in the Nickel Rim league against Azilda, Chelmsford, Dawling and Onaping. In the foreground are Frankie Glibe, winner of the J. A. Pigott trophy as atom league high scorer and captain of first-place winners Toronto; Philip Munroe with the Stanley Cup as captain of Chicago, the atom playoff champs, and Norman Groulx who won the Ben Elmond trophy for the second year in a row as top house league goalie.



Everyone Wins in Creighton Teenage Bowling

The team that came out on top of the heap in the season's play in the teenage bowling league at the Creighton Employees Club, these are the proud Magnificent Seven with their trophies: standing, Rena Kasepчук, captain Gilbert Joly, Audrey Jamieson and Theresa Seguin; kneeling, Pat Peters, Bill Peacock, and Alfred Semenluk.



Organized annually by club supervisor Erminio Cozzarini, the teenage bowling league at Creighton Employees Club was enjoyed to the screaming hilt by 56 young people who came up with some original names for their eight teams — Roadrunners, Kingpins, Funseekers, Magnificent Seven, Original Cast, Fighters, Hotspots and Movers.

The Magnificent Seven came in as first place winners; playoff champs were Movers with captain Myles Britton, Martin Shea, Michael Lebreton, Michael Leblanc, Theresa Groulx, Marion Zadarozniak and Susan Jennings.

Consolation playoff champs were the Hotspots with captain Wally Cassell, Michael Pierini, Brian Peters, Maureen Quinn, Claire St. Martin, Sandra Maloney and Brian Dixon.

Individual awards for points scored during the championship series went to high-five winners Wayne Prowse (884) and Kathy

Bruce (866). High single winners were Michael Leblanc (274) and Karen Girard (220).

Individual awards for points scored during the consolation series went to high-five winners Brian Outjahr (1032), and Claire St. Martin (977), and to high single winners Wally Cassell (260) and Marie Vigneault (209).

In regular league play high averages were rolled by Ricky Blum (198) and Claire St. Martin (191), high singles by Bill Peacock (339) and Candice Wellings (321) and high doubles by Myles Britton (550) and Brenda Blum (511).

In the Creighton league everybody wins something. Those who didn't get a trophy wound up with crying towels.

A swinging awards night party was held at the Employees' Club with popular Leo Pevato as emcee. Presentations were followed by a dance during which the assembly gyrated to the psychedelic productions of "The Village Steps".

Hoping for All-Plant League Next Season

Crowned champs of the action-packed bowling league from Morrison's shift at the iron ore plant were these alley aces: front, Ted Morrison, Gerold Phillips, Red Hyde; back, Paul Noseworthy, Enzo Floreani, John Miron, and Russell Gardner. League convener was Eddy Nevelo, who is hoping for a big expansion next season with all other plant shifts represented. The champs received their trophies and prizes at a banquet at the Frodo Hotel, as did the winning teams in the playoff divisions: A division, Benny Cusak, Oscar Paquette, Lloyd Vincent, Joe Laframboise, Chris Crowder, Nill Bateman; B division, Loman Farnan, Mike Fillinchuk, Angelo Piccin, Alex Halunga, Keith Ferneyhough, Bob Warren.



2,000 Enjoyed Annual Banquet Of Inco Quarter Century Club

(Continued from Page 10)

terms settled quickly and sensibly at the fast-lane supervisory level. "I can tell you that we expect to have honest disagreements with the union, but there is no reason why we should have to resolve our disputes in an atmosphere of hostility."

"The Company recognizes the legitimate aspirations of employees for a proper standard of living and a good place to work, and is duty-bound to co-operate with the Union in fulfilling the obligations set out in the collective agreement. Of course, it takes two to tango," Mr. Pigott stressed, "and the Union must also abide by its obligations." There were certain functions fundamental to management to ensure the efficient operations of the mines and plants, and since everybody benefited by the success and continued growth of the Company, it would be folly to endanger sound management practices. At the same time there had to be full awareness of the union's functions and the collective rights of the employees.

"I think we have a great opportunity during the next few years to bring a fresh approach to labor-management relations at Inco."

"If we don't humble and I know that we can count on you men to help carry the ball. It should be a brand new ball game."

Strong Competition Ahead

"If the Sudbury operations and the whole Company for that matter, are going to meet the challenges of vigorous competition — and, believe me, it's coming — we will have to give all our employees a new sense of purpose so they will feel they are part of a progressive company that provides first-class opportunities to learn new skills and build a good life," the vice-president declared in reviewing the Company's developing management philosophy.

Discussing competition, Mr. Pigott stated that Canada's dominant position as the world's leading nickel producer, now supplying about 80% from its sulphide ores, is challenged by the fact that 60% of the world's known supplies are in the laterite ores of the tropical countries, and that is where many developers, including Inco, are turning as the nickel demand increases. However he assured his audience that the Sudbury ores will be mined for a long time to come and will continue to be a major source of the world's nickel supply through the advances in methods and technology that the Company is consistently achieving. Its faith in the future of the Sudbury Basin and its other Canadian operations was underlined by its \$1 billion expansion program now underway. By the end of 1972 we will be producing about a third more nickel — a total of over 600 million pounds annually — than we were before the current expansion began.

Smelter Gas to be Harmless

Turning to the subject of pollution control, Mr. Pigott said, "I would like to give you my personal assurance that our various pro-

grams, including the new high stack which will be in operation late next year, will eliminate our Copper Cliff operations as a source of harmful sulphur dioxide and dust pollution. Sudbury is going to have the cleanest air of any industrial centre in Ontario, much cleaner than Toronto, for example. I would also like to assure our neighbors in other northern centres that the tall stack won't simply disperse harmful gas over a wider area. The whole gas of the new stack is to render smelter gas harmless no matter where it ends up — and the best scientific opinion in the world supports this principle."

A related environmental problem that had to be faced was one that offered no immediate solution: the so-called in-plant pollution which has always been a fact of life with smelter workers.

"Unfortunately there are no ready answers to this problem," the vice-president frankly admitted. "New brand new plants incorporating the most advanced design and techniques would not be free of in-plant gases. And let's face it, my suggestion that we tear down the existing smelters and build new ones is ridiculous, anyway, at a time when Inco is committed to developing a method of processing that will replace smelting. Recently, I have been visiting a number of smelters in other parts of Canada to learn about their in-plant pollution problems and find out if they have any ideas about remedial action. We have also sent a team to Japan to investigate a new development in plant ventilation. I can't promise that what we learn will work in our smelters, but I can assure you that we intend to do whatever we can as quickly as we can."

Assistance in Housing

Referring to Inco's role in the important growing community, particularly in connection with the housing problem, Mr. Pigott believed that for the Company to get deeply involved in the real estate business would be a giant step backwards to the era of "company towns." Nevertheless, Inco had persuaded the bankers of its pension fund to divert a portion of mortgage money, and had also encouraged its friends in the financial world to follow suit. Commitments for housing projects from these sources during the current year are about \$7 million, he said. Copper Cliff Gardens was one example, and others could be expected in the future.

"International Nickel has been able to secure the financial world that mining has a bright and lasting future in this area. The Company is determined to work hand-in-hand with employees and the Union to ensure our mutual success. The things we want to achieve are within our grasp if we all pull together," Mr. Pigott said in concluding.

Proposing the toast to the hostesses, D. A. Fraser, assistant general manager, administration, said, "We are grate-

Senior Executive Vice-President Parlee:

"International Nickel is entering a new era and it is an extensive expansion and modernization program to be effective every employee will have to be involved and play an effective role. The world-wide pattern of nickel production is changing. Our Sudbury operations will have to fit into the new pattern, and more adjustments will have to be made if we are to maintain our key position in the industry."

"All of you here tonight have watched the Company go through periods of growth, and your contribution has been a key factor in helping the Sudbury operations overcome their growing pains and achieve production goals. Although Inco has entered fully into the computer age, the success of the Company still depends on men and machines. We are confident we can face the challenges of the future with greater confidence knowing that a body of experienced men will lend strength and support to our methods."

ful for the legacy of knowledge and experience that our predecessors have handed down to us. It has often been of inestimable value in planning and putting into effect the long series of major improvements that have made our Company a world leader in its field. I hope the personalities will always have the feeling that they are personally a part of that leadership through their contributions in their working years."

He stated that there are now 2,425 personnel from the Sudbury district operations and a total of 4,808 from all branches of Inco.

Retired superintendent of smelters, Frank Maize of Copper Cliff, a veteran of over 45 years service, spoke on behalf of the personalities in acknowledging Mr. Parlee's tribute. We thank him for his complimentary remarks and for the spirit in which they were made. We are proud to be reminded of our part in the building of a great Company.

"Inco has long been well-known for its thoughtfulness toward its retired employees, not only in generously awarding their pensions and security, but also in maintaining the personal bond as closely as possible. In taking care to give an old employee this feeling of still belonging to the group, of still being recognized and valued, the International Nickel Company shows another facet of its greatness."

Great Meal, Great Show

A high-class stage show produced by Paul Siminow of Toronto, capped the evening's entertainment. Feature act was the Rudy Family, a fast-moving acrobatic performance that drew rapt attention of applause. Singing old favorite melodies in English, French and Italian, the personable Rudys won the audience completely with their carochic harmony. It's a safe bet that nobody had an answer to "Where did the birds go?" when Bob Dwyer had completed his amazing performance with his crows. Marcelle, a structure sensation, completed the program which was endorsed by the veteran Canadian trouper Doug Remick who gave some of his excellent impersonations and sound simulations for good measure.

The women's wardrobes of St. Andrew's and St. Paul's United Churches combined efforts to serve the hungry crowd of 2,000 a delicious hot fried chicken dinner with their usual charity and dispatch.

Christie Newsome of Canada to launch the evening's program.

The invocation was pronounced by Alex Godfrey, assistant to the general manager, who the following Saturday, June 11, completed 50 years of service with the Company.

A banquet committee under the leadership of R. G. Dow, with able assistance from A. Crossgrove, planned and produced the big party without a hitch.

HEADACHES ANONYMOUS

An object dropped from a pole or other standing place starts at zero speed and accelerates to 32 feet per second at the end of the first second. During the first second it has fallen 16 feet. At the end of the second second it has accelerated another 32 feet to 64 feet per second and has fallen a total of 64 feet. If it weighs one pound it will hit the ground with about the same force as a 40-pound weight dropped one foot. At the end of the second second, it is going 64 feet per second, or 43½ miles per hour.

Suppose for example that a line-man drops a wrench. It would take him half a second to realize he had dropped it and to yell "Headache." It would take a man on the ground another three-quarters of a second to hear the warning and react to it, and even then he wouldn't know which way to dodge until he had looked up. This might take another half-second.

If a wrench was dropped from a 65-foot pole it would be four feet from the groundman's head and travelling at the rate of about 60 miles an hour before he even saw it.

What is the force that an object has when it falls from a height due to the force of gravity? For the heights normally worked, it can be approximately calculated as the weight of the object times the distance it falls. Almost always things that fall are tools and materials being used on the job. Here are a few of them.

Item	Weight	Feet	Force	Feet	Feet
lb.	lb.	ft.	lb.	ft.	lb.
10 lb. wrench	10	16	160	16	256
20 lb. wrench	20	16	320	16	512
30 lb. wrench	30	16	480	16	768
40 lb. wrench	40	16	640	16	1024
50 lb. wrench	50	16	800	16	1280
60 lb. wrench	60	16	960	16	1536
70 lb. wrench	70	16	1120	16	1792
80 lb. wrench	80	16	1280	16	2048
90 lb. wrench	90	16	1440	16	2304
100 lb. wrench	100	16	1600	16	2560

Always wear your safety hat!

Retired on Inco Pension

GABE COTE

"A great place to work, I'm sorry to leave the Company," was the comment of 65 year-old Gabe Cote, who recently retired on service pension after nearly 29 years with Inco.

A crushing plant operator at Clarabelle since 1968, Gabe started at the Frood open pit in 1941,



Mr. and Mrs. Cote

moved to the Garson carpenter shop in 1952, back to Frood to rebuild haulage trucks in 1962, and to Clarabelle in 1965.

Born near Buckingham, Quebec, Gabe married a Sudbury girl, Yvonne Levesque, in 1929 and they have a family of four, with nine grandchildren.

Enjoying first class health, Gabe promptly tackled his first retirement project — adding an extra bedroom to his home in Sudbury.

ROBERT KUHN

Bob Kuhn has shifted around quite a bit in his earlier years. Born in Montreal, he moved to Cornwall at an early age, worked in textiles for a few years and then pushed on to Toronto in 1928. The depression forced him back to Cornwall where he remained until his move to Port Colborne and the Inco nickel refinery in June of 1942.

Bob Kuhn

All of his Company service has been as a pipe-fitter in the mechanical department, from which he recently retired on pension.

Bob was married in Toronto to Veronica Lalond, who died in 1939. He has three children and 12 grandchildren.

Hunting and fishing rank high on his recreation list. He is now completing a winterized cottage on Black Lake, outside of Perth, Ontario, where he expects to live the year round. However, he'll take off for Florida or California in the winter months if the mercury dips way down low.

NAP SEGUN

Nap Seguin is not enjoying retirement. And no wonder, just four weeks after his 65th birthday, he was clobbered by a car while crossing the road and ended up in the hospital with a broken leg. Up now, and getting around on crutches, Nap reports that he's coming along fine.

Born in Ripon, Quebec, he came to Sudbury to join Inco in 1944, and spent his 26 years with the



Mr. and Mrs. Seguin

Company as a tuyere puncher in the converter building at Copper Cliff.

His marriage to Laura Beaubieu took place in Noelville in 1927, and they have a family of nine. Three sons are employed with Inco, Leo Paul as a driller at Creighton, Gerry with operations at Murray, and Ovide as a slusherman at Stobie. Daughter Rhea is the wife of Levack pipefitter Maurice Sauve, and daughter Florence is married to former Levack miner Raoul Mathieu.

JOHN MOSKALYK

A shift boss on the electric furnaces at Copper Cliff since their installation in 1949, John Moskaluk has ended a partnership with Inco that started in 1928 and ended nearly 41 years later with his retirement on early service pension.

Born in the Ukraine, John came to join his uncle in Copper Cliff. Starting at the smelter on the sand bins, he saw service as balerman



Mr. and Mrs. Moskaluk

and blast furnace tapper before his move to the electric furnaces.

A Copper Cliff girl, Helen Slobjan, became John's bride in 1933. Following in their father's footsteps, the couple's two sons are both Inco employees at Copper Cliff; Ray is a metallurgical assistant with the process control department, Jack an insurance and retirement accountant. Completing the family, daughter Barbara was an Inco scholarship winner in 1967.

Gardening and his Long Lake camp figure largely in John's retirement plans.

MATTI HELIN

Robust and tanned after 29 years of exposure to the elements



Mr. and Mrs. Helin

while carrying out his duties as an Inco power department line-man, Matti Helin has completed his last lonely patrol and has retired on early service pension.

Born in Ikaalinen, Finland, Matti came to Canada and Sudbury in 1927, "climbed telephone poles for the CPR", and joined Inco in 1941.

His bride of 1932, Aune Wirta, was born in the now non-existent village of Frood Mine, and the couple were married in Espanola. Their family of one son and three grandchildren live in Nairn.

Matti and his wife will continue to enjoy the peace and quiet of their home on an acre bordering the shores of Lake Wabageshik.

DAVE AUBIN

Employed with the electrical section at Copper Cliff since he joined Inco in 1929, Dave Aubin has stacked up an impressive total of nearly 40 Company years, and on reaching his 65th birthday has retired on service pension.



Mrs. Aubin

A native of Sprague, Dave grew up in Sault Ste. Marie, and started his working life as a sparks-shark in Detroit.

A construction boss for many years, he was promoted to electrical foreman in 1958, and has been a maintenance foreman since 1968.

His marriage to Isabel Jodouin took place in the Soo in 1928, and the couple are parents of two daughters and grandparents of six. Daughter Lily is the wife of Copper Cliff accountant Joe Moyle.

Planned retirement activities include camping, carpentry and curling, Dave's favorite recreations.

ALFRED ST. AMAND

A Garson miner during his 22 Inco years, Alfred St. Amand has retired on disability pension. He worked as a motorman since 1955.



A. St. Amand

Victoria Harbour was Alfred's home town, and he married Josephine Chalifoux of neighboring Midland in 1937. One of their king-size family of nine, Theresa is the wife of Garson driller Ron Chartrand. Their 19 grandchildren are distributed in Cape Breton, Timmins and points in between.

A man who "never could find the time to go fishing", Alfred is planning to rectify this grievous omission now that he's a gentleman of leisure.

JOE WITTY

A Massey farmer before he started with Inco at Frood in 1935, disability pensioner Joe Witty is exploring Manitoulin Island for a



Mr. and Mrs. Witty

nice bit of acreage where he can return to the land for retirement.

A tippie man for the last four years, and before that a driller and a level boss, Joe worked all of his nearly 35 Inco years at Frood.

Joe was born and grew up in Massey, was married in Espanola to Dorothy Wright, also of Massey, in 1932, and has a family of four. Three daughters are Inco wives. Evelyn is married to North Mine shift boss Martin Villemere. Kay to Frood driller Ted Stefanyshyn, and Josephine to Levack assistant safety supervisor Lawrence Pearson. Twelve grandchildren round out the family.

Dave Aubin 40 Years on Electrical Maintenance



Maintenance department service pensioner Dave Aubin is almost hidden in this picture by the fine bench saw and sundry gifts that were presented to him by general foreman Malcolm Finlayson on behalf of his co-workers, many of whom were on hand to wish him well. On the left, behind Malcolm, are Copper Cliff maintenance superintendent Fred Burchell and section superintendent Bob McIntyre, who added their congratulations on Dave's retirement after almost 40 years of service.

Inco First Aid Man for 40 Years Bert Debney Honored



Some of the Copper Cliff safety department personnel who were on hand at a stag party honoring the retirement of long-time first-aid man Bert Debney are, back row, Leo Froppier, Ed Chateauvert, Pat Crofton, Leo Legault, Alan Steel and John Krystia; front, Ron Gauthier, Cy Varney, Billy Young, general safety supervisor Tom Crowther, superintendent of safety Charles Hews, pensioner Bert, Jackie Phillips, Gordon Andrews, manager of mines Mel Young, and Tony Bozzo.

BERT DEBNEY

Often referred to as "Mr. First Aid Himself" in Inco safety department circles, Bert Debney has retired on early service pension after performing the duties of a Company first aid man for nearly 40 years.

During a capacity safety department stag party held in Bert's honor, details of his involvement in the organization of Inco's earliest first aid activities were recalled, and together with a well-filled purse he was presented with a photograph taken in 1931 of the Frood mine team that won the McCrea trophy and silver medals as provincial first aid champions. On that team with Bert were Bob Kennedy, Fred Ribout and Percy Smith.

The son of a St. John's Ambulance Brigade enthusiast, Bert was born in Madeley, Shropshire, England, and came to Canada with his parents in 1913. He grew up in Toronto, moved to Sudbury in 1930, and donned his familiar white coat when he joined the Company as a first aid man at Frood the same year.

Through the years he worked with the safety department at the Copper Cliff Hospital, Frood open pit, Stobie and Clarabelle, and wound up his career in the safety department at Copper Cliff, setting up safety systems and initiating the microfilming of safety department records. He spent four years overseas as an operating room technician with the RCAMC.

Bert and his wife — Alice Burrows when they were wed in Toronto in 1938 — plan to continue to live in Sudbury. Oil painting will be his main relaxation, but come Spring Bert will be in the front row casting a professional eye on the Company's annual inter-plant first aid competitions, an event with which he has been closely associated since its beginning in 1937.

JIM BLAKELY

There have been two big changes in the life of Jim Blakely. He retired from Inco on early service pension on March 9, and five days later was married to Mrs. Irene Gilliard.

Employed at Creighton since 1948, Jim's 22 Inco years were



Mr. and Mrs. Blakely

spent as a pumpman, a motorman, and sand fill boss. He was a dryman since 1952.

Born in Quyon, Quebec, Jim grew up on a farm near Tisdale, Saskatchewan. His first wife, Lillian Orr, whom he married in 1944, presented him with a family of two, one of whom, Jim, is employed by Inco's Manitoba division at Thompson. Mrs. Blakely died in 1964.

Two of the six sons added to his family by his recent marriage are on the payroll at Levack; Gaston is a stope leader and Wilfred a powderman.

JACK KUPARI

A Frood miner since he joined the Nickel Company 39 years ago, Jack Kupari has retired on special early service pension. A driller during his early years at the mine, he was employed as a construction leader since 1950.

A native of Ylistaro, Finland, Jack crossed the water in 1928, and was married to Sylvia Lampi in 1930. The couple had a family of two daughters when Mrs. Kupari died in 1965.

Jack added two daughters and a son to his family when he married Mrs. Ilona Kotila in 1968,



Jack Kupari

and upped the grandchildren count to eight.

Recreations for Jack will include fishing and boating at his summer camp on Armstrong Lake.

PIETRO ZULIANI

A cook in several European countries before coming to Canada in 1949, Pietro Zuliani started with Inco in 1950 in the mechanical department at Copper Cliff at the sinter plant, where he worked for



Mr. and Mrs. Zuliani

12 years. Now on early service pension, he finished off with the company as a 2nd class mechanic.

Pete was married in 1940 to Edda Floreani in their home town of St. Daniele Priuli, to which they have recently returned for retirement. They have no children.

Pete will have his hands full raising roses around his own home and helping out occasionally at his father's flour mill.

BEN WERSEEN

A Copper Cliff cottrell operator during all of his 33 years with the Nickel Company, Ben Werseen has retired on disability pension.

A Manitoban, Ben was born and spent the days of his youth on a farm near Winnipeg, and was a jockey during the five years preceding his move to Ontario and Inco.

With the combined freedoms of a pensioner and a single man, and the proud owner of a large truck-camper, Ben is planning to spend his well-earned leisure time traveling the length and breadth of Canada.



Ben Werseen

ALLAN ELLSTROM

A native of Selkirk, Manitoba, Allan Ellstrom switched from being a blacksmith in 1934 and joined Inco to start what was to be nearly



Mr. and Mrs. Ellstrom

36 years of employment at Frood. An operating shaft boss since 1951, he has retired on special early service pension.

He and Mary Curry were married in Sudbury in 1936; and one of their family of four, John is a hoistman at Stobie. Five grandchildren round out the family.

A long-time traveller and camping enthusiast, Allan's pride and joy is his camper truck which through the years has carried him from coast to coast in Canada and to Alaska.

In excellent health he will continue to explore his homeland, and when not on the road will be busy in his basement hobby-shop pursuing his favorite pastime of wood-turning and inlay work.

Paul P. Hubert Heads French Affiliations

Paul P. Hubert has been named president of International Nickel Oceania S.A. and president of International Nickel France S.A., the French affiliates of The International Nickel Company of Canada, Limited.



Paul Hubert

Mr. Hubert had been appointed managing director of International Nickel Oceania in June 1969. This company was founded in 1968 to represent in France International Nickel's interests in Compagnie Industrielle et Minière du Pacifique (COIMPAC), the French company established in March 1969 with French partners for the purpose of developing nickel production in New Caledonia. Mr. Hubert is one of International Nickel's representatives on the board of directors and executive committee of COIMPAC. His Paris headquarters will remain 4 Place de la Concorde.

International Nickel has been developing markets for nickel in France since 1927 through a program of technical information and assistance. The Company's first major market development project was the Semaine du Nickel exhibition of 1927. It has continued to direct the attention of engineers and industry in general to the importance of nickel and nickel alloys in a wide variety of applications.

Prior to his association with International Nickel, Mr. Hubert had been associated with the Crucible Steel Company, which he joined in 1952; he was president of Crucible Steel International between 1958 and 1968.

SAFE BOATING IS THEME OF WEEK JULY 1-7

Poor operating practices are held responsible for the big majority of deaths and injuries involving boats and other watercraft.

These accidents took a toll of 267 lives in 1968, the last year for which figures are available. More than three-quarters were not wearing life jackets.

The Canada Safety Council stresses in its Safe Boating Week campaign July 1-7 that these tragedies can be reduced only by a widespread improvement in operating, loading, fueling and safety equipment practices.

Too many of Canada's million boat operators are unsure of their craft's handling ability, attempting to drive them like cars and trusting to luck to make up for the operating differences.

Slow Down for Turns

For example, cars skid only in dangerous situations but all boats plane to some extent. This means boat operators should slow down before making turns. And you can't just change direction in a boat without worrying about what happens to the stern which swings away from the direction the bow is turning.

Operators who switch from an outboard to an inboard often misjudge their turns and create dangerous situations because the rudder takes only half of the engine power in turning compared to the full torque with an outboard.

These faulty operating procedures cause many accidents but more are caused by such elementary breaches of safe-boating practices as standing up when starting an outboard or being caught unaware by failing to keep the tiller in a fore and aft position when starting.

Making sure there is a government-approved life jacket for every occupant is just a first step.

It's not good enough to have this safety equipment aboard if people don't know how to use it in an emergency. Children should not only wear life jackets but be taught how to float in them before they go boating.

Children and adults should be required to stay seated in the boat. If there is an overturn, they should be aware of the need to stick with the craft until help arrives in summer water conditions.

The operator must also be aware of the necessary fueling conditions. The motor should be off before fueling and smoking forbidden to prevent very dangerous explosions.

Care by power boat operators to exercise caution when encountering canoes, row boats and sailboats also reduces boating hazards.

Rules of the Waterways

Now that crowding of lakes, rivers and coastal waters is becoming the rule rather than the exception, knowledge of the rules of the road is essential for boaters.

While this knowledge is more common in coastal waters, far too many inland power boaters fail to carry running lights when roaring through the night. This is especially dangerous in lakes where canoes and rowers often share the night-time waters.

Many such practices are illegal.

Community Leaders from Wide Area Discuss New Stack



At the invitation of International Nickel, some 75 municipal officials, members of parliament, and other community leaders and interested citizens representing the area extending from Elliot Lake on the west to North Bay on the east met in Sudbury May 29 to discuss the 1,250-foot chimney now going up at Copper Cliff.

Called by the Company to allay doubts or misgivings about the wide dispersal of sulphur dioxide and particulate matter, the meeting was assured by experts, in answer to many frank questions, that even under the most adverse

weather conditions the amounts of gas returning to earth from such a great height would be so dilute as to cause no harm to humans, animals, or vegetation.

\$35 Million Program

Installation of additional electrostatic precipitation equipment and greatly increased sulphur removal facilities were also part of the Company's current \$35 million dollar pollution abatement program at the Copper Cliff operations. It was pointed out that in the meantime Inco would continue its extensive research toward the ultimate goal of completely elimin-

ating air pollution caused by emissions from its stacks.

Dr. Louis Renzoni, vice-president in charge of special technical projects, is shown in the above picture beside the large diagram used in the discussion. Chairman of the meeting was J. A. Pigott, vice-president and Ontario divisional general manager. Expert opinions were given by two Inco consultants, both internationally recognized authorities on environmental quality and control, Dr. Morris Katz and Dr. Harold McFarland of the faculty at York University, Toronto.

Champs Declared in Levack Club Bowling

More than 250 guys and gals took part in last winter's bowling activities at Levack Employees' Club. Officers for the three leagues were: mixed league president Jim Connors, secretary-treasurer Bernice Deveau; ladies' league president Velma Mallette, secretary-treasurer Jane Lefebvre; men's league president Murray Crane, secretary-treasurer Hector Lauzon. Results were as follows:

Mixed League

Playoff champs and "A" division winners, captain Alex Didur, Alice Didur, Bun and Velma Londeau, and Ed and Siona Shalla; "B" division winners, captain Murray Crane, Sadie Crane, Eli and Adele Maki, and Marcel and Denise Vaillancourt.

Ladies' League

Playoff champs, "Coffeebreakers", captain Joyce Forget, Marlene Parker, Pat Kelly, Velma Londeau, Jackie Roy, and Lou Germaine; "A" division winners, "Aces", captain Jane Lefebvre, Marlene Thompson, Marlene Moir, Claire Servais, Velma Mallette, and Rusty McNamara; "B" division winners, "Moonlighters", captain Nora Spicer, Denise Vaillancourt, Claudette Moir, Claire Charlebois, Ruth York, and Pearl Caldar.

Men's League

Playoff champs, captain Rodney Forth, Bernice Deveau, Barry Zwicker, Walter Crane, Clarence Crane, and Rene Joncas; "A" division winners, captain Eli Maki, Murray Crane, Marcel Vaillancourt, Paul Thompson, Frank Swiddle, and Ron Corelli; "B" division winners, captain Alex Lefebvre, Andy Weslake, Stacey Starcevic, Ron Roy, Don Rennehan, and Leo Carrier.

Individual stars in the three leagues were: mixed league, high

singles, Marian Robb (348) and Hector Lauzon (378); high triples, Marian Robb (796) and Murray Crane (888); high averages, Helen Corkal (218) and John Mihajic (233); ladies league, high single, Millie Breatnach (356); triple, Marlene Parker (813); high average, Pat Kelly (217); men's league, high single, Ivan Luttrell (388); high triple, Alex Didur (883); high average, Murray Crane (249).

Inco Establishes Market Development Service in Japan

The International Nickel Company of Canada, Limited has announced the formation in Tokyo of International Nickel Japan Ltd., a market development organization.

Osamu Hirano has been named president of the new company. Dai Kobayashi will serve as its technical director.

The new company will provide to all segments of Japanese industry scientific and technical information concerning the properties and applications of nickel and nickel-containing materials. International Nickel Japan Ltd. will furnish the services formerly provided by the Japan Nickel Information Centre of Mitsui & Company. It will not be involved in the manufacture, fabrication or sale of nickel, or of materials or products containing nickel.

International Nickel Japan Ltd. brings to Japan the technical services and a program of scientific information that International Nickel provides in many other countries of the world, including Canada, United States, United Kingdom, France, Germany, Italy, the Benelux nations, Sweden, Switzerland, India, and Australia.

Maintenance

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techniques, new equipment, and increased production demands resulting from the huge expansion programs. This called for a completely new approach to maintenance, and in many cases required sweeping changes of long-established practices and attitudes, but the Inco maintenance army has responded well to the challenge.

Through more formalized planning, scheduling, and preventive maintenance procedures, better use is made of the huge store of knowledge, experience, and supervisory and trades skills available in the maintenance groups.

Although all benefits have not yet been realized, despite the fact that production from mines and plants is increasing dramatically, maintenance man hours have remained reasonably stable.