Creighton construction a go
Neutrino lab becomes reality

With funding now in place for the Sudbury Neutrino Observatory, Inco is prepared to tackle the formidable task of constructing an underground observatory site deep within Creighton Mine.

The project was given the go-ahead earlier this month when the federal government announced an additional $18 million in funding. It brings the total federal commitment to $35 million. The announcement was made during simultaneous news conferences in Sudbury and Ottawa.

While SNO will undoubtedly derive substantial benefits by being located in an operating mine, Inco will assume significant responsibilities and burdens by making it possible, Gerry Marshall, Ontario Division's Vice-President of Mining, told a Sudbury news conference.

"Indeed, without our commitment to make the Creighton Mine accessible for the next 20 years, it is highly unlikely the Neutrino Observatory Project would become a reality anywhere in North America," Inco has been a key player in the SNO proposal since the beginning by agreeing to construct a 10-story high cavern two miles underground at Creighton to house the neutrino detector. It would cost an estimated $150 million to build the lab site.

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Teaches good, healthy fear

Armand’s on the line for hunters

Armand Belanger winces as he recalls hunting seasons when farmers resorted to painting the flanks of their livestock.

The Game Hog hunter seems to be an endangered species these days, he says, but he won’t kid himself. There are still some guys around, he says, who think they’re Rambo with a rifle and hunting jacket.

“We call ‘em slob hunters and there are still a few of them around,” said the Stobie shift boss. “Trouble is, one bad apple makes us all look bad.”

For the past 20 years, Armand has been doing his bit to change the image by instructing new hunters on the basics of the sport, an effort that has taken him into schools, colleges, private organizations as well as individual instruction.

“The most important thing a person has to do is respect . . . no, fear the weapon,” he said. “I’m terrified of what a gun can do.

“Most people will agree that guns can be a bad thing, but few people don’t really understand until they get their hands on a gun. The person who doesn’t recognize that fast is a danger to himself and others.”

A qualified hunter safety instructor who has worked with the Ministry of Natural Resources on its hunter programs, Armand works out of a small, cramped basement office at his Gino Street home. His school, First Line Hunter Safety Instruction, boasts a well-stocked library of books, pamphlets and even diagrams on everything from how to skin a moose to wildlife conservation.

Hunter non-pareil

“We have material from all over the world, just about anything about hunting that you might need. The moose cleaning information I get from Alaska,” he said. “And I have other material from all over the United States.”

Armand gets miffed at the stereotype hunter as a blood-thirsty goon who blasts away at anything that moves. He gets particularly frustrated at opposition from some conservationists.

“There’s nobody more conservation-minded than a hunter,” he said. “It only makes sense. Hunters have a vested interest in preserving the environment. Conservation to a hunter means managing his own resources.”

The negative image is slowly disappearing, a fact he credits in part to organizations like his that not only show prospective hunters how it’s done, but emphasize responsibility.

Hunters need the cooperation of landowners, yet it’s not always easy.

There are more moose killed underground than on the surface. Sometimes you can’t get out of the luncheon room with all the firing going on.”

Armand Belanger shows the hazards with one of the exploded barrels in his collection. A guy could get killed.

The 1980s ended with record earnings. Will the good times continue in the 1990s?

Don Vienneau, Machinist, Divisional Shops: “Icoo will probably be making money in the 90s, but I don’t think the working man will be doing that great. I figure we’ll be making less. It seems we’re paying half what we earn in taxes, and it’ll probably continue to cost in the next decade. We’ll be lucky if things stay the same. It seems the government thinks the pot of money is bottomless.”

Donna Somers, Metals Records Clerk, Process Technology, Copper Refinery: “I think it’ll continue at about the way it’s been. I figure my job is secure, and I don’t see any layoffs in the near future. I don’t expect any increase in my standard of living. It might even go down a tad. It’s hard for me, and I’m making a good wage. I don’t know how young people making a lot less are living on what they make.”

Reg Charrand, Welder, North Mine: “I’ll probably continue through the 90s as always. Right now the papers say that everything is looking good for the company, at least that’s what it looks like. I hope the psychone will grow as well. If the company will be doing well, why shouldn’t we?”

Cindy Dubois, acid plant helper, Copper Refinery: “It looks pretty good for the future. I’ll never go back to the bad old days when prices went way down and we had lots of layoffs.

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Claude Dubois, acid plant helper, Copper Refinery: “It looks pretty good for the future. I’ll never go back to the bad old days when prices went way down and we had lots of layoffs.

We continue to have good job security, I think, and labor-management relations seem to be a little bit better than they used to be.”

Marcil Beausoleil, Miner, North Mine: “According to what I’ve heard, we are looking good for the next 40 years. If it keeps going the way it has for the past few years, we should be in good shape. I figure the job security is here as long as the company keeps making a few bucks and we should be okay as well.”
Father and son mine different kind of rock

Pete Friesen is living a dream. It's a fantasy come true that began in October for the 34-year-old son of Capital Projects Manager Menno Friesen.

With hair down to his waist, Pete looks every inch a rocker. "I was 15 years old and I'm playing paid shows now," he said. "I've always loved music."

It began in the basement of his Sudbury home and took him to the streets of Toronto and Los Angeles in search of fame and fortune.

On Jan. 3, he made a triumphant return.

Before a crowd of 4,000 screaming fans at the Sudbury Arena, Pete displayed the frenetic guitar style that prompted Cooper to choose the young musician from among 300 hopefuls auditioning for the job.

For someone who grew up listening to and mimicking Cooper, being part of the Alice legend has been very good," said Pete Friesen (right) on the guitar while Cooper sings.

The "gig" has already taken Pete on a five-week, 30-date tour of Europe before 15,000 people on a world tour ain't bad," he said. "We played our last show in Europe before 15,000 people in Amsterdam with Bon Jovi. When I walked out there my head went into the clouds."

"Europe was nuts. Now we're going to go to Canada, and then we're going to do the States, and maybe if I'm lucky we'll do Australia and Japan. We'll definitely be on the road till fall of next year. If I'm lucky it will go till Christmas. As far as I'm concerned the longer the better. Staying in one place for too long drives me crazy."

Speaking of crazy, it's a dream come true. "A lot of the bands I was in when I was younger and living in Toronto were covering Cooper tunes when we were playing the bars," he said. "So I was obviously pretty thrilled just having a chance to audition, and then when I got the gig I was ecstatic."

Continued on Page 10

Program introduces new Inco employees

It used to be that a new miner, mechanic or machinist would sign on with Inco and find himself on the job the next, with little more knowledge about the company and his place in it than directions on how to get to his shop or office.

With the new staffing and hourly orientation programs off and running, that's a thing of the past.

"The feedback from the program has been very good," said Training Department general foreman Roger Szydziak as he counted the more than three dozen people who have taken the new hourly employee orientation program since mid-September. "The first course we ran had two or three people on it that had been at Inco for some time, but since then we've had only people brand-spanking new with Inco."

The idea is to catch people on the first day, he said, or the seven-day program would lose its impact. "This way we can centralize and standardize the introduction to Inco." Before you might have 15 people going to 15 different workplaces. Each one would have to provide both the mandatory and other introductory information for their new people."

That's one reason why plants and mines have been willing to accept the interruptions and inconvenience of acting as hosts for new employees tours through their operations. The responsibility for coordinating the ongoing series of programs is rotated between the mines and plants as well.

The program doesn't provide the only training the new employees will receive by any means, according to Roger. "Most employees will get further information and training at their place of work. This program is designed to get them the generic information dispensed, the kinds of things all Inco employees need to know. This way, we ensure that all new people get standardized introductory training without duplication or omission. Nobody and nothing falls through the cracks."

Conducted mainly at the Cambrian Foundation (old Inco Club on Frood Road) the program not only dispenses valuable information on benefits, vacation and bonus programs, but gives the mandatory WHMIS."Conducting the WHMIS is hazardous materials information."

Part of the program involves hands-on, practical training such as first aid, and instruction on emergency procedures involving such hazards as fire, toxic gases and safety systems. Tours of plants and mines are included in the program.

"This way we don't get people who work for Inco and have never seen what's inside of a mine looks like," said Roger. "This is an ongoing program, and not just a periodic push. With a lot of our people approaching retirement age, we will have to hire new people to replace them. It's important that we have a streamlined system like this in place."
Miners are minor league backbone
Volunteers spark for budding hockey stars

Few things in life are as constant as Ken Creasey's presence at McClelland Arena on a Saturday. Ken, an Inco electrician, may be the foremost authority on hockey talent in Copper Cliff. As wide-eyed youngsters, with bleary-eyed parents in tow, take to the ice for a 7 a.m. hockey game, Ken is just settling in for another long day at the rink.

"I'll bet you some weeks I'll spend 24 or 25 hours at the rink," he said. "And that's on top of work."

Ken is just settling in for another season. He's manager of the Copper Cliff Minor Hockey Association. Ken is a familiar figure patrolling the arena and helping with the games. His son, David, is a member of the junior hockey team.

The Copper Cliff minor hockey league has established a new spirit of co-operation during the young 1989-90 hockey season.

The scenario described above is remembered by the young boys and girls who played hockey in the Copper Cliff minor hockey league.

In a letter to Wolves general manager Sam McMasters, CCMHA treasurer and Inco senior shipper Alex Miglioranza thanked the club for their efforts.

"Our players, coaches, executive members and parents were very impressed with the cooperation, attitude and patience displayed by the Wolves players," he wrote.

"The experience of practicing with one of the Wolves or to have a Junior League golands to face one of the opposing Wolves will be remembered by the young boys throughout the course of the season"

The relationship between the CCMHA and the Sudbury Wolves extends right from Wolves owner Ken Burgess.

The Wolves-CCMHA teamwork pays off big

A young hockey player, eyes gleaming behind the protective steel bars of a facemask, skatescanvas and is ready to take on his hockey hero and up at his skates.

The hero turns and bends to the young 1989-90 hockey season.

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been Northern Ontario champions at one time or another in the last two years and the bantams were runners-up last year. Several CCMHA house league clubs have won tournaments throughout the area as well.

"We've always had excellent house league and NOHA representation, and excellent coaches," said Alex.

"If a problem comes up within a half hour all executive members are contacted.

"Maybe we're benefitting because we all work for Inco. When there's a problem I'll make a phone call, someone else will make a phone call and we'll get it straightened out in 20 minutes."

"With all the thousands of kids we've had through our program over the years we've had very few complaints."

There are no votes held on executive positions within the CCMHA - all members are appointed.

"It's a system that has disadvantages and advantages," said Alex.

"The disadvantage is that people refer to us as tyrants. The advantage is that you know what the guy can do. Hard work and dedication earns an appointment. If a guy's going to bust his ass he'll be there."

"It's probably harder to be a part of this executive than anywhere else, because once you're appointed if you don't produce you're gone."

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Superstacked cans cancel Inco's longstanding boast.

Continued on next page.

The idea of measuring each can and adding it all together to see if we could come up with a tower of cans higher than the Superstack was no small feat, but the 120 youngsters, starting around the first of December, were able to measure each can and add it to the total. They then used the Can Stack as a base and continued to add more cans, reaching a height of approximately 35 feet by the end of the project.

Regional Chairman Tom Emas remarked that the project was a success, as the observatory required tides emitted in massive numbers to interfere with scientific observation. In order for the project to be wise, the observatory must be impervious to the cosmic rays of stars. In order for the project to be successful, it required the observatory to be wise and interfere with scientific observation.

While significant economic benefits will flow from the Sudbury Neutrino Observatory, clearly the most substantial and lasting advantage of the project is the advancement of knowledge.

Winegard stated out Inco for its generous contribution of the Creighton Mine site, a move which saved the project a considerable amount of money. If any other company had attempted to undertake this project, the costs would have run in the neighborhood of $50 million.

Winegard's sentiments were echoed by Tom Hockin, Minister of Tourism, who predicted immediate rewards for the Sudbury area. "This is an international opportunity that we in Sudbury can provide, deep within the Canadian shield. We at Inco are proud to make a long term commitment to this project. The immediate economic impact involves the expenditure of $16 million on construction and related work in the Sudbury area. Ongoing operations will involve the spending of at least an additional $13 million.

The promise of increased prosperity was echoed by Environmental Commissioner M.P. John MacDougall. At the news conference in Sudbury, he pointed out that "research at the Observatory will create 27 full-time scientific jobs with an initial payroll in Sudbury of approximately $12 million. The expected spinoff of the project is 40 full-time jobs and an influx of $40 million of investment into the community."

Regional Chairman Tom Emas reminded people that the Sudbury Neutrino Observatory would also be an important source of new technology for the future. "The Sudbury Neutrino Observatory has been called one of the greatest experiments of all time. I would like to congratulate your government on the support you have pledged to ensure its implementation. This outstanding encouragement will provide Canadian scientists with a valuable opportunity to showcase their capabilities, working alongside colleagues from around the world on leading edge scientific research."

The new field of neutrino astrophysics calls for a special and demanding physical environment, one which is unique in the world and is the site of the neutrino observatory during a visit here last year.
Following the Nickel Brick Road

Maybe you can't squeeze blood from a stone, but Inco techniques have found a way to get nickel from brick.

In what could well be considered the perfect environmental project, Inco is digging some of the highest grade "ore" ever discovered from its own refuse: huge "deposits" of food, worn and damaged smelter furnace firebrick that's been replaced, discarded and buried over the past 60 years.

"High concentrations of copper and nickel permeate the brick," said Process Technology engineer Rudy Tenbergen, who, with other Inco technicians, have been working on the problem of how to remove concentrate from the brick for the last 10 years.

Used to line furnaces and converters, the firebrick has been regularly removed and replaced in an ongoing procedure since smelter operations began in the 1930s.

"The brick has been accumulating over all these years. In the past six or seven years it has been dumped in the upper pond area behind the Smelter where it has become an eyesore," said Rudy. "We've known for a long time that there's a lot of nickel and copper locked up in all that brick, but we had no way to remove it."

With today's awareness of environmental concerns, the growing emphasis on cleaning up, recycling and reclamation has given even more urgency to Inco's "brick" project.

Rudy credits a concerted effort among the smelter, transportation and mills as the major contributing factors in this recent breakthrough in the development of a refined and modified procedure that crushes the brick, then removes the metals through a specially developed flotation system.

The difficulty in removing the accumulated materials from the brick was considerable. "The purpose of the bricks is to be as resistant to heat as possible, to absorb as little metal as possible," said Rudy. Trying to remove anything from the brick is, in effect, trying to get something from material that was designed not to give it up. Obviously, we couldn't melt it.

The new method, developed in part by the Mineral Dressing Test Center, is removing metal concentrate at grades much better than even the most optimistic expected. "This stuff comes in lumps, chunks fused together as well as individual bricks. First it is screened and then it's transported to the Copper Cliff mill where it's ground to a powder and then fed into a flotation circuit to recover the copper and nickel," said Rudy.

"The process means upgrading to very high values of between 40 and 50 per cent combined copper and nickel." The combined copper-nickel content of the brick is about 10 per cent, he said. "That's five times as much as is being mined under-ground currently."

At the mill, the brick material is rejected, producing a very high quality product. "The smelting process is hampered by any significant amount of the brick left in the concentrate," said Rudy. "The magnesia and chrome in the brick causes havoc to the smelting process."

Another 70,000 tons of brick are estimated to be buried behind the smelter, dubbed the Ryan Pit after Central Mills manager Peter Ryan who has been a long-time enthusiast of the project. "He's been at our backs, pushing to get the brick nickel back into the circuit for a long time," said Rudy.

He calculates that the salvage operation at the Ryan Pit will roughly equal to one week's production of nickel and copper from all of Inco's 10 mines combined.

"It's like discovering a very rich small mine," he said. "We're on the cusp of finding something that we know is there, but don't know exactly where it is. We can locate brick discarded 20 maybe 30 years ago, but nothing before that."

In a long shot, Inco Exploration and Technical Services has been approached to see if they can devise some way of discovering new sites. "Some kind of divining stick would be nice to find," said Rudy.

"What we need is a combination of old-time prospecting knowledge and high-tech procedures."

"It's got to be a perfect example of environmental good sense. Basically, what we are doing is recycling, cleaning up our own back yard, and making a buck at the same time. Everybody wins."

Rudy Tenbergen with a piece of ore-laced firebrick.

Brick is crushed on-site before being transported to Copper Cliff mill.

He said there's probably another 10,000 tons of brick on the surface waiting to be used. Another 70,000 tons of brick have already been crushed and ground to a powder and then fed into a flotation circuit to recover the copper and nickel.
Island maintains rustic appeal
Manitoulin's charm

Manitoulin Island has long been a haven for camping and boating enthusiasts throughout Canada and the northern United States.

Its rustic charm, clear waters and wide-open spaces beckon tourists from all walks of life—including many past and present Inco employees.

Current company mailing lists reveal 80 pensioners and 20 active employees with Island addresses. Their ranks swell significantly when one considers the number of employees with summer cottages on Manitoulin but no permanent mailing address.

The Inco presence on the Island is a small part of a much larger phenomenon—Manitoulin has been discovered.

The steady drizzle and cool breeze on a dreary autumn afternoon do little to diminish the Island's natural beauty.

In Little Current, the streets are silent, save for the main street where construction workers lay down stone sidewalks outnumbering stop signs two to one.

With 1,400 people, Little Current is the Island's largest town and relies heavily on the summer tourist trade. The off-season refurbishing of the business section is part of a community strategy to improve and enhance the town's tourist appeal.

Rural charm

Ironically, a walk past the local lawyer's office in that same section of town reinforces the Island's rural reputation. On a white piece of cardboard held to the window with four strips of tape, the bold EDMONSTONE & BARNETT, BARRISERS AND SOLICITORS, are scrawled in magic marker.

It's not flashy but it is Manitoulin, and that rural charm is attracting tourists and residents in record numbers.

"I think it's just the appeal of the Island," said Larry Baskery, Manager of Environmental Control at Inco.

"I guess we all go up there for relaxation—farmers get it through gardening, cottagers get it through swimming and I get it through sailing.

"Larry and his family have sailed the crystaline waters of the North Channel off Manitoulin since the early '70s. He bought his first sailboat in 1976 and has traded up twice to the 30-footer he owns today.

"The North Channel is now recognized as the best freshwater cruising area in the world and it's rated in the top five or six cruising areas of any kind in the world.

"The main appeal of the Island for myself is sailing, but it's also getting out in the wilderness and the scenery. I've sailed the Caribbean a number of times and you've got some warm water and that's appealing, but it's not as pretty as the Island.

"Manitoulin is without a doubt the most beautiful place I've ever sailed.

Larry prefers the Island in late August or early September, when the water is still warm, but the tourists have gone, and the tourists are dwindling in number.

But for those residents who live on the Island year-round, the Manitoulin mystique is measured in far more tangible terms—a growing force of visitors and settlers.

It's a trend that has seen the Island designated as a Heritage Canada pilot project, undergo the construction of a major airport and feel the impact of escalating land prices.

"The Island has been identified by the outside world," said Jane Storey, editor of the weekly Manitoulin Expositor newspaper in Little Current. "Certain people have always known about the Island's appeal but others are just starting to discover it.

Storey has lived on Manitoulin for one year. She came to the Island from Toronto where she worked as a journalist for the weekly newspaper, the Manitoulin Newsmaker. Prior to that, she founded an English-language newspaper.

Be it ever so distant, there's no place like home.

This slightly altered tagline sums up the philosophy of three veteran Inco employees working at Crean Hill Mine.

The three—James Corbiere, Vic Migwans and Rod Aelick—travel more than 160 miles daily to and from their homes on Manitoulin Island.

These road-weary workers feel the extra travelling time is basic—and tiring, but worth every second.

There's something about the mystique of Manitoulin that befits a special kindship with its residents, they say. The attraction is so strong for them that the burden of an almost-two-hour work commute doesn't deter them from maintaining Island retreats they call home.

Slow pace

"I think it's a combination of the scenery and the slow pace of life that draws people to the Island," said James, a drill fitter with 24 years at Inco. "The only time I'm fast-paced is when I get to work."

He was born, raised and still lives in West Roy, 78 miles from Crean Hill. He averages about one hour and 45 minutes on the road to work each day.

"The drive doesn't bother me," he said. "You get used to it after a while. At first I found it tiring, especially on days when I had to get up at 4:30 a.m.

"But you have to get up early in those cases. It's like anything else, if you get enough sleep you're alright."

James has been at Crean Hill for three years. Before, he worked at Garson and Ford Mines and traveled home to Manitoulin on weekends only.

Island calling

He tried living in Sudbury for two years but found the calling of the Island too alluring to resist.

"The fishing, the hunting you grow up in it and it never seems to leave you," he said. "There's an

Residents of Kagawong enjoy a leisurely day of fishing the North Channel off the government docks.

As autumn rolls around, row upon row of sailboats in drydock can be seen dotting the Gore Bay waterfront.

The sprawling wooden docks along the North Channel in Little Current are empty in the fall.

Bridal Veil Falls in Kagawong
Manitoulin magic hard to resist.

Manitoulin has kept pace with the times. But people who have left Manitoulin at a younger age to work at Inco or somewhere else and want to retire here.

There's a lot of people who have left Manitoulin at a younger age to go work at Inco or somewhere else and want to retire here.

"I think the future is very strong for Manitoulin. I think the tourist appeal is just beginning to be tapped. There are a lot of things that could happen here and I think will happen here. Manitoulin has been a sleepy little community for a good number of years and people are finally starting to see its escape."

Inco retiree

One person who opposed to retire to the Island was Graham Eyres, an Inco pensioner with 35 1/2 years service.

"We'd like to move work closer to the Island," he responded.

He worked in Africa and in England, but now makes Manitoulin her home.

"It's never crowded here, never. There's not even a small-town mentality that you can take the boy out of the country but you can't take the country out of the boy."

"I've had all kinds of opportunities to live in Sudbury but I prefer living on the Island."

"Manitoulin has kept pace with the times. But people who have left Manitoulin at a younger age to work at Inco or somewhere else and want to retire here.

Those days there were three cars loads of coming from the island.

"We always get here."

Weather no worry

Undaunted, he said weather never gets in the way of work.

"When there's a snowstorm we don't leave my car and we're a little more careful."

Larry Banbury, Manager of Environmental Control at Inco, has been sailing the North Channel since the early 1970s.
Superlathe does the job

The folks at Divisional Shops were never ones to be outdone, so it must have stirred them every morning when they drove past the Snider's Superstack on their way to work.

Enter the shop's new C-Axis lathe. Twelve tons of state-of-the-art machinery, a computerized, highly-accurate, versatile, multi-tasked and multi-functional thing of mechanical beauty that makes your average mechanic's heart race.

A Superlathe, perhaps. "A dream machine," said N.C. Programmer Vern Olson as he swallowed a donut and gulped coffee during the Div Shop's version of a Wine and Cheese reception for the new machine. "It's so new off the shelf that we had to wait an extra three months for the manufacturing of the computerized controls for the German-made lathe.

"But it's more than just a complicated machine," said Vern, running his hands across the bright blue exterior. "It'll allow us to reduce the lead time (the time required to do a particular unit) for a job here at the shops dramatically. This lathe can do in one stage what two or three different machines and operators would normally do. Before, each operation had to be scheduled and there are sometimes delays when the machine needed for the next operation was busy on another job."

"We expect the scheduling to become easier with the addition of the $300,000 machine," said Vern. "Sometimes a job that took two or three days, waiting to get to a machine that was working on another job, he said. "Not only will the new lathe do all the work at once, but it will free up other machines."

Although the Divisional Shop's lathe is an Inco operation, it's operated as if in competition with similar outside shops. Nothing's a secret now that having to go somewhere to work to accomplish what would've been handled in-house.

The C-Axis lathe is set up on a production rather than a repair basis, according to Vern. "That makes it more economical. We continue to compete on a unit cost with comparable outside work. That kind of continual competition keeps you sharp."

"We've always been able to compete successfully as far as price is concerned," said Vern. "It's the lead time that sometimes makes our projects acceptable. People wanted things in a hurry, and sometimes are content with something that's there in a month."

Delivered early in November, the lathe was installed and operations were started by mid-month. Since then, the machine has meant more work accepted by Div Shops and a reduction in the backlog.

"In the near future, the backlog should drop by about a third," said Vern.

The Inco Warehouse is the biggest customer, the source of about 80 per cent of N.C. work.

"The scheduling department shows every job we've done since 1969, each broken down into costs. It's a good measure of our productivity. In order to stay ahead, he said, the shops has to be at the leading edge of technology. "We were starting to lose ground," he said. "This machine has put us back up there again."

It's the versatility of the machine that makes it unique. It's a lathe, milling machine and drill press all rolled into one. As well as rotating the work piece, an additional feature allows the piece to be stationary with the power tool holder moving around the piece.

Virtually all the work is done automatically at accuracies of 1/10,000 of an inch, with little or no need for any hands-on adjustments by an operator.

It's the automatic feature that provides the machine's greatest advantage—safety.

"There's no greater potential hazard in a shop like this than a rotating piece of equipment, often at high speeds," N.C. Austinlaithe. "It's totally enclosed and you can't open it once it's turned on," he said. "This machine virtually eliminates the hazard."

First Class Machinist Gilles Albert operates the lathe's electronics as Vern Olson looks on.

Alice Cooper tour is musical high point

Alice of the '70s is as suited to Wonderland as his alter ego is to hell. "It's scary how clean he is," said Pete. "He's the nicest guy you ever want to meet and very laidback and very quiet — I've never even once heard him raise his voice or lose his temper. But then, when he hits the stage, he becomes Alice Cooper, your worst nightmare."

And what about his much-publicized excesses of the '70s?

According to Pete, the offstage Alice of the '70s is as suited to Wonderland as his alter ego is to hell. "It's scary how clean he is," said Pete. "He's the nicest guy you ever want to meet and very laidback and very quiet — I've never even once heard him raise his voice or lose his temper. But then, when he hits the stage, he becomes Alice Cooper, your worst nightmare."

"My friends showed me how to play a few riffs here and there and I really got into it and started taking lessons. I began by learning off records in my basement, eventually jamming with little bands in garages and just keeping trying to build off that. Eventually got to playing bars and moved to Toronto in 1968.

"We encouraged all our children to do what's going to make them happy, with some guidance from us," said Pete. "It's the automatic feature that provides the machine's greatest advantage—safety.

"There's no greater potential hazard in a shop like this than a rotating piece of equipment, often at high speeds," N.C. Austinlaithe. "It's totally enclosed and you can't open it once it's turned on," he said. "This machine virtually eliminates the hazard."

"Almost immediately when I started playing I made up my mind that this was what I wanted to do," he said.

"My friends showed me how to play a few riffs here and there and I really got into it and started taking lessons. I began by learning off records in my basement, eventually jamming with little bands in garages and just keeping trying to build off that. Eventually got to playing bars and moved to Toronto in 1968.

"As far as I'm concerned I've got the greatest job in the world. I get paid to have fun."
Inco Construction builds things underground: functional, practical, often ingenious things, almost always innovative. At North Mine's 3,035 level today there is more of a Kamikaze than a cavern look about it now that the concrete crews have finished the final touches on a huge concrete face on the orepass of the station.

Built to provide protection from rock that was being jarred loose from the rock face near the orepass, the 35-foot high, 35-foot wide concrete wall has transformed the station into something you might expect to see in a Cecil B. DeMille movie. Forget you're underground, and you almost expect Charlton Heston or Kevin Costner to change from the concrete pans made miniscule by the surrounding concrete colossus.

Ground movement was making the orepass at the crusher break away in pieces," said construction supervisor Bob Bouchard. "That was creating a hazard not only for the equipment but people working around the crusher."

In order to support the rock face, the concrete was made to measure the "throne" (a contour area around the crusher) in concrete.

"I'd never seen anything like this done before," said Bob. "It took 90,000 feet of concrete to construct the two-foot thick wall. It had to be tied in with anchors to the rock surface as we went."

He said the project started in mid-September and completed by the end of December, with most of the work done while the crusher was operating. "There was no production time lost due to the project," said Bob.

Scaffolding and forms for pouring the concrete were hoisted to the cage. Once at the 3,035 level, the buggies were pulled to the construction site and pumped to the forms built earlier.

Any delay in the routine meant backbreaking work for the crews. "If you don't get the staff down fast enough, if something goes wrong or the cage is delayed, the stuff (concrete slurry) starts to get too thick to pour," said Bob. "Then you have to shovel the concrete by hand into the pumps. It happened a few times, and it's backbreaking work."

But it's certainly been one of the more interesting projects I've been on," he said. "There was nothing set down on how to go about it. We had to use our initiative, our imagination."

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The complete set consists of 25 cards with officers carrying two new cards per week until March. Children are encouraged to approach officers for the cards required to complete their set.

The program is intended to foster better relations between police and youth, said Const. Dan Zembrzycki of the Force's community services department.

"We want our officers to develop on-going, one-to-one interpersonal relationships with children in the community," he said. "This program gives officers a reason to go out and talk to children to who they might not otherwise have had." Zembrzycki admits that police officers have to overcome negative images passed down to impressionable children by television or other media. "And if they’re in a slump the program can't help." Zembrzycki adds that police officers have to overcome negative images passed down to impressionable children by television or other media. "And if they’re in a slump the program can't help." Zembrzycki adds that police officers have to overcome negative images passed down to impressionable children by television or other media. "And if they’re in a slump the program can't help." Zembrzycki adds that police officers have to overcome negative images passed down to impressionable children by television or other media. "And if they’re in a slump the program can't help."
The last crew arrives at the surface at South Mine to mark one year without a lost-time accident. At right, two proud foremen ham it up for the occasion.

Record shows steady, sure improvement

How to keep 'em down in the mine - safely

It's no accident that workers at South Mine have made great strides toward eliminating on-the-job injuries.

On Nov. 24, 1989, South Mine marked a very special anniversary - one year free of lost-direct layoff injuries. "It's a record made possible by hard work on everyone's part," said Safety Foreman Gerry Buchan-

On Nov. 24, 1989, South Mine marked a very special anniversary - one year free of lost-direct layoff injuries. "It's a record made possible by hard work on everyone's part," said Safety Foreman Gerry Buchanan. "And it's quite an achievement for this mine." 

Over the last few years, workers at South Mine have demonstrated a steady improvement in eliminating on-the-job injuries. In 1987 the mine recorded 10 layoff injuries. That number dropped to 7 in 1988 and zero in 1989.

"Because we've come down from 10 layoff injuries to zero in this period of time our workers have a right to be proud of their achievement," said Gerry. "I wouldn't say South Mine has always been notorious for a lot of injuries, but over the years the number has always hovered around 14, but with the programs that have been introduced here along with the extra emphasis on safety, it has surely paid off."

To celebrate their record of one-year injury-free, the foremen at South Mine brought in wood and cheese to make sandwiches.

Your living Christmas tree

Inquiries are being made about caring for 'living' Christmas trees. With an emphasis on conservation, this represents a unique method to enjoy a living evergreen tree at Christmas and a valuable investment in your landscape.

Preparing and precautions are necessary to ensure survival. The first step is to dig a hole of the right size. Digging before the ground has frozen will help ensure the tree has enough time to establish before Christmas. Store the soil that is removed where it will not freeze. Fill the hole with leaves or peat moss for insulation and cover the hole with a board. Purchase an evergreen tree from a reputable nursery, garden center or grower. Look for a specimen with uniformly distributed, dense branches. Available choices include white, Norway or Colorado Blue spruce, Scots, white or Austrian pine or fir. Choose a variety hardy in your area. Ensure that the tree is not top damaged and potted after September. Root growth occurs in the fall and good root development is essential for spring survival.

Maximum tree height should be one meter, weight 20 kilograms. The smaller the tree, the easier it will be to handle and the better its chance for survival. Protect your tree outdoors by placing it in a sheltered spot. Provide insulation around the pot with leaves, straw or peat moss to prevent roots from freezing and thawing and keep the soil moist.

Buds of woody plants from temperate zones, alternate from active dormancy to a dormant state during the cold season. Dormancy occurs in plants by altering temperature, day length, light quality, mineral availability or water supply. It varies for different species. Your evergreen tree will be dormant by December.

Prior to Christmas the 'living' tree may be brought indoors. Place it far away from all sources of heat (direct sunlight, registers, wood stoves or fireplaces), keep the soil moist and maintain proper humidity. The tree should be indoors for only one week (a maximum of 2 weeks if the room is kept cool). Any longer indoors will break bud dormancy and severely damage the tree when it is placed outdoors. After Christmas plant your tree in its pot below using the stored soil. Carefully remove the container, whether fibre, plastic and water the tree thoroughly with lukewarm water. Provide a windbreak to protect the tree for the balance of the winter. (For specific planting instructions see the April '89 issue of The Triangle. If you decide not to plant your tree until spring place it in the north or east side of your home, in a protected spot and insulate the pot to prevent roots from freezing and thawing. Transplanting success and tree survival will be reduced without adequate protection.

The Eastern white pine Pinus strobus was officially chosen as the Provincial tree of Ontario in 1994. This tree has the longest history of use in the Province, starting with lumber for ship building. The white pine is one of the most beautiful of the native pines, one of the largest northern conifers and a valuable softwood timber species. It is a fast-growing tree, reaching heights of 15 to 23 meters in 25 to 40 years and can grow to 40 meters or more. The white pine is a long-lived tree, commonly reaching 200 years if undisturbed and a species characteristic of Old Ontario's forests. Information on 'living' Christmas trees was provided by Ron Kelly, Horticultural Supervisor at the University of Guelph Arboretum.

Ontario's Provincial Tree

The form is very distinctive, the crown of mature trees has several horizontal and ascending branches giving a graceful, plume-like outline. The white pine is handy up to zone 3. It is easily transplanted and grows best on fertile, moist, well-drained soils although it will tolerate a wide range of soil conditions. The white pine prefers sun, but will tolerate some shade. This species is intolerant of air pollutants and salt and is susceptible to white pine blister rust (a bark disease) and damage from the white pine weevil which kills terminal shoots and seriously deforms trees.

White pines are identified by needles in bundles of 5, 8 to 13 centimeters long. Needles are slender, flexible, bluish-green in colour and remain on the tree for 2 to 3 years. Cones are cylindrical and pendulous, 15 to 20 centimeters long, 3 centimeters broad on a stalk. Cones mature in the autumn of the second year and may be produced on trees less than 10 years of age.

In Your Yard...

Ellen L. Heale, P.Ag.

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Master carver passes skills to newcomers

Visitors to Bill Whitaker's Robinson Drive home in Sudbury should tread lightly, so as not to disturb the majestic Blue Heron standing proudly in the corner. The heron, leg cocked gingerly on an outcropping of wood, appears capable of soaring at the slightest provocation. The brightly-colored bill is the product of Bill's masterful carving skills and assiduous attention to detail.

A project leader in Process Technology at the Copper Cliff Copper Refinery, Bill began carving in 1970, relying on instructional booklets for guidance. His early works were restricted to functional decoys for hunting, but eventually his craft evolved into decorative carvings - including "Harry", the Blue Heron he created for his son Jonathan. Once a week, Bill teaches a beginners carving class at Lockerby Composite Secondary School. His students range in age from 12 to 55 and are currently learning to carve a mid-size loon.

The latest honor bestowed upon Bill is the inclusion of two "W.E. Whitaker" originals in the 1990 Northern Ontario Decoy Calendar put out by Ducks Unlimited. "Birdcarving has become a very big hobby right across North America," he said. "It seems everyone is taking up bird carving. I hope the bubble doesn't burst."

Learning to teach

Now, the artist has come full circle - the student has become the teacher.

"Ducks Unlimited is a good way for carvers to help the Ducks Unlimited organization," said Bill. "By contributing carvings to Ducks Unlimited, you are helping to contribute to Ducks Unlimited projects in Canada and in Northern Ontario in particular."

Admiration and accolades are nothing new to Bill. In 1983 and 1984 he was chosen Carver of the Year by Ducks Unlimited of Canada, and in 1985 he was commissioned by the City of Sudbury to carve a pair of ducks for the visiting Queen Elizabeth II.

The carvings featured in the calendar were chosen from entries submitted to the Northern Ontario Art, Carving and Photo Contest last year and donated to the annual Ducks Unlimited fundraising dinner.

"When you do a new carving you need to draw a whole new pattern, get new skins and get new photos," he said. "If I were to do another puffin carving it would be easier for me.

"Depending on the size and the complexity of the carving you can spend anywhere from an hour to a couple of hundred hours," said Bill. "For puffin carving, Bill used skins from a pair of puffins shot in 1942 to check proper colorization and dimensions. The skins were borrowed from the Royal Ontario Museum in Toronto. This attention to detail is Bill's signature. He sells his work privately and the high demand ensures that finished pieces are never around for long.

Bill Whitaker burns detail into one of his birds.

Bill Whitaker burns detail into one of his birds.
It has taken more than a century — actually, quite a lot more — to build the Inco Limited of today. There have been good times and bad times — and successes and failures, you bet. Throughout, we’ve demonstrated the capacity to learn from the things we’ve done, to grow, as our current motto says, “Stronger For Our Experience.”

I think that’s a pretty good motto, don’t you? It doesn’t say anything about being perfect, but it implies a process of continuous improvement. In order to learn from our collective experience, we have to study it. As we face the changes and challenges of the future, we’ll want to know how we’ve coped with such things in the past. History is more than just nostalgia, fun, although that’s what cards us past the boring parts. Con- lusion said: “Study the past if you would divine the future.”

To stop cutting and start spaying and going on one and give you a clearer picture of the many pieces that came together to form the company as we know it, and to maybe change a few pre-conceived notions in the bargain.

Where should we start? With the discovery of sulphide ore at the Murray site in 1837. With the survey of the Crookston area in 1850. Or did it have something to do with that ill-fated Central Ontario Railway? I guess we need a couple of rules, huh?

Let’s try this: Inco Limited is made up of scores of organizational pieces that became part of the ‘family tree’ at some point in the past. In turn, each organizational piece can reasonably be considered as part of our evolution — if we can accurately trace a continuous path to its beginning. We didn’t just suddenly begin with the founding of International Nickel Company (no ‘The’) in 1902, the half-dozen or so companies that came together each had a certain ancestry of its own.

Each one was of vital importance to the new holding company, and each is worthy of detailed study, but they don’t take us to our oldest roots. Remember, we’re looking back from to 1992. Get back a mere sixty-one years, to 1929, we find a fresh branch to follow. That’s when Mond became part of bringing its past with it. Surely the Mond heritage is as much a family business.

Of the pieces that are part of today’s Inco Limited, by far the oldest is the origin of what we now know as Wiggins Swain and Alloys, in Birmingham, England. Surprised? Well, a rule’s a rule, folks.

The year was 1835. Charles Askin and Brooke Evans formed a partnership to “produce economically the highest possible grade of nickel salt.” See? They were even in the right businesses. In 1842, a fellow named Henry Wiggin joined the Evans and Askin firm, in which he also became a partner in 1843. With the death of the founding partners, the name was changed to Henry Wiggin & Company. In 1890, it was converted to a limited liability company, under the name of Henry Wiggin & Company, Limited — but it was still very much a family firm.

Around 1888 (when Canadian Copper was trying its hand at getting a furnace going over here in Copper Cliff), the Wiggin Company purchased a small works from a Thomas Adkins in Smethwick, near Birmingham. Between 1890 and 1900, a section of this property and certain buildings were leased to Ludwig Mond and Carl Langer, where they might one day use the experiences that followed the discovery of the now-famous carbonyl nickel. The result was that the first commercially feasible nickel produced on an industrial scale came from a model plant erected at Smethwick. It’s hardly surprising that such cooperation would ultimately lead to an even closer relationship.

As you know, when Ludwig Mond failed to find a buyer for his patent, he formed his own company in 1900. That is, of course, led to Mond’s heavy investment in the Sudbury area, for his patent, he formed his own company in 1900. That, of course, led to Mond’s heavy investment in the Sudbury area, of course, led to Mond’s heavy investment in the Sudbury area, and where did you dump the sand?

We miners brag but we want you to know it takes all departments to make it a go. We wish to divide our muck pile with you. We not only look polished, but we’re mechanically fit, too. So we miners share in what we do. We wish to divide our muck pile with you. It should be as easy as pie to do without a five inch flat.

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of the deep (underground)

Creighton Mine

If you like a poem you may want to think of the deep underground. Remember those who work there and their families. It is not a place for everyone. It is dangerous work, but it is necessary for the survival of our society.

Eyes

Louis read a poem in a local hotel. He said, "I have been writing poems for several years now, but I never thought I would be published." He continued, "I have always enjoyed writing, but I never thought it would be taken seriously."

No problem

There is no problem, but we should always remember that poetic expression is an important part of our culture. It helps us understand our world and ourselves.

Painter Willie

Some people have a natural talent for painting. But not everyone can become an artist. It takes practice and dedication. Willie has been painting for over 20 years.

Propositions are not shown to those who do not seek them. Willie would not have been able to paint if he never asked for his work to be shown. He said, "I have always been a hard worker, and I have always been dedicated to my craft."
37 years without lost time accident

Maintenance means health as well as mechanics

Maintenance mechanic Alfred Reiss' job was to keep Inco equipment in good shape. For 37 years, he's taken the same attitude about himself. "I suppose if you consider all the things that could have happened in that time, you can rule out luck as having anything to do with it," said Alfred as he considered his record of almost four decades on the job without a lost-time accident. "You've got to keep alert all the time, keep your mind on the job and your fingers out of places where they shouldn't be. The most important thing is having the right attitude.

The folks at Clatsborn Mill where he's worked for the past two years hosted a Copper Cliff Club dinner on his retirement in January, and Alfred took the occasion to reflect on just what it was that kept him free of broken bones and bruises. "You can't forget for a moment, he said, "that the job was a lot more risky than today, and it's still up to you to keep yourself safe from injury."

Although he points to vast improvement in safety standards and regulations since he began working for Inco, he warned newcomers that the regulations and preventive measures only work with the full participation of the individual. "Sure, you've got a lot more attention back then because being on the job was a lot more risky than today," said Alfred, "but that doesn't mean that today you can relax and take it easy. You can't treat it like a bull in a china shop."

The tracks indicate most of the snowmobilers are coming from the Walden and Lively area, with others coming from Ausilda and White Water Lake," said Marty. "It's not like we have to keep snowmobilers out there because it's a public area. It's a dynamic area in so far as what may be perfectly safe today may have changed the next day. Things are happening all the time. We may have installed a new piece of equipment we may have moved a piece of machinery. This area is active 24 hours a day, seven days a week."

"If we catch somebody we aren't going to tolerate it. We will move to keep snowmobilers out of our backyard, and we will put signs up to keep snowmobilers out of our backyard."

"It's incumbent on the company to warn snowmobilers," said Marty. "We're trying to somehow tell people. 'Hey, stay off our property. We got it right, but we got it all wrong. In a picture on Page 9 of December's Triangle we incorrectly identified a youngster with a shopping bag in hand as Andrea Solski. The happy youngster getting a hug from Santa at the General Office Christmas Party was actually Ashley Fiche, daughter of Claude and Nancy Fiche. Claude works at Central Process Technology."

"I suppose it isn't the job you love," said Alfred, "but that doesn't mean that today you can forget how hard you worked in those days. But if you forget that, you're not going to succeed in your work."

"I was a young man again, I'd sign up again."