A team of local teenagers, with some help from Inco, has launched a thriving designer boxer shorts business. This year's Junior Achievement Program is in full swing, and with a little help from volunteer advisers like programmer analyst Sean Romenco and material controller Greg Riddoch, the program is proving successful. Sean and Greg's group opted to get on the leading edge of a growing designer shorts fad and their production of 25 shorts a week is selling briskly. It's the second year volunteering for Sean, the first for Greg. Both say the program is worthwhile, that it is enjoyable as well as educational for advisers and students alike. From left are: (Rear) Josh Millard, 16; Matt Atkinson, 16; Donald Palmer, 15; Brian Deegan, 16; Jason Quinlan, 15; (front) Jennifer Gilbank, 17; Charlene Lam, 18; and Amanda Holmes, 15.

Creighton's universal appeal

Is the universe unfolding as it should?

Dumb, rhetorical question, right? Wrong.

It's one of those brilliant questions scientists need in order to get to the right answers.

A scientist who has come up with a possible answer will be working at Creighton Mine's Sudbury Neutrino Observatory this year.

Recent experiments seem to confirm a six-year-old finding by Canadian physicist John Simpson that a third of all neutrinos have a lot more mass than scientists previously believed possible. Scientists previously thought neutrinos had little or no mass.

Big deal, you say. Fat neutrinos.

Said University of Alberta nuclear physicist Gerald Roy: "If the theory is correct, it will turn a lot of things upside-down in the physics world."

Simpson, a 51-year-old native of North Bay, could be in line for a Nobel Prize if his findings continue to be verified. His theory may deal with super small particles, but it could be the answer to questions that thinkers and philosophers have argued over since man gazed at the night sky.

What's it all about? Will it end? When?

Most scientists agree that the universe was born in a "Big Bang," a primordial cosmic explosion, and that the universe is expanding. What comes next is highly contested.

There are the theorists who believe the universe is "open," that it will expand forever. There are those who say it is "flat," that it will expand until it is so large it will begin to contract and eventually reverse it.

Until recently, most physicists calculated that the total mass of the universe was not sufficient to cause it to stop expanding.

That's where Simpson's findings come in. Add his weight-gaining neutrinos, and the Case of the Expanding Universe is closed literally.

Inco environmentalists share greening limelight

Two Inco people were among those recognized for their contributions to Sudbury's ongoing land reclamation program.

Darl Botter and Jim Savage of Environmental Control were awarded Certificates of Appreciation at a Regional Greeners Appreciation Night held in the Sudbury Council Chambers at Civic Square. Sudbury's "greening" is seen by the Region as an example of a community partnership attempting to solve a major environmental problem. As well as at all levels of government, the partnership includes the academic community.

'Sign of the' Times Square

The Inco name is easily recognizable, of course, but why does the cityscape look so familiar? Because if you haven't been there, you've probably seen it on television on some past New Year's Eve. It's the Big Apple. New York, New York, and we've taken our regards to Broadway.

Times Square visitors who annually watch the ball drop to ring in the New Year saw Inco's new corporate commercial flash on a new JumboTron screen. Shown at no cost to raise interest in Sony's new display device, the commercial shared the limelight with others such as Nintendo, Nike, Hertz, General Motors... and the California Raisins.
Inco environmentalists recognized

Continued from Page 1

and major industries like Inco.

With the revitalization of some 5,000 hectares of once barren land in the last 13 years, most area residents are well aware of the success of the Sudbury region's land reclamation program.

The people behind this program are not so well known, and the appreciation night was held by community leaders to honor individuals who have made substantial contributions to the reclamation program.

The program was developed in 1979 to tackle the daunting task of revitalizing 10,000 hectares of land. To date, 3,900 hectares of this area have been revegetated, while an additional 1,000 hectares have been somewhat improved. The program has included the planting of 1.2 million trees.

"Today, these areas bear no resemblance to their former appearance, as grass and trees have replaced the starkness of bare ground," said regional chairman Tom Davies.

Joint effort

About $14 million has been spent on the program and 3,200 students and unemployed individuals hired over the years. Funding and technical assistance have come from numerous sources—levels of government, as well as Inco, Cambredge Ltd., Laurentian University, Cambredge College and other organizations. Davies said.

Davies paid tribute to dozens of dedicated individuals who have served over the years on the region's Vegetation Enhancement Technical Advisory Committee.

"From the outset this has been a people program and it should be acknowledged as such," he said.

Among the two dozen individuals honored were Laurentian University professor Keith Winterhalder, the committee chairman who is considered the father of the reclamation project.

Bill Lautenbach, the region's director of long-range planning, and Davies.

Davies pointed out that the reclamation program has received national and international recognition and awards over the years.

As a result of the program's success, "the people of the region of Sudbury are provider of their community today than ever before."

New technology tried for Thompson tunnels

Roadheader—"it reads like the name of a rock band, but it's actually a name given to a rock tunneling machine. And one of these H10 machines will be delivered to Manitoba Division's Birchtree Mine at the end of April.

"We're bringing in the roadheader as part of a joint research project," explained Dave Sars of Mines Research. "A consortium made up of Inco, Falconbridge, and Noranda is sharing the costs and the benefits of this project."

The roadheader will go into operation on the 1,500 level of Birchtree in June and continue for approximately six months. "We chose that particular location because of the type of ground," explained Dave. "There is a belt of peridotite, which is medium hard and because of the ground support needed, requires special attention for regular drilling and blasting procedure.

The roadheader has a cutting head that bores through the rock face and then enlarges the opening by traversing the designated area and cutting back and forth.

The project will determine whether the roadheader could allow mining companies to mine this type of ground condition more safely and more economically," said Dave.

Is there anything funny about mining business?

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In their brilliant fluorescent orange T-shirts and hats, they were the flashiest team, the most rambunctious, enthusiastic, and some say the noisiest as they squared off with a stacked Falconbridge team to send bowling balls rumbling toward the pins at Notre Dame Bowling Lanes.

They lost... but with class.

"I'm not going to give you the score," said Laura Mitchell, one of six members of the Inco Strike Force bowling team and a shipper at the Copper Cliff Nickel Refinery. "You lose by one point or a hundred, it doesn't make any difference, does it?"

It was the annual Bowl For Millions event, a fundraiser for the local Big Brothers organizations. Teams were encouraged to goad friendly rivals into grudge matches.

The Inco crew wasted no time in challenging Falconbridge for a little friendly competition.

"They came with a stacked team, all men and all experienced bowlers," deadpanned Laura. "We gave it our best shot. We would have liked to win, of course, but we had a terrific time anyway."

If not the most adept bowlers, the Inco crew were definitely the best-dressed... at least the loudest dressed... at the lanes.

The T-shirts and hats supplied by the Public Affairs Department didn't go unnoticed by the event's organizers.

"We won the brightest dressed team award," said Laura. "Fashion-wise, we were brilliant."

While the Inco bowling was highly competitive, a fact that could be read on the faces of teammates like Gary Prowse of Nickel Refinery maintenance, the failure of the intense effort to overcome the hard-bowling Falconbridge crew was dealt with rather philosophically by Laura.

"One game isn't enough to prove anything... know, excuses, excuses...

"Next year," she said, "we'll go for a rematch."

It's not the first time Inco has challenged Falconbridge to a Big Brothers bowling. Laura, a five-pin league bowler for many years, gets involved in the event regularly and finds it hard to resist a challenge.

She doesn't know the total in pledges to the individual team members. The company donated $500 to spur their team on.

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Miner’s ‘mother lode’ found at school

As with many of his peers at the time, when Harvey Wyers graduated from high school the allure of a full-time job and pay cheque was more powerful than the potential rewards of a higher education.

When Harvey went to work for Inco, straight out of high school, he knew he had left school behind.

In 1985, halfway to an early retirement, he decided to return to school, enrolling part-time at Laurentian University.

"I was 35 at the time," he recalls, "which was over 15 years ago."

The motivation to pursue a university degree at that point in his life was a gut feeling, more powerful than anything else, he says.

But it wasn’t long before he knew he had made the right decision.

"Once I got into it I realized I had missed my calling — I loved it."

This spring, Harvey will graduate with an Honours B.A. in Political Science.

He will have completed four years of full-time study.

His schedule throughout has included regular shifts at the smelter and at least two, sometimes four nights of classes each week at Laurentian.

"There have been a few 16-hour days, that’s for sure," he says.

"I’ve been taking two full courses every winter and every spring, and I’ve taken a summer course as well."

At that wasn’t enough, Harvey also found time to get into the political scene on campus, with the Association of Laurentian Part-time Students. Since last spring he has been vice-president of the 3,000-strong students’ group.

"I waited until I was 38 years old to become a student radical," he jokes.

Although they are not exactly a radical bunch, Harvey and his colleagues in the students’ association have pushed university administration for various changes.

Harvey’s first success as an executive member of the association was in winning demands for increased access to the university library on weekends. That change was critical for many part-time students who must rely on weekend credits for their research and study needs, he says.

These days, the students’ group is lobbying the university to offer a greater range of courses to part-time students.

"A lot of the stuff we do is constructive criticism," Harvey says.

"We give the administration full credit for their efforts to entice part-time students to take courses here, but there is more that they can do."

As an executive member of the students’ association, Harvey also sits on the university’s senate and he is a teaching assistant in an introductory political science course at Laurentian.

Co-operating with such a demanding schedule would be impossible, he says, without the support of his family, co-workers and employer.

"As far as my family goes, they’ve been very, very supportive. My wife Sue has put up with a lot and she’s even typed a lot of my essays."

"It’s been tough on the family. When crunch time comes and essays are due or exams are up, you have a lot of nights out you spend a lot of time away from home, in the library, doing research. My fellow workers and my supervisor at Inco have been very supportive, too. They’ve encouraged me to hang in there."

Following this spring’s graduation, Harvey plans to pursue his studies to the next level. He is aiming for a master’s degree, and possibly a Ph.D.

Harvey says he chose political science because "I’ve been involved in politics and community activities for some time, and I wanted the formal knowledge to go with the practical experience that I had."

With a degree under his belt, he realizes that "there will be options that will come open. It can be something to start a second career."

However, Harvey isn’t speculating on what the future might hold, but he points out that a 30-year pension will be available to him in nine years.

He does know that when he eventually retires, he likely will have other pursuits to keep him busy.

"The thought of taking my pension and withering away doesn’t appeal to me."

Symbol of Shops’ pride

Divisional Shops creates new logo

Divisional Shops has made its mark.

The tradesmen at Divisional Shops have earned a reputation over the past few years for meeting challenges, a reputation that’s spread even beyond the borders of Inco’s Ontario Division. That’s one reason why they decided to put their mark on just about everything they touch.

The shops, "mark" is a logo designed by machine shop designer Peter Bartuska, one of 12 people who submitted more than 50 entries in a Divisional Shops Logo Contest.

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"The enthusiasm for the contest is high among all employees and the amount of pride taken in their work," said controller Allan Massie, who figures the logo will appear as crests on jackets, hats and T-shirts. He said the initial reason for the logo, however, was an ambitious effort by the shops to meet a new challenge.

"We are getting into a quality control manual to put together, a manual that requires a logo."

"We decided to have a contest to come up with a logo. The response was excellent."

"The winner was picked by a committee consisting of Maintenance and Mines Research vice-President John Kelly, Central Maintenance and Utilities manager John LeMay and Divisional Shops superintendent Tom Print."

"There were a lot of good entries," said Allan. It was a difficult choice.

Peter Bartuska said it was the enthusiasm and pride shown by Divisional Shops employees that got him to participate.

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Sign up for The Triangle newsletter today.
Good memories, hard work

Levack picture worth a thousand memories

There was a lot more work back then. No coffee breaks. You went home tired.

Levack maintenance co-ordinator Ken Miron made the comment as he moved his fingers across the faces in the framed picture propped up on the Levack office desk, more than once resting on a fond memory.

"I bet every one of the guys would admit they worked hard, harder than miners work today."

Yet few, he said, would regret their years in the business...and at Levack.

With 37 of his 38 Inco years at Levack, Ken recognized many of the 32 faces in the retirement picture taken of people who probably started at Levack in the early '40s. It was a real family atmosphere he said.

"I started at Levack in the early '40s. My wife, June, was a schoolteacher and recording secretary George Lockhart with one of three pictures taken of people who probably started at Levack in the early '40s. It was a real family atmosphere he said. "I started at Levack in 1937 and it was exactly the same. There was a community, camaraderie. People take care of one another. I think there's a family environment underground that's even more prevalent than at surface plants."

Of course, he said, Levack's relative isolation from the rest of Inco's Sudbury operations probably adds to the special feeling most people at Levack have about the place they work and the people they work with.

"At one time, there used to be around 1,000 people working here," said Roy, "Today we're 600 or so, but the traditions are still there. These old-timers and the guys before them are the people who set the traditions we are all living by today. Sure, people change, but miners are a special breed. They're proud of what they do and they care about each other. You can see the pride in the faces of these guys in the photograph and you can see it on the new guys here."

Working conditions may have been a lot more austere back then, he said, yet that's hardly what people remember.

"What comes through is the good humor and some of the characters who used to make working pleasant. If you didn't laugh during the course of a shift, it was a bad day. The work always got done, but it was made a lot easier by the humor that was always part of working underground."

He recalled one oldtimer who fancied himself a quick-draw artist. "High noon underground," said Roy. "And if you showed him and shot him with your finger, he'd fall down and play dead."

At 70, retired Levack miner and electrician Joe Ribic remembers the old times. Still a Levack resident, Joe helped put names to some of the faces in the picture who couldn't be identified by the mine personnel.

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Sometimes, Inco's game is basketball

When it comes to investing, Inco’s on the ball... basketball, that is.

Who would have thought that the underdog Lockerby Vikings would battle their hearts out to become the Cinderella story of the Ontario Federation of Schools Athletic Association Senior Boys AAA Basketball Championships in Sudbury recently?

Certainly the $500 Inco donated toward the “adoption” of the 12 players and two coaches on the Lockerby team could guarantee the fast-paced action that saw the home squad overcome almost impossible odds to become eye-opening contenders early in the championships.

No mere pushovers, the team stunned the No. 4 ranked Mother Teresa Titans of Toronto on the first night of basketball action, then repeated their performance in a second game against the Nepean Knights.

The team lit local audiences on fire as they battled exhaustion to keep up with—and ahead of—their high-powered adversary.

Later in the same day of their second victory, a tired Lockerby team finally fell to the Cardinal Leger Lancers of Brampton.

But Inco’s connection to the basketball action wasn’t only financial.

With just seven seconds remaining in a three-minute overtime during the second game, it was a Lockerby player wearing the number 33 who put the winning basket through the Nepean hoop.

That’s Jason Prpic, son of Smelter general foreman Murray Prpic.

Guard Pat Sherlock, wearing number 31, is the son of Transportation project coordinator Al Sherlock and forward Richard Eldridge is the son of Jack Eldridge of Central Process Technology.

Copper Refinery manager Al Craithers was also keenly interested in the basketball action. His son, Jonathan, is a guard with the team.

One official at the event was Cec Goudreau of Frood Mine Industrial Relations.

Teams representing 16 associations throughout Ontario participated in the three-day tournament.

Inco’s donation, in the form of the team “adoption,” helped in various tournament costs, including holding a tournament banquet, security and printing of promotional materials.
Inco archival footage top-notch

This movie stars Inco, nickel industry

Picture it. A cast of miners, mill and smelter workers, refiners, executives, acres of plants, miles of mines, mountains of nickel from deep in the earth all the way to the moon.

Picture it. A cast of miners, mill and smelter workers, refiners, executives, acres of plants, miles of mines, mountains of nickel from deep in the earth all the way to the moon.

It’s the story of the birth and evolution of the Canadian nickel industry and Inco’s leading role in it.

Don’t read the book, wait for the movie.

If you’re interested in mining in general or Inco in particular, this is a movie you wouldn’t want to miss, and it’s all made possible by some rummaging around in archives, dusty closets and cupboards in offices all over Inco’s world.

“About four years ago we put out a call to hunt up and send us all the local footage of Inco operations, old and new,” said Inco’s director of corporate communications David Allen. “The response was incredible. What we got back was hundreds of hours of film, a lot of it top-quality material. The best was old Mond Nickel Company film from a basement in London, England and from the Inco archives in Sudbury.”

Luckily, he said, Inco has a history of keeping records on film. “And right from the start, both Inco and Mond used some of the best cinematographers available. Suddenly we found ourselves with miles of top-notch footage that chronicles on film much of nickel’s history.”

He said the film, some of it including highly flammable nitrofilm used in the 1920s, was turned over to the National Archives in Ottawa which was keenly interested in such a complete top-quality record of the development of mining and metals processing in Canada.

The collection consists of 285 film titles (654 reels of film) in English and several other languages. The films cover the period from 1918 to 1980 and were used to record noteworthy occasions and to promote new products when they were brought to market.

In accepting the collection, which was designated as of national significance, Jean-Pierre Wallot, National Archivist, said of the donation: “You have thereby enabled us to document more fully Canada’s history and enriched our cultural history.”

To update the history and bring it up to the present, a film crew was filming in Sudbury recently.

One segment was filmed at the Nickel Refinery control room with Vice Chairman Walter Curlook. He talked not only about the changes he and his family have seen in their years at Inco, but made observations about how rapidly change is accelerating in mining today.

To this end, Allen is negotiating with television networks for broadcast of the hour-long film in the fall television season.

“We’re also working on some community showings in Toronto and Sudbury,” said Allen. “We might not debut the film as a Hollywood premiere, but we want to celebrate our history. It is not only fascinating and mostly unknown in itself, but perhaps understanding our past can help us more clearly understand where and how we wish to shape our future.”

David Allen, Dr. Walter Curlook and director Alan Fox discuss the next camera session.

Make-up artist Lisa Brown gets Dr. Walter Curlook ready.
Reaching 'unattainable' levels

The Copper Cliff Smelter Complex, a place where you keep your mind on what you're doing.

The approximately 1,000 people who work at Copper Cliff Smelter are highly skilled, diversified, exacting workers. It's a workplace that has exposure to environmental, overhead cranes, high pressure systems, and diverse equipment. It's the kind of place where nobody has to remind you to strap a mask to your belt and don safety glasses and boots.

Now add scores of subcontractors working elbows to elbow with smelter employees, building huge structures that almost daily change the face of the Smelter's territory, sometimes making the old unrecognizable under a mound of steel girders, cavernous pipes and rising steel plate structures.

Yet here rests the 1990 Vice-President's Trophy for the best safety performance among all Milling, Smelting and Refining plants.

"You can have all the posters, meetings, lectures and precautions you want," said safety and loss control general foreman Steve Oreskovich, "but there's no doubt that the credit for this goes to the people on the floor, the people who work here, the people who have been convinced in their safety consciousness. You can't come up with a record like that at the end of the year without everybody's cooperation."

It's all state of the art, the smelter truthful will tell you. Technology has taken a lot of the mundane labor-intensive jobs off the backs of the people who work here. Yet it's still this kind of place where an absent-minded slip can spell disaster.

"This is no cookie factory here. Safety isn't the first thing on the Smelter," said Steve. "It's the first...and second thing."

Last year, the Copper Cliff Smelter led all surface plants in avoiding medical aid injuries, lost time accidents and days off work. In medical aid, the complex's rate of 4.4 per 100 employees beat the M, S&R average by 2.6 per cent. The lost time accident rate for the same year was 1.7, well below the surface plant average of 2.3. Days off work statistic is 5.5, a little more than half the average.

In announcing the win, complex manager Peter Ryan called the safety accomplishment "outstanding," and said the smelter hasn't done as well since the early 1980s when Matte Processing kept the trophy for a year.

"Outstanding safety performance elicited the Smelter for many years," he said. "After considerable hard work and team play on the part of everyone, we have now attained a position of leadership and safety excellence."

The M, S&R Trophy was formally presented by Vice-President Bob Browne early last month. Accepting the trophy on behalf of the Smelter was Ernie Hywaring and his crew along with Bob Gallinger as the best circuit worker.

The two teams have a long history of safety excellence.

While Steve Oreskovich insists it's the employees who are responsible for the accomplishments, he acknowledges that an increased corporate emphasis on safety has resulted in a new "safety culture" at Inco's operations.

"It goes from the top down and from the bottom up," said Steve. "And there's been absolutely no doubt that the company has been committed to safety.

With the diversity of jobs at the Smelter, ensuring that all of them are not only effectively but safely done is something that each employee is responsible for."

"We have about 2,000 job procedures here, each laid out in detail," said Steve, "and we've developed a system of training and procedures for each job. But it's up to each employee to follow them. You can't just write them down and forget about them. Employees have to use them. That's what I mean, we couldn't have won this without the participation of our employees."

In his 34 years at the Smelter, Steve has seen attitudes about safety change from something of a side issue to a prime focus. "There's just no comparison with the way things used to be," he said, pulling out a sheet of figures from his desk. He pointed to a figure that shows 6.8 injuries per 100 employees per year in 1975. "Last year, we had a little over one percent injured.

Can accidents be reduced to zero?

"I'm not sure if we can ever totally eliminate an accident," said Steve, "but we are aiming for it regardless. After all, I never thought we'd get it down to where it is now. We've already reached a safety performance that would have been considered unattainable just a few years ago."

To Steve, Inco's additional emphasis on off-the-job safety makes eminent sense as well. Why? Because people are five times as likely to get injured at home as on the job at the Smelter. Our figures show it. And if you can get him to be careful at home, you know he'll be careful here.

Not only is today's employee highly qualified, better trained and motivated, but Inco's "old-timers" have shown a resilience and a willingness to learn and adapt to changing times and technologies. The older employees are the people who built this company and they have proven over and over again that they are willing to change with the times, to learn new skills and procedures. Our people have always shown a willingness to go the extra mile, to accept a new challenge.

"And that goes for safety as well as anything else."

For new safety supervisor Gerry St. Amant, his job is one of the most important at Inco. "I think leadership in all departments is required to make it work," he said. "I've been at the Smelter 15 years, and I've never seen people so safety conscious as today. People involved in the safety cad can feel good about what they do. I've been at this job for only five days and I can feel the pride in the department already."

Instrument technician Ron True says he's always been careful on the job, yet today he's even more conscious of it. People talk about it today. People watch out for each other. If I was to do a job on the workbench without my safety glasses on, the first guy who walked by would tell me to put them on."
The final and probably most difficult act of love every mother must face is to give her children the freedom to chase their own dreams. Just ask Margaret Donaldson. In 1981 her son followed his dreams to Saudi Arabia, and the few precious times she's seen Robert, in the last decade. Yet her face is to give her children the freedom to chase their own dreams. I'm happy for him, even if 1 don't see him as often as I'd like."

"Back then I guess I preferred him to go to university and go into some kind of a professional career," said Margaret. "His life was horses. He owned a horse while he was at home and he used to have lunch with it. He would have conversations with the horse like it was you and me talking."

Robert did one year of university, but dropped out when studies cut into his farm job.

"He told us he was wasting his time at university, and we were wasting our money," said Marg. "He wanted to be a lawyer or engineer. Who needs a lawyer who dreams about horses?" she said with a smile.

Robert has never regretted making the decision to go to Saudi Arabia. Said Marg, and it's no wonder. Not only does he get the opportunity to work around some of the best horses and horsemen in the world, but he spends a lot of his time hobnobbing with royalty.

Robert was featured in the Winter issue of Equestrian Canada, a story about how the technical consultant to the Saudi Arabian Equestrian Federation owns his own stable where he trains horses and riders. He also operates a "bloodstock business for show jumpers," involving the importation of horses from England to be sold in Saudi Arabia.

Robert created the rule book for the federation, organizes show jumping competitions, creates short and long term goals for the improvement of equestrian sport in Saudi Arabia, creates budgets and supervises the implementation of the goals.

He travels both with the Saudi federation and Royal family to riding functions, as well as on his own, and he's visited places that many only dream about. "Quite a life," said Marg. "Bohemian with the jet set and getting paid for it."

"We never know where he's going to call from next. It could be Japan, Nepal, India, Africa or somewhere in Europe," said Marg.

"There's nothing snobbish about Robert," said Marg. "He seems to be able to mix with crown princes and royalty as well as stable hands."

Unlike his aversion for studies at home, Robert attended university in Riyadh and is almost fluent in both writing and speaking Arabic.

Not that life in Saudi Arabia is all fun and games. During the recent Gulf war, both Robert and his mother were feeling the same strains.

Robert was at a horse show when the war broke out. He faced air raid sirens in the middle of the night and took refuge in "safe rooms" to seal himself in against chemical attack.

For Robert, the "booooom" of Patriot missiles taking off was a bit shocking, but he said he adapted quickly.

For mom back in Sudbury, it wasn't all that easy. "I worried constantly," said Marg, "but he called me every day at work at Inco to reassure me that he was okay. He knew we were worried about him."

Marg and husband Robert have grandchildren from her other son Donald and daughter Elizabeth.

"Of course it would be nice to have a grandchild or two from Robert, but everything in good time... hopefully."
"Everybody's happy. The public, Inco, government and the environmentalists. You don't often get the chance to please everybody."

"It's a catalytic converter from the exhaust system of a car, he said, and it's a prime example of how recycling can be good for the environment and turn a tidy profit to boot. "Recovering these converters is an industry that didn't exist 10 years ago. Today it's a multimillion dollar business."

Installed on an automobile, the converters remove a significant proportion of the harmful substances carbon monoxide, oxides of nitrogen and hydrocarbons from the exhaust gas stream.

A platinum, palladium and rhodium coating on a porous ceramic monolith or pellet material is used to achieve the reaction. "We buy the pellets and monolith core from a 'collector' who in turn collects the converters from wrecking yards. The collector removes the casings and loads the pellets or honeycomb material in drums for shipment to us," said Tom Mosey.

"We started putting them on cars in the mid '70s," said Tom, "and by '83 they were starting to arrive at the junkyard. A year later, collectors sold Inco enough of them to account for over several thousand troy ounces of platinum group metals."

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Above, Tom Mossey examines the newly arrived drums. Above, right, the revert and toll materials co-ordinator examines the catalyst in an opened drum.

Tom. "We recover the precious metals in the catalyst and the metal of the canister is recovered by others. The fact that we can recover the metals from the catalyst in the converter encourages others to recover the steel in the container."

"It began in the mid '80s with a single truckload a month," he said. The material is sampled by driving a hollow pipe through a number of drums, then analyzing the material in the pipe for precious metals content. The testing is done by grinding the material to a powder and then analyzing it for metals content at Inco laboratories. After the material is charged into Inco converters, the platinum, palladium and rhodium is collected.

Chances are, some of the recovered metals were dug out of the ground by Inco miners in the first place, and at least part of the platinum and a high per cent of the rhodium that's extracted by Inco will eventually end up as part of another catalytic converter. About 79 per cent of the world's rhodium and 37 per cent of the platinum demand goes into making catalytic converters.

"These metals are relatively rare and that makes recycling all the more important. In most cases, demand is greater than the supply. Tom's particularly happy because he's in the enviable business of pleasing everybody."

"We do a lot of recycling of materials back through the smelter. There's our own stuff that's left over, rejects or scrap and discards from operations at our plants and shops. This material is too good to be put out in the garbage. Material like metallic scrap and shavings, too dust and even high grade slag. Some of the material that we recycle these days used to wind up on the bottom of tanks and pipes and would end up out in the environment. Today, the idea is to retrieve and reuse the metals they contain."

"Inco's always been in the business of recovering valuable materials, but with the emphasis on the environment, the job is doubly rewarding. Everybody's happy. The public, Inco, government and the environmentalists. You don't often get the chance to please everybody."

"The catalyst in converters isn't the only 'garbage' item that Inco purchase from outside collectors. Material accepted for recycling and metals extraction ranges from metal shop turnings to junked jet engines which contain high proportions of nickel and cobalt."

"We just got through with some Rolls Royce scrap," said Tom with only the hint of a smile. "Jet engines turbine blades."

"Sampling is the big problem," said Tom. "We accept things like watchbands, rings and jewellery, but the snag is that you can't get a large enough batch to give an accurate sampling of what it's worth."

Tom said Inco is continually finding new and better ways to do the recycling and extraction, and the research and development promises even more of the same in the future.

With the growing concern about the environment, he's sure more opportunities will come along, and new innovative collection and recycling schemes will mean less garbage in the junkyard.
By the light of the moon

By Ellen L. Haale, PAg

Fact or fantasy - the folklore associated with the moon and agriculture has been prevalent for centuries. Ancient farmers used the moon to provide guidance on growing and harvesting crops. Some gardeners currently use the moon's phases for guidance, while others use information in combination with the moon's zodiac signs, a complicated endeavor.

First the facts. Every 29.5 days the moon completes a cycle. That cycle is divided into quarters of 7 days each. Throughout each cycle the moon changes in appearance. During the first half of the cycle the moon waxes from a new moon (which cannot be seen) to a full moon. Over the latter half of the cycle, or dark of the moon, it wanes from full to half to a new moon again. Ancient calendars were based on this monthly cycle.

Paul Karoff, author of Full Moons - Fact and Fancy about Lunar Influence writes "the myths and tales may not always accurately describe the mechanisms by which the moon influences the growth of plants. Scientists have also examined the effects of lunar rhythms on the earth's magnetic field. Corn and peas were studied for nine years and it was found that corn planted two days before the full moon grew larger than corn planted two days after and peas planted at the new moon withered more quickly than normal. It is more likely to rain heavily immediately after a full or a new moon.

Then the fancy. The clearest illustrations of lunar empathy have always been in agriculture. In general, farmers and gardeners believed that things grew better as the moon grew. In fact, the rhythms of lunar growth correlated with biological processes. Since lunar cycles affect the movements of the sea and of water in all living creatures it is possible that the moon also affects the growth of plants. Scientists have also examined the effects of lunar rhythms on the earth's magnetic field. Corn and peas were studied for nine years and it was found that corn planted two days before the full moon grew larger than corn planted two days after and peas planted at the new moon withered more quickly than normal. It is more likely to rain heavily immediately after a full or a new moon.

The Earth is divided into 12 constellations. The signs of the zodiac are associated with a different phase of the moon. These signs form a circle, the ancients divided this circle into 12 constellations.

The new-moon growth is the fastest growth, as it reaches out into the air to receive pollen. The Fifth or fifth season, is the last month of the lunar year and is considered especially favorable to apples.

The Water signs of Pisces, Cancer and Scorpio rule over growth. The Air signs rule over the flower and fruit. Aquarius, Gemini and Libra. The Earth signs of Taurus. Virgo and Capricorn are associated with the roots of a plant.

The Fire signs of Aries, Leo and Sagittarius are said to rule the soil. The Fire signs are considered favorable for vine and stalk growth. Saturnius is said to rule fruit and is considered especially favorable to apples.

The signs of the zodiac are associated with the phases of the moon and also with the changes in the moon's apparent motion. The ancients divided the moon into 12 signs: Aries, Taurus, Gemini, Cancer, Leo, Virgo, Libra, Scorpio, Sagittarius, Capricorn, Aquarius, and Pisces. Each sign is associated with a different phase of the moon.

During the third quarter when the moon wanes from full to half tradition suggests planting crops that produce their yield in the ground. This would include beets, carrots, turnips, and potatoes. The fourth quarter is the time when the moon is at its lowest point in the sky, and is considered the best time for planting root crops. During these times, the moon is said to be "waxing" or "waning." Waxing moons are said to be favorable for planting, while waning moons are said to be unfavorable for planting.

Working on the (Inco) railroad

Now that most of the snow and ice are gone from driveways, sidewalks and front steps, Inco is out in force checking some of the railroads in the region for the weather for the past six months. Mike Chettle, a cop student taking the mining course at Cambrian College, who is working in Transportation during his work term, was one of these on the job of track maintenance. During the recent good weather, he doesn't mind a bit.
The approximately 500 people who work at the Copper Refinery have a better idea these days of where they fit in the grand scheme of things, thanks to a unique project that features refinery processes, people, and end-use products.

It's an idea that was spawned from Inco's Total Quality Improvement philosophy, and early indications suggest the project has given employees a new sense of pride in what they do for a living.

The project, conceived by the refinery's Total Quality Improvement steering team, involves a permanent video display in the foyer immediately outside the main change rooms.

The display features three sections of photographs and an audio video segment that can be activated with a press of a button. It's changed every three months.

Display topics are determined by a team consisting of a cross-section of refinery personnel.

"Unlike other displays of this sort, it's not aimed at our customers," said Superintendent of Procurement Technology Dale Krueger. "This one is aimed at our own people to give them a better idea of how crucial their quality work is in the overall change process here."

The display is divided into three basic sections, the first showing some of the many consumer products made from materials the refinery produces, the second showing some of the refinery processes involved in getting our quality products to the consumer product fabricator, and the third showing people involved in those processes.

"Part of the display is a television screen and video cassette recorder. The press of a button provides an informative audio-visual presentation that will be changed more frequently than the three months for the entire display."

"We hope eventually to get our customers involved in this display," said Dale. "We'd like them to see a short video on what they do with our product. How they group it, how they produce the final product for market."

Many people don't realize the wide range of products made from what Inco hauls out of the ground and Dale wants to use the display to help inform employees about everything from silver's use in photography to gold contacts in electronic equipment.

One of the major reasons the refinery is such a fascinating place is because Inco has worked for over 60 years in research, development and implementation of processes that have made the company a world leader. "We're detail guys," he said. "Over the years we have refined every detail of our processes here to provide a quality product."

"With the diversity of work at the refinery, Dale expects it'll be years before anything in the display will have to be repeated."

"There's a lot going on here. One of the advantages of the display is that it gives employees a good idea of what's happening in other areas and how they fit into the picture."

Although installed only two months ago featuring the electrorefining segment of the refinery operations, the project seems to have caught on already.

"We've already had inquiries about when we are going to feature other operations in the display," said Dale. Dale said that similar displays he's seen that emphasize quality and how they fit into the picture. "I think we've taken it a step further. By doing this we are saying that it's our employees that are supplying the quality the public are used to and our customers expect."

"The hard facts tell the story about how Canada has fallen below the world's number one producer of nickel, he said that the competitive edge lies with the development of human resources, consciously improving the skills and knowledge of employees and managers alike. He said that an education system that will prepare Canada's youth for tomorrow's world is being developed, yet "trace mining" is being wagered on the global scale not tomorrow, but today. He outlined how Inco has kept competitive, from the late 1970s when the company was still heavy dependent on labor and traditional skills to the development of new technology, retraining of employees and cost cutting.

He said Inco is "sticking to our knitting," continuing the program of massive investment in new technology and training of employees to ensure a reliable source of ore and the capability to process it in a manner that's efficient and environmentally sound.

Yesterday's management style, he said, worked in the past but is no longer suitable.

"Today's employees are demanding more participation in job satisfaction and learning about their problem-solving abilities can shape company decisions."

"Enter the total quality movement," he said. "In 10 years, total quality has spread from Japan to North American business."

He said total quality is not a management fad and requires patience and discipline to work.

"It's here to stay and it heralds a new breed of employee and new breed of manager who will lead, not control employees, encourage innovation and risk-taking, not conformity."

"In our business, Inco are responding to this new sense of urgency in the marketplace."
Orville and The Real World
by Marty McAllister

An Inco historian may be pictured as a sort of Jack Finney in a hard hat, getting his kicks out of old share certificates and dusty log books. Not true. I have only one share certificate on my wall. I’ve really cut down on log books.

We are not a sad lot, though. That’s what makes it fun and it keeps us out of hotels. But that’s not what makes it pay. What does then? I mean, as Telly would say, we’re talkin’ bottom line here.

At one time or another, I’ve read about or written articles on the practical value of corporate history. The authors cited their damned fate in list every good reason that Billy Budge should cough up funds for collecting, sorting and generally rooting through old stuff. "It’s the legal department — or marketing — or public affairs.” They argued. They said it would give people a sense of their company’s past, to help in wise planning for the future. Amen, but those are pretty once-in-a-blue-moon, intangible kinds of things.

Nobody in Harwood & Business Review talked about Orville and The Real World. At Inco, we do.

Our Hidden Historians

Orville Simpson was a swell guy, a loving father and a tell of a plumber. When he walked out on the Creighton gate for the last time, a lot of mental blueprints were with him — and locating buried pipelines became a search in the dark for those who had to take over.

We all knew an Orville or two, right? They’re not only an unceasing knack for remembering things, but they have the wisdom to know what’s worth remembering. Out where we do business — in the scope of the tank house, the roaring aisle of the Copper Cliff Mill, the maintenance shop or the Pittsburgh sales office — out where the rubber hits the road, the Orvilles of Inco are worth their weight in gold. They’re the ones we turn to when we need an eye on the past, when we have to know how things got to be the way they are. Can they tell us how we got Stronger For Our Experience, because they collected a pretty big chunk of it?

It’s more than just knowing their own immediate jobs; they have perspective and insight. They either know answers, or they know where to find them. They’ve spent all their time in the real world — our real world. They don’t know how to lie, how to bluff, how to mess us up in more ways than one. And, we made films. Oh, what wonderful old 16mm films! As this month’s Triangle article explains, we will soon have a chance to see a brand new video that is based on clips of those old movies. I can’t wait to see what Inco history can save you money. When you can follow the evolution of Inco history so frivolously.

We’ve been in this business a very long time, more than 100 years at our Sudbury operations alone. Oddly, you can accumulate an awful raft of stuff in that time and you can spend several billion dollars doing it. The mind can’t even get around to make sense out of it all. That’s why the department has to take an overall look of the past, too, and make a sound decision based, in part, on the experience of the past in order to keep costs beyond reasonable limits. And, we made films. Oh, what wonderful old 16mm films! As this month’s Triangle article explains, we will soon have a chance to see a brand new video that is based on clips of those old movies. I can’t wait to see.

What Inco does

Sometimes we fall into that great Canadian habit of self-criticism and we have a grand old time pointing out Inco’s flaws. Well, it’s true. Inco isn’t perfect, but it’s way ahead of whoever comes next in our industry.

History has mattered to Inco people, pretty much since the beginning. What D.H. Browne wrote about before the First World War was entertaining and educational, and still has demonstrable value today.

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Symbol closes safety verification “loop”

All branches of the Ontario Division are in the business of continuous improvement and safety is no different.

That’s why Safety and Training manager Dar Anderson hopes our new symbol will help employees identify basic problems, but follow through with implementation and verification of solutions.

"We deal fairly well with rectifying problems that arise," said Dar. "but we don’t follow through too well. You find that problems sometimes keep recurring and no one asks why."

“Closing the loop.” Dar calls it. Not just fixing the symptoms, but making sure the patient is cured.

The problem was first considered by the Safety department about a year ago. "It was clear that some of our people weren’t sure of the overall concept. We were good at investigating incidents, identifying causes and prescribing immediate remedies, but we weren’t all that good at identifying basic causes. We were getting the symptoms but not the sickness itself.

Most of these problems have been known for some time, he said, but there had been a way to present the overall concept in an easy and understandable way.

That’s why the department has come up with a symbol to present the “closed loop.” From identifying initial problems through a process of coming up with an idea for correction, a strategy, plan and schedule for implementation and follow-up monitoring and verification to ensure the problem has been solved. "There’s always room for improvement, in safety and everywhere else."

Dar sees the symbol as a training tool, a way to see the concept at a glance. "Especially the left side of the loop. That’s where we tend to have the room for movement. We have to get to the point where we make the basic problem go through the loop again, and you can’t do that without a follow-up."
Retired Stobie hoist inspector George Morin directs a shot.
Teenage activist earns provincial recognition

Jennifer Wunsch is not one to rest on her laurels. After winning recognition for a three-year campaign to fight drinking and driving, the Grade 13 student isn’t set on new projects, beginning next fall either at Brock University or the University of Windsor.

"I’d like to see changes in alcohol advertising, to change people’s attitudes towards drinking," she says. "The advertising has to change, because it makes alcohol so glamorous. It never shows the downside. From childhood on, people see that, ‘hey, you have to drink to have a good time.’ To me, that has to change." The daughter of Garth Wunsch, a senior geological technologist at Fredro Mine, Jennifer has been spreading an anti-drinking and driving message to her peers since Grade 10.

"It all started with a summer job I got with the Attorney General’s office," through its Arrive Alive program, she recalls. "At the time I saw it as just another summer job, but once I realized the seriousness of the drinking and driving problem, I decided to really get involved and do something to reduce drinking and driving." Her efforts included presentations to students’ groups, balloon launches, displays in shopping malls and appearances on local television programs. The message throughout was clear — young people don’t need alcohol to enjoy themselves and impaired driving costs lives.

Not long after joining the Arrive Alive program, Jennifer also got involved with the Mayor’s Action Committee on Drinking and Driving. "I think there’s been a shift away from it, generally," particularly among young people, she says. "But it’s difficult to show what you’re doing is trying to prevent something.” Jennifer’s father, meanwhile, says his daughter and other teenagers like her deserve all the credit they receive for confronting their peers and making them think about the dangers of drinking and driving.

"I’m very proud of her," says Garth. "She has shown a lot of maturity and initiative. We didn’t push her to go into this campaign, she just grew into it on her own. "I think she’s had a mission and I don’t think she’s prepared to give that up."

Indeed, Jennifer has her sights set on new projects, beginning next fall. She had planned to join a group which fights impaired driving and alcohol abuse at colleges and universities, but she learned recently that the group does not exist at Windsor or Brock. However, that is not to say that a new chapter of the group won’t be operating at one of those schools by fall.

"It means that they need someone to start one next year," Jennifer says matter-of-factly.