$7.3 million cut on '96 energy bill

It's always nice when the year-end bills are a little lower than expected. So imagine how John LeMay must have felt when the 1996 energy bill for the Ontario Division came in $7.3 million below budget.

"The biggest reason for the tremendous savings is the support and awareness of everyone in the Division," said John, a member of Inco's Energy Management team. "Every successful energy project completed over the year is a result of people thinking of ways to do things better.

The Division's 1996 energy bill was originally forecast at $112.8 million. Savings of $6.7 million on electricity and $1.3 million on natural gas were offset only slightly by an increase of $0.7 million on other fuels attributed strictly to price increases.

"Inco is the most energy-efficient mining company in the world and we've reached that pinnacle on the strength of a workforce that believes good energy management is simply good business," said John. "Our energy consumption has dropped more than 30 percent in the last 15 years and the potential exists for further reductions.

"The savings on our energy bill were not accomplished through one initiative alone. Energy conservation projects are everywhere and the savings accumulate quickly. It takes a heck of a lot of $100,000 savings to add up to what we've achieved."

One year LTA-free for Maintenance

Safety is no accident for the 440 employees of Central Maintenance. On Jan. 2 they completed a year with no lost-time accidents.

"One of the first things you've got to do is have good housekeeping," said Construction welder Rolly Boudreau. A clean working area is a safer working area, said Rolly, who hasn't had a lost-time accident (LTA) in 19 years.

Everyone in the four areas of Central Maintenance - Power, Divisional Shops, Maintenance Services and Construction - has his or her own personal and systemic ways to keep safety in mind. But much of working safely is common sense and being alert, Rolly said.

"You have to pay attention to what you're doing." Talking a moment to plan a job, working with the proper safety gear and using the common sense approach to working safely.

"We discuss the job at the beginning with the team leader," said Construction mechanic Yvon Delley, who has gone 16 years without an LTA and believes in planning his work in advance.

Talking out a job may seem obvious but after many years of work it's something that can easily be neglected, said Non-Destructive Evaluation (NDE) inspector Ron Ranta, who's got 29 years without an LTA. (NDE is part of Maintenance Services).

Ron said it doesn't take too long to plan a job, but that little bit of time can prevent an accident.

For employees in NDE - which evaluates hoists, cranes, reactores, forklifts, slag cars and much more - the hazards of work change on each assignment because they work in virtually every sector of Ontario Division operations.

"Never take anything for granted," Ron said. "Before ever going on a job, I go there the day before, if possible, just to eyeball it."

Ron said taking time to plan a job might mean he can go home to his family in the same condition that he came to work in.

"The current employees here haven't had a lost-time accident," said a proud NDE supervisor Miro Eem. "Working safely is a condition of employment at Inco according to the Division's Seven Safety Principles. But motivation for working safely also comes down to common sense, said many employees.

"You want to be able to go home at night in one piece," said Divisional Shops industrial mechanic Giovanni Leon, who has worked 37 years without an LTA.

Safety has permeated Giovanni's career at Inco in other sections as well.

continued on page 2
An example can be found of Stobie Mine where an upgrade to the No. 7 shaft cage hoist shaved $56,000 off the mine's 1996 energy costs.

The project was actually completed in the third quarter of 1995 but '96 was our first full year to reap the energy savings,' said senior maintenance assistant Ward Warren, energy coordinator for the Frood-Stobie-Garson Complex.

The cage project was undertaken to update and improve control of the cage hoist, said Ward. The energy savings were a huge bonus.

Control of the hoist was improved through several measures, including the installation of electrical lobbies (safety controls for speed and position), a new braking system and advanced control technology. The energy savings, however, were a result of replacing the old motor generator set which ran continuously with a thyristor drive package that only draws power when the cage is moving.

"The thyristor drive package is a solid-state power conversion system that turns AC (alternating current) power to DC (direct current) power to drive the hoist's 1,100 horsepower motor."

The motor generator set performed the same function but was powered 24 hours a day, even when the cage wasn't moving. The thyristor turns on with a very small electrical signal and does its thing so there is no longer a continual load of power used.

The motor generator set was a 25-foot long piece of equipment weighing about nine tons, said Ward. By contrast, the thyristor conversion controls are about the size of a hockey park, with 12 of them in a drive package.

"Energy conservation is becoming a Top 10 issue at Inco as people focus on their daily business," said Ward. "It may not always drive a project but is often an added benefit to be considered with significant savings realized when the project is implemented."

Despite the significant improvements in energy management, Ward is confident much larger gains can still be realized if the Division looks at larger scale applications like recovering waste heat.

"We should at least look at some of the older, more wasteful systems we have," he said. "For example, why are we using cooling fans to take away heat from compressors when the building housing the compressors requires heat to keep it warm? Recovering waste heat to heat buildings is one area that should certainly be considered and pursued if it's found to have merit."

Other potential sources for heat recovery include mine exhaust air and the millions of gallons of water used in process work. It has been pumped from Division mines each day, said Ward. "It's referred to in energy circles as low-grade waste heat and there's a lot of it."

"We have to look deeper at these issues and see if they have traditionally been accepted as a cost of doing business."

Frood-Stobie-Garson Complex energy coordinator Ward Warren, right, and surface electrical/mechanical foreman Duncan Ross stand beside the 1,100 horsepower cage hoist motor for Stobie No. 7 shaft. The panel behind them houses the new thyristor drive package that powers the motor and slashed the mine's energy costs by $56,000 in 1996.
Teamwork and commitment key to safety

"I've been working here in the shop now for four years. But I worked in Construction before that. And I guess being in Construction you're exposed to more danger. You have to deal with big heavy lifts (and other machinery). But safety has to be in the back of our minds all the time."

Arvo Liinamaa, communications serviceman in the Power department, said "discussions such as the morning line-ups are always important to identify who'll do what on a particular job."

"If you know what the hazards are you have a better chance of avoiding them," Bob Tosato, a protection control serviceman in the Power department, said. "We do so much special work in Power with much more specialized equipment such as safety harnesses, fall arrest systems and high-voltage gloves for working on or near energized equipment or lines at voltages as high as 69,000 volts."

The gloves used by many Power workers are designed to take about 20,000 volts of electricity, if necessary. Power contact is obviously a hazard employees strive to avoid, Bob said. "We do a lot of high-voltage testing."

Non-Destructive inspector Ron Rinta said he has learned not to take anything for granted on the job, particularly because he frequently works on many different areas.

"We make sure we have all the personal protective equipment that we're going to be using for that job," Bob said. "Basic safety gear — such as glasses, boots, hard hat and hearing protection — is augmented in Power with much more specialized equipment such as safety harnesses, full arrest systems and high-voltage gloves for working on or near energized equipment or lines at voltages as high as 69,000 volts."

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A heavy duty equipment mechanic at Divisional Shops, Eddie Vincent, left, has more than 29 years at Inco without a lost-time accident (LTA). Fellow mechanic Don Pagnutti goes him one better with more than 30 years without an LTA.

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Custom probe cart improves ore detection

A team of Copper Cliff North Mine employees has found a way to improve the efficiency of probing drill holes for ore rock.

The team members created their own custom-built probe cart.

The motorized probe cart allows geologists to cover more ground improving their efficiency while adding to the safety of the job.

And it didn't cost much.

"It cost only $3,000 for parts to be developed for the new probe cart, plus the labor of our guys," said Rick Bourget, geological technician at North Mine.

The diesel-powered cart, which advances, turns and looks up on a double track, carries 250 pounds of cable and a steel probe - an eight-inch-diameter, metal-detecting probe into drilling holes.

Probing the 400-foot-deep drill holes allows into mine more selectively cost-effectively as geologists pinpoint the weight of the push cart, said Rick.

"It was a good example of teamwork. If there was a weak link it wouldn't have worked," said Rick.

Right from the mine manager, Fergus Kerr, the Research Department, Mines Technical Services, Maintenance trades and the Total Quality Improvement group, to the builders - it all comes together.

Joining Tom and Rick on the team of employees which helped make the North Mine Bare Hole Probe Cart are: chief geologist Doug Goodale, diesel mechanic Mike Lapiere, welder Gerry Savard, maintenance mechanic Roger Poquette, researcher Dan Hebert, electrician Wally McCain, mechanic Mike Lapiere, drill fitter Terry Joyce, trainer John Paquette, research miner Marcel Langlois and welder Marcel Derochie.

"It's an Inco, team-built machine," said Rick.

It has also undergone a Hazardous Operations Review, in which the North Mine team asked multiple 'what if' questions to identify and eliminate potential safety concerns.

There are a lot of safety features on it, said Rick.

It stops moving as soon as an operator takes his or her hands off the controls, for instance. It's also equipped with an emergency stop button which turns off the motor immediately.

Rick said it's possible the success of the probe cart at North Mine will translate into applications at other Inco operations.

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"Buck" McLennan, geological technician at Copper Cliff North Mine, hooks up the metal detector to the computer mounted on the diesel-powered double track probe cart during a test on surface. The probe relay a reading to the computer every foot along a 400 foot drill hole, revealing whether it detects ore or rock from inside the hole.

Total Quality Improvement Team members at Copper Cliff North Mine who helped develop and make the probe cart are, from left, Hannu Laakso, Tom White, Gerry Savard, Wally McCain, Mike Lapiere, Roger Paquette (seated with Toronto Maple Leafs shirt on), Rick Bourget (extreme rear), George Langlois, Doug Goodale (foreground), Terry Joyce and Dan Hebert. Unavailable for the photograph were John Hanion and Marcel "Buck" McLennan.

Latest technology at Voisey's smelter

Inco's smelter/refinery in Newfoundland, will boost the most modern, environmentally-friendly operations in the world.

We intend to install technology which will capture nearly all of the SO2 that results from the production process and in the future will be used to generate electricity said Tom Gendron, president of Voisey's Bay Nickel Company (VBNC) Limited.

"This means that SO2 emissions from the smelter will be less than 10,000 tonnes per year. The pollution equivalent of SO2 from the smelter will be about 99 per cent.

Gendron made the comments during the announcement of the location of VBNC's smelter/refinery, which will be on the north side of a former U.S. naval base, about 130 km west of St. John's.

Construction cannot begin until the project has received the necessary environmental permits from government. To that end, VBNC will submit a description of the smelter/refinery complex to the provincial Board of Environmental Appeal and the Total Quality Improvement group, the builder, it comes together.

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Pit reclamation earns industry award

The left photo shows the Carson Flux Pit prior to the slopes being shaped and graded. The right photo shows the pit rehabilitated.

Inco’s rehabilitation efforts at the Carson Flux Pit have already received approval from residents and wildlife—now it’s industry’s turn.

On Feb. 14, the company will receive the 1996 Progressive Rehabilitation Award from the Aggregate Producers Association of Ontario (APAO) at a formal ceremony in Niagara Falls.

The award recognizes the ongoing rehabilitation of the site, two miles southwest of Garson Mine, that provided flux material for the Copper Cliff Smelter from 1930 to 1990 when operations ceased as the pit perimeter began encroaching on residential areas.

“We actually began reclamation work there as far back as 1972,” said environmental analyst Darl Bolton. “Pit reclamation is an issue at the time and we started at the Garson pit because of its proximity to the town.”

While the pit was operating, reclamation crews followed behind—reclaiming areas where production had ceased. The reclamation work involved grading the land, introducing fertilizer and grass seed and planting trees the following year when ground cover was established.

The same procedures were applied to all open working pits in 1990 when the process was completed. By 1991, close to 90 acres had been revegetated at a cost of $211,000. Maintenance and monitoring of the site continues on a regular basis.

Today the site looks like a wetland or savannah and has generated a lot of positive comments from Garson residents,” said Darl. “The hollow is gone and the site is flat with a gradual face. Wildlife has really flock to the site with hawks, kingfishers, herons and birds of all types taking up residence.”

Environmental coordinator Carolyn Hunt said the water quality of creeks within the 450-acre pit is “excellent” with rainbow trout in abundance.

It’s really very encouraging for the introduction of sport fish down the road,” she said. “The quality of water is fine and it would only require some minor habitat changes to allow fish to spawn.”

The Progressive Rehabilitation Award is a very prestigious honor, said Bert Jackson, supervisor of Field Engineering and Surveys and a member of the APAO’s Northern Committee. A lobby organization dealing with issues such as rehabilitation, transportation and licensing, the APAO has a membership that represents about 90 per cent of aggregate material produced in Ontario, said Bert. In order to win the award, Inco was up against competition from aggregate producers across the province.

Bert has more than a passing knowledge of the Carson Flux Pit. The Field Engineering and Surveys department is responsible for inspecting all Inco pits under a self-monitoring program instituted by the government last year.

The Carson pit is the one that really strikes you,” said Bert. “We’ve put a lot of effort into it after enduring a bit of criticism when it was operating. Others aggregate producers in Northern Ontario look at that pit as an example of a job well done.”

The Progressive Rehabilitation Award is a fitting tribute to a site with a rich history. In 60 years of operations, more than 18 million tons of sand flux was produced from the pit, with reserves at the site estimated to be five million tons. The flux material is used primarily in Smelter converters to float iron slag and the company maintains a license to operate the pit in the future if necessary.

“The rehabilitation efforts which earned the award are not unique to the Carson Flux Pit,” said Redmanston and De-commissioning coordinator Paul Yearwood. “All Inco pits are treated in the same manner. There’s ongoing rehabilitation every year. Successful rehabilitation takes many years and Inco is committed to doing its part now and in the future.”

Following the final rehabilitation of the Garson site there are several options available for future land use, said Paul. These could potentially include the creation of residential or light industrial work areas.

“Inco currently has eight pits, two of which are active with the rest held in reserve.

One large lunchbox

Rod ‘Hungry Man’ Thompson has solved his lunchpail blues. The Clunyelle Mill conveyorman bought an extra-large metal lunchpail—a foot and a half long, eight inches wide and eight inches high—to make sure he doesn’t go hungry before the end of his 12-hour shift. “It gets me through 12 hours,” with two lunches, a few snacks and root beer cans to boot. “A friend of mine gave it to me. I can eat with the best of them,” added the slim 28-year Inco employee.

BRIEFS

Donation aids health care

Inco received a public thank you for its $250,000 contribution to a $32 million health research facility at the Health Sciences Centre in Winnipeg, Man.

“I think it is a positive message about Inco’s commitment to Manitoba, where it has such a large investment in nickel mining and processing facilities at Thompson,” said Tom Hamson, vice-president of Inco’s Manitoba Division.

The centre, which just completed its first phase of construction, will one day house as many as 400 research and support staff in various medical and research fields.
Tuition assistance makes learning easier

W hen Ted Joiner’s two sons left Sudbury bound for University, he found himself with extra books on his hands. With the help of Inco’s Tuition Assistance Program he decided to take advantage of his free evenings by returning to University and earning a Master’s Degree in Business Administration.

From 1990 to 1996, Ted attended night school at Laurentian University, graduating with his degree this summer. He is quick to credit Inco for the financial support extended by the company through its Tuition Assistance Program and recommends the program to other employees.

Students can organize their life to spare one evening a week and benefit from the various opportunities offered through Laurentian University or Cambrian College. It has helped me both in terms of participating at work and my non-Inco life... and at home in terms of personal lifestyle and value, said Ted.

The Inco Tuition Assistance Program provides employees with the opportunity of taking courses and expanding their knowledge. Pat Gallagher of Human Resources. It is open to all Inco employees interested in furthering their education.

“People moving away from their traditional home environment. But I don’t think, in terms of personal lifestyle and what they must be work-related. The program is designed to provide employees with the option of expanding their education, said Pat. Pat, noting that the new system has simplified the process by eliminating various steps.

Karen DeBenedet, of Human Resources Development, echoed Pat’s description of a new, improved and simplified program. “We re-engineered the Tuition Assistance Program last year and streamlined it into the various systems department.” She said. “Under the new system, employees receive approval much faster.”

And there was no limit for Ted, who not only completed his Master’s Degree but summer but received a Bachelor’s Degree in Psychology and a minor in Economics. He then joined the company in 1996 to work underground at Stobie Mine. The following year he moved into the office and enrolled in university courses. Supervising business systems in the information systems department, Ted said his degree “certainly helped me with moving within the company. Inco gained from the experience and so did I. An individual can’t help but become more disciplined.”

The company also helped educate Ted’s two sons Keith and Glenn, both Inco Scholarship winners. Keith graduated from Queens University with a degree in Engineering and is now an engineer-in-training with Inco’s Maintenance department. Glenn is completing his fourth year at McMaster University in Physics and Medical Health.

Ted Joiner is one of many Inco employees to successfully use the Tuition Assistance Program. Ted graduated with his Master’s Degree from Laurentian University this summer.

Culture shocks’ greet Aaron at Oxford

The world is getting smaller for Aaron Marsaw. Now three months into studies at Oxford University, Aaron is in good company. The son of Wes Marsaw of Inco Exploration, Aaron is the first Laurentian graduate to receive a prestigious three-year Rhodes Scholarship.

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The Tuition Assistance Program covers 100 per cent of tuition costs at a recognized college, university or educational institution for courses enhancing employees’ existing employment or furthering their opportunities within the company. Employees hoping to further their education can receive application forms through their training supervisor, or local Human Resources (Retention) representative. The application must be approved by he immediate supervisor for staff employees and the training supervisor for hourly-rated employees prior to course registration.

The tuition is paid following successful completion of the course, explained Pat. Employees must absorb the cost of the course if the outcome is unsuccessful. The only governing factor on courses an employee can take is that they must be work-related.

The employees pay up front, said Pat, adding the employee must submit course records and grade transcripts to his or her supervisor once the course is completed for reimbursement by the company.

The Tuition Assistance Program was streamlined last year to simplify the approval process.

Prior to the change, “there were a number of forms and a number of people involved,” said Pat, noting that the new system has simplified the process by eliminating various steps.

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“A LIFE OF ACHIEVEMENT

Aaron Marsaw, son of former Navy serviceman and 38 year Inco employee Wes Marsaw, has been on a road of achievement much of his young life.

He has served on the Board of Directors of the World Wildlife Services of Canada, which helps develop projects for Third World countries.

He founded the Laurentian University Debating Club.

He has helped raise funds for several charities, including the Canadian National Institute for the Blind.

An Inco Scholarship winner, he’s also a strong swimmer and plays classical guitar.

Aaron Marsaw at Oxford.
Marleau likes Disability Management

Gasket maker Miro Czerkas explains the process to Public Works Minister Diane Marleau and Local 6500 compensation officer Bernie Young. The Modified Work Centre makes all types of gaskets for use in all areas of the Division.

Cost-effective and productive. That was how Sudbury MP and Public Works Minister Diane Marleau described Inco's Disability Management program after a visit here before Christmas.

"I was very impressed," said Marleau, invoked by Steelworkers' Local 6500 president Dave Campbell and Ontinnt proponent president Jim Ashcroft to tour the Modified Work Centre and Reconditioning Shop. "I'm integral components of the Disability Management program.

In both areas, injured employees are back at work working a variety of tasks from servicing breathing apparatus to repairing underground machinery. In the majority of cases the work being performed was previously contracted out at greater expense.

"Not only is the rehabilitation program into extremely cost-effective, it also allows people to contribute to the company's operations by supplying or repairing items which in the past may have been discarded," said Marleau.

"It is helping the recovery process (for injured workers) by allowing them to grow and learn from Inco's experience."

The turning point for the program came in 1987 when Medicine — with a direct reporting relationship to the Ontario Division president — assumed responsibility for running the Occupational Medicine Department.

A committee of union and occupational medicine representatives was formed to meet weekly and review specific cases with a goal of returning employees to work.

The turnaround has been staggering. Days lost to injuries dropped to 10,636 in 1996 from a whopping 25,000 in 1987. The number of lost-time accidents claims plummeted more than halfof 313 from 636.

In another example, the time lost per claim dropped more than 85 days on average over the same period with savings estimated at $40 million, said Pam Tobin, supervisor of Occupational Medicine.

The indirect human and economic costs of disability — things such as loss of production and quality, replacement costs, retraining and poor morale — far outweigh the direct costs of overtime medical and Workers' Compensation Board (WCB) expenses and disability premiums, said Pam. Taking into account all the variables, the cost of having one employee off work is estimated at $1,500 a day.

Inco's success at managing disabilities has also led to stable revenue from the WCB's New Experimental Executive Route (NER) program — $7.7 million in 1996 and $7.8 million in 1997.

"The company is positioned well for Bill 99 which took effect in Ontario this year," said Pam. "That legislation is a major revamping of the WCB with the focus on prevention of workplace injury and illness."

"We've been doing that all along so we're well ahead of the game."

"In her role at Public Works Minister, Marleau is responsible for all the Government's occupational health and safety interests. Because of his own belief in the program, Local 6500 president Dave Campbell felt the program's success was just a benefit to employeess so he invited the minister to see how things operated for herself.

"I had been in discussions with the postal unions regarding Medicare and I thought our early intervention and rehabilitation programs might be attractive to them," she said.

"It's a different industry but the safety statistics and issues are similar. Lost-time disability management and related topics are an expensive proposition no matter what the industry and we try and spend much time on disability management here as we do on anything else. A great many industries across North America look to us to see how we get it done."

When Diane Marleau looked she saw proud employees doing meaningful work and saving the company money.

"The people I spoke to were very proud of the work they were doing, as well they should," she said. "They're coming up with new ideas to produce and repair the equipment and machinery of all types for Inco. When repairs come from outside the company you sometimes don't get the same degree of quality you receive from someone who has actually used the equipment."

"It's a model for other industries in North America. Better known as "Pic " to his co-workers, Marcel was an underground miner at Creighton before a progressive rock injury forced him off the job in 1994. Nine months later he landed on his feet at the Modified Work Centre, where today he shares responsibility for repairing, refurbishing and reflighting fire extinguishers in the Division.

"Inco has 25,000 extinguishers in the Sudbury operations and every one of them has to be maintained and refilled," said Marcel. "We used to send them outside and at one time every plant and mine had a person responsible for filling their tanks. Now it's all done in one location which is much more efficient."

"When a spent extinguisher reaches Marcel it must be washed, emptied, pressure tested and, if necessary, repainted, re-labeled before being refilled. If an extinguisher is beyond repair, it is replaced with a new one."

"We do more than 4,000 extinguishers a year and we're very busy," he said. "But we're saving the company a lot of money that used to go out to contractors."

Marcel took a short break from his duties below Christmas to explain his responsibilities to visiting Public Works Minister Diane Marleau.

"It's important people see this because it has a big impact on the folks that are doing it, and it's taking care of people," he said.

"Governments at all levels — federal, provincial and municipal — could benefit from systems like this because it's putting people back to work."

"Marcel Pic," said Jean, "that's the steps in returning a fire extinguisher to use to Public Works Minister Diane Marleau. More than 4,000 extinguishers a year are repaired at the Modified Work Centre.

"It's perfect," said Jean, "that's the steps Marcel and Jean's assessment of an Ontario Division Modified Work program that has established itself as a model for other industries in North America."

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Dennis Purvis holds a piece of material used to make fire extinguishers to use in underground blasting. Listening to him explains the process are Modified Work Centre supervisor Yvan DenIs, Steelworkers' Local 6500 president Dave Campbell and Public Works Minister Diane Marleau.

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Locksmith Rod Eastwood, seated, enjoys a laugh with Safety general foreman Tom Gunn, Ontario Division president Jim Ashcroft and Sudbury M P Diane Marleau. Rod cuts keys and repairs locks in all areas of the Sudbury operations.
Editor’s Note — The Christmas of 1996 has passed into history but its visions live on in the smiles of hundreds of youngsters who attended holiday parties at plants and mines throughout the Division.

In our December issue, we brought you a snapshot of these events with a ‘Visions of Christmas’ centrepread.

Unfortunately, many parties were held after the December Triangle had already gone to press. Here are more ‘Visions of Christmas ’96 from those parties we missed the first time around.

Entertainer Chuck Roberts had no trouble finding volunteer dancers for his musical performance at the General Office Christmas Party.

Santa Claus appears to be asking Michael Roberts, 7, exactly how large he wants his Christmas present to be during the General Engineering Children’s Christmas Party. Michael is the son of project cost consultant Sandy Roberts and Oxygen Plant industrial mechanic Gord Roberts.

Aime Mitchell, 16 months, clutches her Rise ‘n’ Shine Rabbit closely during the General Office Children’s Christmas party. Aime is the granddaughter of Claude Kerr of Central Maintenance.

Entertainer Chuck Roberts had no trouble finding volunteer dancers for his musical performance at the General Office Christmas Party.

Keith Petrant, 3, and sister Chantal, 5, warm up with some hot chocolate at Frood-Stobie-Garson Complex Children’s Christmas Party. Children skated away most of the afternoon at the Sudbury Arena, breaking only to talk with Santa Claus. Keith and Chantal are the grandchildren of retired Little Stobie trackman Bud Petrant.

Eric Dubuc, 9, scored in the hockey shootout, one of the activities held during the Frood-Stobie-Garson Complex Children’s Christmas Party at the Sudbury Arena. Eric is the son of Stobie Mines mechanic Dan Dubuc.

Just six weeks old, Cara Arsenaught feels right at home in the tender cradle of Santa’s arms. Cara’s father is Larry Arsenaught of Employee Relations.

Amanda VandeLight, 9, was one of many who have their faces painted at the Sudbury Arena during the Frood-Stobie-Garson Complex Children’s Christmas Party. Amanda is the daughter of Frood-Mine mechanic Ted VandeLight.

It wasn’t a Bruce Springsteen concert, but an excited Jonathan Paventi, 5, couldn’t resist pumping his fist in the air to the music of Chuck Roberts at the General Office Christmas Party. Seated beside him is his decidedly calmer older sister Alexandra, 9. Their father is Mario Paventi of Mines Technical Services.
Jessica Niemi, 5, gives Santa Claus an affectionate hug during the Nickel Refinery Children's Christmas Party at the Steelworkers' Hall. Jessica is the daughter of instrumentation technician Darrell Niemi.

Danielle Jones, 10, burned off her excess energy inside an inflatable jumping device at the Steel Hall during the Nickel Refinery Christmas Party. Danielle is the stepdaughter of NRC operator Wayne Hallett.

Meaghan Donnelly-Perras, 5, scopes out the toy table at the Stobie Garson-Complex Party. Meaghan is the daughter of plant protection officer Phil Perras.

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Dereck Chenard, 6, was quite pleased with the Construction Zone set he received from Santa at the Nickel Refinery Children's Christmas Party. Dereck is the son of powerhouse stationary engineer Darcy Chenard.

Astrid Brown, 13, isn't auditioning for clown school; she simply borrowed a set of Devil's Sticks to test her balancing skills. Astrid is the daughter of Nickel Refinery worker safety representative Shirley Brown.

Klutzy the Clown shares some trade secrets on balloon bracelets with Erin Rietta at the General Engineering Christmas Party. Erin is the daughter of Brian Rietta, superintendent of Engineering.
Employee food drive grows again

Big hearts and strong backs. The former applies to just about everyone in the Division for helping make the 1996 Christmas Canned Food Drive another record-breaker.

1996 Christmas Canned Food Drive started many days before Christmas from storage sites at the Copper Cliff Transportation trailers and the Copper Refinery. The latter applies to the hardy volunteers who loaded the four tons of donated food into waiting vans just days before Christmas. The former applies to the Salvation Army in Sudbury for distribution.

Now in its ninth year, the food drive is expected to grow in support of needy families across the Sudbury region. In addition to donated food items, the 1996 campaign received financial contributions from Inco, Local 6500 and 6600 of the United Steelworkers, Local 165 of the Canadian Guards Association and, for the first time ever, pensions.

All donated funds are used to purchase additional food items which are turned over to the Salvation Army in Sudbury for distribution.

"This year's collection was four tons at least," said Inco's Wayne Lewis, who founded the drive and fostered its growth. This year, the collection was four tons of donated food items.

"It again." Inco employees have always donated food to purchase additional food items. "This year's collection was four tons at least," said Inco's Wayne Lewis, who founded the drive and fostered its growth. This year, the collection was four tons of donated food items.

Edgar Burton, left, and the Salvation Army's Larry Bridger are all smiles behind the mountains of food donated to the annual Inco Employees' Christmas Canned Food Drive.

"This food is going to a good place," said Frank Thompson of Transportation operating the Salvation Army van. "It's going to a good place." Frank Thompson of Transportation operating the Salvation Army van. "It is the best re-

A 'Giving' Year for Copper Refinery

Employees at the Copper Refinery spent a portion of the Christmas Eve loading food items onto a Salvation Army van for distribution to needy families in the region. It was a happy task, but one that involved much work as the previous year.

"It's hard to quantify the amount of food employees gave but it's at least double the amount collected in 1995," said worker safety representative Ed Dumals proudly.

1996 was a year of giving across the Ontario Division, with record totals registered in the annual United Way Campaign as well as the Christmas Canned Food Drive.

"The employees obviously support this drive wholeheartedly and have come to expect it each year. The Inco Employees' Food Drive plays a vital role in allowing us to supply needy families with food, not only at Christmas but well into the New Year. We get into spring with our food drive and Inco as a big part of that. Without these types of drives we would have to spend a lot of money to keep our shelves stocked."

Bridger said requests for assistance in the Sudbury region are rising and he expected up to 600 families would benefit from Salvation Army food deliveries this Christmas.

"There's still a need out there," said Edgar, attempting to explain the campaign's consistent improvement. "Every year the campaign grows it makes us want to work that much harder. Inco employees have always had open hearts when it comes to the community and they've proven it again."

Gord Critchley of the Salvation Army takes a box from Frank Thompson of Transportation outside the Salvation Army van. An assembly line of volunteers was formed to load donated food items.

Dave Hartling, worker safety representative in Transportation, lugs a box of donated food items to the Salvation Army van.

"I've been involved with the food drive in the past by donating items and monitoring drop-off boxes," said Ken. "But this is the first time I've been involved from the start - planning and offering ideas to make the drive successful. It's been great."

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"This is my fourth year here with Inco and I've enjoyed every minute," said Edgar. "The employees obviously support this drive wholeheartedly and have come to expect it each year. The Inco Employees' Food Drive plays a vital role in allowing us to supply needy families with food, not only at Christmas but well into the New Year. We get into spring with our food drive and Inco as a big part of that. Without these types of drives we would have to spend a lot of money to keep our shelves stocked."

Bridger said requests for assistance in the Sudbury region are rising and he expected up to 600 families would benefit from Salvation Army food deliveries this Christmas. That kind of need is what drives people like Ken Rose of Transportation to volunteer their time.

"I've been involved with the food drive in the past by donating items and monitoring drop-off boxes," said Ken. "But this is the first time I've been involved from the start - planning and offering ideas to make the drive successful. It's been great."

"This food is going to a good cause and because of that people really help out. The need in the community is greater than ever and in situations like that Inco people produce the best results. It really opens your eyes to people's generosity. When you look around and think of all the people this food is going to help you feel good."

"The employees, the company, the unions and the pensioners - everyone who helped out with this deserves thanks."

Last year's campaign attracted between three and four tons of food, said Edgar Burton, the Plate Shop operator who founded the drive and fostered its growth. This year's collection was four tons at least.

"This drive is to help people in need. We get into the community and they've proven it again."
Inco pioneers share wartime stories

Cathy Murowy of Central Maintenance enjoyed the opportunity to swap stories with Pauline Nadjiwon, left, and Gladys McNall, both of whom worked at Inco during the Second World War. Pauline is shown in the middle of the war era photo at right with her co-workers from the mill. She's seated at the end of the first table, seven seats from the left.

Violet Stevens-Wirta, left, and Cora Hyde look over historical photographs at right during a get-acquainted luncheon at the Steel Hall with Inco's female production workers of today. Violet and Cora worked the same shift at the Garson Mine rock house during the Second World War. That’s Violet on the far right in the wartime photo at left. Cora is two seats away in the front row.

S

tory looking for a couple of months work and some Christmas money and ended up staying three years.

Pauline Nadjiwon, 77, was among the first group of women hired by Inco in 1942, under special permission from the federal government to offset the Second World War labor shortage and meet increasing nickel demand for aircraft and munitions. Until then, Ontario law prohibited women from all mining industry work except clerical or domestic duties.

“All we had to do to get in was pass a physical,” said Pauline. “But we really felt we were doing something. This was our way of helping cause the men were away at war.”

Pauline began her brief career at the Copper Cliff Mill, shoveling one down classifiers to feed the rod mills. She later moved to the Floatation Floor and then the reagent room where she measured chemicals for use in the separation process.

Her experiences are similar to those of the other 1,400 or so women hired at Inco’s surface operations between 1942 and 1945. The work was hard, the pay was good and the jobs were temporary. In 1945, with the war over and the men returning to their jobs from the battleground, the government rescinded its special permission and the women were laid off.

It was 25 years later, in 1970, when provincial mining legislation was changed to allow female workers in surface plants. Another eight years passed before women were allowed underground.

Shortly before Christmas, today’s generation of blue-collar women workers sat down to swap stories with their pioneer predecessors at the Steelworkers’ Hall to discuss how things had changed in the 50 years since the war.

“Everything is easier for the worker today,” said Violet Stevens-Wirta, 73, who hired on in 1942 at the Garson Mine rock house. “All of the jobs we used to do were automated now.” The rock house workforce was a “real mix,” said Violet, just as it was at other Inco surface operations.

“There were some who were married, some had kids and some didn’t. They came from all walks of life. With some I developed close friendships and others I never saw again.”

One of those friends was Cora Hyde, 81, whose son Shane works in the Non-Destructive Evaluation area of Central Maintenance.

“It was 27 when I moved from Kirkland Lake and began working at the rock house,” said Cora, who described herself as a feisty employee. “We worked three shifts with one day off and there were 21 girls on each shift.

“Our job was to pick the good ore off the belt and drop it down chutes to rail cars 2,000 feet below. There were two belts running all the time with three women facing each other on either side of the belt.”

The work was hard and steady, said Cora. But the women quickly got used to it.

“We didn’t walk, we ran,” she said. “They kept us very busy. The men were fighting overseas and women were working all over the country. It was our contribution to the war effort.”

Cora and Violet continue to live in Garson today and the friendship forged 50 years ago came bubbling to the surface as they shared rock house recollections over lunch at the Steel Hall.

“I recall the women working out on a recirculation,” said Cora, her eyes twinkling at the memory. “We swept up when the belts were not running and had to stand in the floor to give us something to sweep.

“We walked out, said we were on strike and came back the next day.”

Violet remembers a close call on the picking belt that led to safety improvements for everyone on the job.

“There was no heat in the rock house but the belt got warm,” she explained. “When the belt stopped we would sit on it to keep warm.

“On one occasion I didn’t jump off the belt fast enough and the belt got caught in the leg of my coveralls. They made me do the walk from the belt and kept me from injuring myself while someone ran to press the emergency stop button.

“As a result of that incident the company put a string along the entire length of the belt so anyone could reach it to immediately stop the belt no matter where they were standing.”

It was those types of stories—offering a rare glimpse into another era—that enthralled and amazed current female employees like Cathy Muiroy.

“The whole experience of sharing stories has been wonderful,” said Cathy, a surface instructor with Central Maintenance. “I heard stories about how the unions started and working in the mill where it got so foggy they had to make chalk marks on the Floatation floor to find their way back. It’s all fascinating stuff.”

Far Violet and Cora, it was always understood the jobs were temporary but that didn’t make leaving any easier.

“We really enjoyed the work,” said Violet, “in part because the men were away and we could do other work and money was scarce in those days. We were glad to be able to help out and I would have stayed if I could.”

Cora said she would have stayed at Inco as well had the opportunity offered itself.

“We were earning 48 cents an hour to start and that jumped to 72 cents an hour which was good pay for the time. But they didn’t need us any longer when the men came back.”

The contributions of women hired during the war years at Inco helped boost nickel production by 50 per cent over the pre-war years. When the layoffs announcement was made, R.L. Beattie, then vice-president and general manager of the company, paid tribute to the women for their efforts.

“Production of nickel and copper in sufficient quantities to assure an Allied victory would have been impossible had the women not stepped into the employment breach early in 1942, when labor was critically short and the need of our products on the battle fronts was steadily increasing.”

The Triangle 11
The Northern Ontario Division Ski Team members, standing from left, are head coach Kim Harrington, Gavan Acton, Michael Galic and Kyle Kotyk. Kneeling beside them are Jill Culbert, Trevor Tarlo and Alyson Bobby. All are Inco Cup athletes. Photos courtesy of Tony Galle.

W hen the racing ends, the jump begins. So goes the cycle for today's competitive ski racers. This year members of the Northern Ontario Division Ski Team, ranging in age from 16 to 18, are dedicated to spending the next 12 months a year. And each has used the Inco Cup as a stepping stone and training ground to take their talents to the next level. The Division team is a step removed from the Inco Cup and one step away from the Ontario Division Team, an earlier summer camp in June at Whistler, B.C.

The racing season ends in April and brings training — weights and running — begins immediately. In August, a summer ski camp is held in New Zealand. A fall camp follows in Colorado in November. As racers get closer to making the provincial team, an earlier summer camp is held June at Whistler, B.C.

"They leave school in November and don't return until April," said Tom, "They're on the road four weeks at a time, home free at six days and gone again. They sacrifice school for this. They're very dedicated individuals."

But in many ways the benefits more than make up for the sacrifices. "The parents are totally committed," said Tom. "They're so proud of their kids to see our sons gain the skills they learn."

The biggest advantage I can see our son gaining is the skills of being away from home, budgeting and taking care of himself," he said. "I like being outdoors and I've got quite a few friends in Colorado and a lot of competition. It was very good training."

"The satisfaction of getting somewhere in a sport, succeeding at something you like and meeting new challenges... " said Jill. "There was good coaching and a lot of competition. It was very good training."

Alyson Bobby
Age: 16
Home: Timmins
A second-year member of the Division Team, Alyson has her sights set on one day making the Canadian National Team. Skiing for 12 years, Alyson says she really has no favorite event and enjoys competing in all four disciplines — super giant slalom, giant slalom, slalom and downhill. Her favorite World Cup skier is Picabo Street of the United States. She believes the competitive ski racing lifestyle is a more common teenage experience builds character. "Being on the road you see our son gaining life skills... and in the process of getting somewhere in a sport, succeeding at something you like and meeting new challenges... it's not that hard on my son."

The biggest advantage I can see our sons gain is the skills of being away from home, budgeting and taking care of himself," he said. "I like being outdoors and I've got quite a few friends in Colorado and a lot of competition. It was very good training."

Michael Galic
Age: 18
Home: Sudbury
In his second year on the Division Team, Trevor's goal is to make the Canadian National Team and compete at the Olympics. His favorite event is the slalom and his favorite World Cup skier is Thomas Gipser of Austria. Trevor began skiing at age 3 and hasn't looked back. The highlight of his career took place in the 1994 World Cup in France, where he placed eighth in that event and ended up skiing directly ahead of former world champion Kate Pace. Not surprisingly, he was invited to the Canadian Juvenile Championships. "I began skiing Inco Cup races at 12 or 13," said Trevor. "It think it was an excellent stepping stone for what I'm competing for now."

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Jill Culbert
Age: 17
Home: North Bay
A skiier since age 4, Jill began racing at age 7 and is in her second year on the Division Team. Her goal is to make the Ontario Division Team and from there the Canadian National Team. Her favorite event is the giant slalom and her favorite World Cup skier is Picabo Street of the United States. The highlight of her career came two years ago when a fine showing at the Ontario Juvenile Championships qualified her for the Canadians where she placed ninth in the slalom. "I skied Inco Cup for three years and it was really very good," she said. "The Inco Cup races helped prepare me for the jump to the Division team."

Kyle Kotyk
Age: 17
Home: Sault Ste. Marie
A second-year Division Team member, Kyle hopes to work his way through the rankings and eventually make the Canadian National Team. He began racing competitively in Grade 6 and began skiing two years earlier. His favorite event is the slalom and his favorite skiers are Thomas Gipser of Austria and Mario Turmer of the Canadian National Team. Kyle's favorite event is the giant slalom and his favorite World Cup skier is Picabo Street of the United States. The highlight of his career was making it to the Canadian Juvenile Championshipsin Newfoundland three years ago. "I skied Inco Cup for four years and it was a really good experience," he said. "I had a lot of fun but you had to work hard to earn the respect of everyone on your team."

Gavan Acton
Age: 17
Home: Sault Ste. Marie
In his third year on the Division Team, Gavan first stepped on skis when he was two. His goal is to make the Canadian National Team and his favorite event is the giant slalom. The highlight of his career was placing eighth in that event last month in Quebec against competitors from the Canadian Junior team and the Ontario Team. "I've skied the Inco Cup circuit since I was 12 or 13 years old," he said. "It permits me to hope to compete in the third Inco Cup race this year in the slalom."

Trevor Tarlo
Age: 16
Home: Whitefish
In his second year on the Division Team, Trevor's goal is to make the Canadian National Team and compete at the Olympics. His favorite event is the slalom and his favorite World Cup skier is Thomas Gipser of Austria. Trevor began skiing at age 3 and hasn't looked back. The highlight of his career took place in the 1994 World Cup in France, where he placed eighth in that event and ended up skiing directly ahead of former world champion Kate Pace. Not surprisingly, he was invited to the Canadian Juvenile Championships. "I began skiing Inco Cup races at 12 or 13," said Trevor. "It think it was an excellent stepping stone for what I'm competing for now."

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Traveling show touts engineering careers

With the help of Sudbury's mining community, hundreds of high school students have seen the potential of regional high school students as a career in engineering can offer.

“I'll consider it. I think I would be pretty cool to go into gas again,” commented 13-year-old Andrea Heron after seeing the McMaster University Engineering FIVEBALL Show at Lo-Ellen Park Secondary School. The show, one of several performed in Sudbury last year with local mining sponsorship, highlights the diversity of engineering careers to students so they could gear more of their high school studies in that direction.

McMaster University's Bob Loree, special advisor to the dean of engineering, said getting more girls interested in the once almost-dominated field is one of the goals of the FIVEBALL show, named after McMaster's engineering fireball logo. But the show aims generally to attract more students of both sexes to the profession, which will have a shortage of graduates in the next several years, said Loree.

The university hasn't had any trouble attracting enough students to fill its classes — not by a long shot. We took 430 engineering students last year. About 1,600 had applied.”

But Loree said McMaster wants to stay on top of the demand curve for new engineers. “The demand for engineers is in great increase. We want to expand our enrollment in the next few years to meet the demands of industry. Our goals are to make more people aware of engineering, twice more people to consider it as a career and to consider McMaster.”

Loree stirred up some interest and excitement at schools such as St. Charles College, Chelmsford Valley District Composite and Lo-Ellen Park Secondary with his hands-on experiments. Lo-Ellen students Matt Stewart, 16, and Jessica Natalie, 14, place balloons in nitrogen in an experiment to show how the balloons would re-inflate after being taken out of the gas.

“This won't hurt a bit. And indeed it didn’t. As Lo-Ellen student Ken Grant, 14, walked away none for wear after being hit twice by Bob Loree's hammer. The McMaster University representative showed how distributing the force of the impact over a plank of wood minimized its effect.

Loree said such engineering principles can be used to fortify containers of various materials. "Engineering is pretty cool," remarked Mart afterward.

A smoke bomb, dynamic video and audio show, more experiments and even a stunt of two Loree's were all part of the one-hour show.

Lo-Ellen student Ken Grant, 14, walked away unhurt after being hit twice by a hammer swung by Loree. Loree showed how distributing the force of the impact over a plank of wood, and cushion, minimized the effect of the energy. Taking that premise a bit further, Loree used himself as a guinea pig in another demonstration of a fall on a bed of nails, which a student of the Hamilton university had made for him. He, too, managed to walk away without even a scratch.

Students left the session impressed not only with his experiments and stunts, but with the videotaped testimonials of engineering graduates who've gone on to successful careers.

This wouldn't hurt a bit. And indeed it didn't. As Lo-Ellen student Ken Grant, 14, walked away none for wear after being hit twice by Bob Loree's hammer. The McMaster University representative showed how distributing the force of the impact over a plank of wood minimized its effect. McMaster offers programs in chemical, civil, computer, electrical, physics, manufacturing, materials and mechanical engineering. "I think it's interesting with all the options open to you," said Victoria Gammon, 16.

"I've thought about manufacturing mountain bikes," added Jason Parnington, 17. Sponsors of the Sudbury leg of the provincial FIVEBALL tour were Tracks and Wheels Equipment Brokers Inc., sling, Choker Manufacturing Limited, Mining Technologies International Inc., ELM Mining Services Inc., TannockCanada Ltd., Atlas Copco Construction and Mining N.A., Redpath McIntosh Engineering Ltd., Klein-Crippen Consultants Ltd., Menard Mining Inc., Falconbridge Limited and Inco Limited. The FIVEBALL Show travels province-wide making about 100 presentations to some 36,000 teenagers.
1997, a new year and an opportunity to start fresh. This is the year to... Well, I'd like to help make it the year to implement a financial plan. What's your financial plan? A financial plan is essential. It's the only way we can really understand what we have and what we need to do to get where we want to be. What does safety really mean to each of us? What is the first bite out of everyone of our portfolios? I'm going to start with a level where I will have the heart ailment that led him to retire in 1991 as an in-the-hole truck operator with 30 years in the Transportation boom. Mike Chaten did have a sense of the seven safety principles and if we commit to them in 1997, it has to be a safe year. It takes a few of us to make safety happen. Everything we do, so remember these principles and how each of us was taught and how the workplace is the best way we know how to prevent injuries. The seven safety principles can prevent workplace deaths and providing the workplace is the best way we know how to prevent injuries. The seven safety principles can prevent workplace deaths and providing the workplace is the best way we know how to prevent injuries.
Test your nutrition knowledge

10. Which has fewer grams of fat: frozen yogurt or frozen tofu?

11. Match the ready-to-eat cereal with its sugar content.
   a) Cheerios 1) 44 per cent
   b) All Bran 2) 10 per cent
   c) Frosted Flakes 3) 2.2 per cent
   d) Rice Krispies 4) 20 per cent

12. True or false: All vegetable oils are low in saturated fat?

Answers
1. a) Tuna. One ounce of tuna has 41 calories. Lobster and shrimp both have 26 and scallops have 23 calories.
2. False. A teaspoon of honey has 22 calories and sugar has 16 calories.
3. d) Almonds. A cup of almonds gets 9.2 per cent of its calories from fat. A three-ounce hamburger has 63 per cent, a brownie has 57 per cent and a cup of ice cream has 49 per cent.
4. d) A small apple contains 3.9 grams of fibre.
5. False. Some vitamins can be toxic in excess amounts. Always follow the dose as recommended.
6. Protein = 10 percent. Complex carbohydrates = 60 percent. Saturated fats = 10 per cent. Unsaturated fats = 20 per cent.
7. c) One ounce of Pepsi has 3 mg of caffeine. Milk chocolate has 6 mg. Black tea contains 4 to 9 mg of caffeine and drip coffee has 22 to 30 mg.
8. b), c) and d) A slice of rye bread has 2.7 grams of fibre. A small apple has 3.9 grams, and half a cup of cooked lima beans has 1.4 grams. Half a cup of cooked spaghetti has just 0.8 grams of fibre.
9. a) Less than five.
10. Frozen yogurt. It has one gram of fat per four-ounce serving, while tofu has 12.
11. Cheerios = 2.2 per cent. All Bran = 20 per cent. Frosted Flakes = 44 per cent. Rice Krispies = 10 per cent.
12. False. Palm and coconut oil are highly saturated.

In Memoriam

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Frequent Logiehe

William Linnick
Arthur Miller
George Morrison
Harry Murdoch
Walter Murphy
John Cynrick
George Perch
Tatino Ferre
Leo Quenneville
Kenneth Ricker
Leon Skowronski
Gerard Tremblay
Gerald Wright
Windy Wykure
I heard it down at... 

by Jerry Rogers

Port employees
are winners
in community

Cathy Tweddy, Gail DeKonings, George DeRuyse and a handful of other Port Colborne refinery staff will donate a little more than $500 this year to three Port Colborne area charities. Not much, you might think, by headline-grabbing standards. Just $10 a week for each of them to come to work on Fridays wearing blue jeans.

The money will go to three charities they individually work with throughout the year; Huntington's Disease, Canadian Breast Cancer Foundation and Guide Dogs for the Blind. But to Cathy, Gail, George and the others, every little bit counts.

As examples, and we can find them everywhere these days throughout Inco plants, mines and offices - they illustrate the generosity and sense of caring their community has come to anticipate from this close-knit family.

"So many other companies do the dress down thing on Fridays that we decided in the accounting department that we wanted to do it too," says Cathy, a cost analyst whose own life has been touched by cancer. So part of the annual collection will go to the annual breast cancer walk held in October. "Cancer is something very scary and I personally know, with growing pains of oncology, how a lost concerned the others is battling cancer. So rather than having to wear people every year - and yet let's face it. people like to dress down - this is a good way to help out."

Gail, a contract administrator, had an uncle die from Huntington's, a neurological disease she had never heard of before his death and a decade ago.

"He went in for a hip operation and never recovered," says Gail, who volunteers for the Huntington's group in her spare time.

George, who is the refinery's accounting supervisor, works for the annual Warden 100-kilometre bike ride that raises money to buy guide dogs for the area's blind.

"We started dressing down in our small department and it's grown to seven or eight others on staff," he said. "And the money we raise is an additional little boost for these groups."

Like that of the accounting department in Copper Cliff on their regular dress down days, the atmosphere on Friday in the refinery is noticeably different. Gail says, "It seems to change. It's not like a work atmosphere. People are still working. Sometimes even harder. It's just that it's more easygoing."

Another good example of Inco people helping out is the recent $6,000 donation from Inco employees to the Port Colborne Firefighter Defibrillation Fund. The defibrillator is a life-saving tool that can restart a heart attack victim's heart through an electrical shock.

The worker who used the defibrillator, the company agreed to match employee donations dollar for dollar, says George.

"It was a great effort by employees to fundraise for this critical emergency health service," he adds. "And the donation was made in the memory of Osmo Laine, a precious metal refinery operator who died last summer from a heart attack."

For a small community and from a small workforce, Inco's $6,000 employees/company donation for the Port Colborne Firefighter Defibrillation Fund shows a lot of heart. Refinery Manager Don Kraipaint, left, and Jay Ayres, right, president of USWA Local 6200, recently presented the check to George Sexto, Port Colborne Fire Department chief, Mike Bendila, Fire Department defibrillator coordinator, and Mike Newman of the Niagara Regional Base Hospital fundraising campaign.

"Awards, Moves and Etc." 

For the second consecutive year Canada's 4 x 100 men's relay squad, which defeated the Americans on their home turf at the Olympics, is the runaway winner as Canada's team of the year. And Sudbury's Robert Gagne, who spotted an Inco cap during the international post-race interviews, couldn't be prouder. "It's nice to see track is back on top," he says from Vancouver where he's training for the winter indoor track season. "It's taken a lot of hard work to get there and we hope to maintain it. For me, winning in Atlanta was a great thing that we did for the country and now to beat out a winter sport (hockey) two years in a row is really quite an accomplishment." With his eyes set on the 60-metre record this winter at Canadian indoor meets, Robert says he and his teammates Donovan Bailey, Bruno Surin, Glenroy Gilbert and Carlton Chambers will defend this summer the world championship that they first won in Sweden two years ago. "I'm going to have to be a Blast Off season this year and I've assigned a body to do the track," he adds. "I'm doing really well with my new coach Mike Murray and we should be running two to three major races this summer. You can catch Robert in action later this month on TSN when the network televises the 60m IAAF Hamilton Indoor Games. He and Surin, the two-time defending world sprint champ indoors, will go head to head in the 60-metres. Robert says he'd love to see some Sudburyers down to Hamilton to watch him with the action live... Speaking of runners, Kurt Gilbhein, Inco's super pensioner, has Mary marked down on his calendar. That's when he hopes to revenge his second place loss to Jim Gregory of Collingwood at last September's World Duathlon in Serrara, Italy. Kurt, who's a fixture at the Cambrian gym on Lorne Street in Sudbury during winter, blazes a muscle cramp in his right leg for his disappointing loss to Gregory in the event that drew 600 athletes from 12 countries. "I look at the hole. He's a better kicker than I am," says Kurt, who races in Inco colors. "We'll meet again in May somewhere down south, I'm looking forward to it." The defibrillator is really a walk in the park for Kurt - an 10-kilometre run followed by a 40-kilometre bike race cooling down to a 15-kilometre run. A stop at the restaurant at Creston then in 1983, the 73-year-old makes us shake our heads at his training regimen that consists of a daily 10-mile run, an hour on the stationary bike and another on the stepper - topped of with a mile swim four times a week... Three months after touring Inco's Creston Mine with other urban MPs, Tom Wappel, the Liberal MP from Scarborough West, is still impressed with the Inco people he met and what he saw underground. In his fall newsletter, Wappel tells constituents mining in Canada is a $20 billion industry supporting 1,000,000 Canadians and 150 communities. Of his Inco trip, he writes: "I found the opportunity fascinating and the experience has clearly given me a better understanding of all aspects of mining... The notion of MPs visit to Canadian mines came from the indefatigable Eileen Wykes, until Dec. 31 the head of the popular Keep Mining in Canada campaign. After three and a half years with the campaign, Eileen says it was time to "pass the torch on." While campaign sponsor, The Mining Association of Canada, lines up a replacement, Eileen is taking care of her elderly mother. "I will work on other projects in the future but for now it's one thing at a time, one day at a time."

Whatever happened to... 

Norm Leard can thank his rugged physique and athletic regimen for saving his life after a disastrous fall skiing last spring in British Columbia. The former general manager for training at Stokke, Norm was on the last run on the last day of his vacation on his favorite steep downhill slope when he broke onto an icy knoll and spotted six other skiers standing cross-way on the slope. Diverting to avoid hitting them, he went airborne, got blown sideways, crashed and slid 200 feet down the slope before slamming into a forest of B.C. Douglas fir and suffered serious internal injuries. Norm, who retired in 1993 after 32 years with the company, spent six weeks in hospital in Vancouver and continued on page 14.