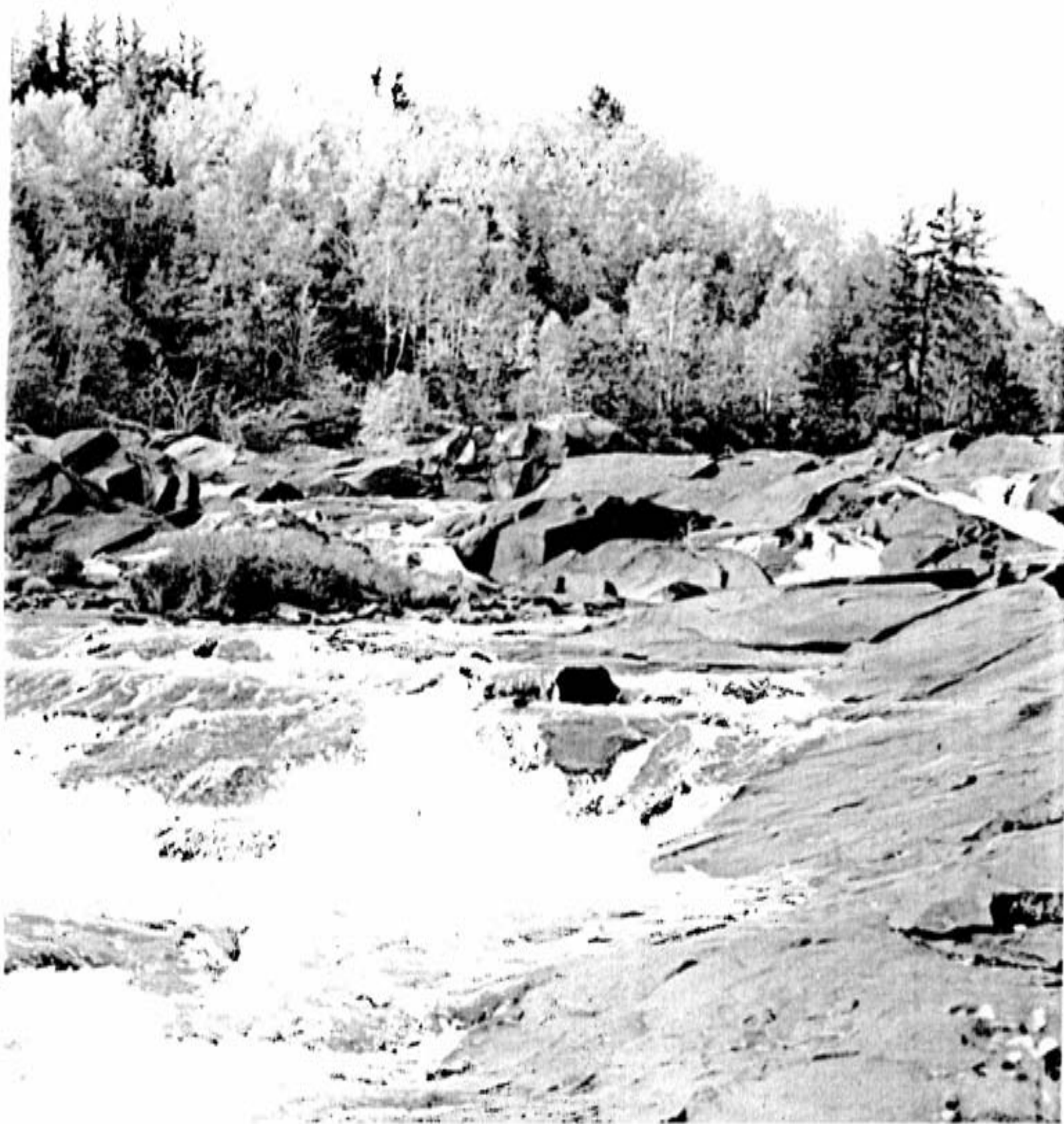


INCO  
**Triangle**  
OCTOBER, 1980



# Triangle

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## Triangle



### On the cover

There's nothing like a Fall day in Northern Ontario to bring out the best in your spirit. This shot was taken just above Onaping Falls when the leaves were in full bloom.

## Inco makes major donation to Centre des Jeunes



Wint Newman, president of Inco's Ontario division committed \$100,000 on behalf of Inco to the Centre des Jeunes de Sudbury. At the presentation made to the fund raising committee, are, from left, Father Hector Bertrand, Gabe Belanger, Monique Cousineau, centre director, Wint Newman, and Roger Paquette, president of the Centre.

Wint Newman, Inco's Ontario division president, announced that Inco is committing \$100,000 toward the construction and facilities of Le Centre de Jeunes de Sudbury.

Mr. Newman presented a letter outlining the company's commitment to Roger Paquette, president of the Centre. In doing so, Mr. Newman expressed his regrets that Father Albert Regimbal, founder of the

Centre did not live to see the project come to fruition. Father Regimbal was the executive director of the Centre until his death in July of this year.

The Centre was formed to promote French Canadian culture in the Sudbury region. Its new location will be on the site of the former St. Joseph's Hospital building which was given to the Centre by the Sisters of Charity from Ottawa in 1978.

## Gift matching program

Inco's matching gift program makes it possible for you to double the effectiveness of your gifts to the university or college of your choice.

Your contribution to an eligible educational institution will be matched by the company (on a dollar-for-dollar basis), up to a total of \$2,000 for all gifts in any one calendar year. The minimum gift is \$25.

Participants are asked to fill out a form and mail it with their gift to the university or college of their choice.

Upon receiving acknowledgement of receipt of the gifts, Inco will forward the institution a matching contribution. The company will also notify the employee that the contribution has been sent.

Forms can be obtained from: Wilf Digby, superintendent personnel policies and office services, at the Copper Cliff general office; Elaine Arnold, Public Affairs, Port Colborne nickel refinery; or Barbara Douglas, Toronto Office.

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# October Staff Appointments

**William Banks**, shift foreman,  
Copper Cliff nickel refinery

**Morris Bertrand**, supervisor of  
planning and costs, transportation  
and traffic, Copper Cliff

**Donald Burnside**, survey party  
leader, mines engineering, Copper  
Cliff South mine

**Marlie De Corby**, financial analyst,  
division comptroller, Copper Cliff

**William Dewar**, first-aid attendant,  
safety and plant protection, Copper  
Cliff

**John Dewulf**, specialist, central  
maintenance

**Peter Garrood**, mine engineer,  
McCree West mine

**Judy Gilbert**, accounts payable  
clerk, Copper Cliff

**Slobodan Golubovich**, process  
assistant, Iron Ore Recovery Plant

**Joseph Harris**, superintendent of  
power, central utilities

**Arthur Hayden**, production assistant,  
Copper Cliff nickel refinery

**Evertt Henderson**, specialist  
assistant, central maintenance

**Raymond Joly**, area supervisor of  
industrial relations, Levack mine

**John Lemay**, manager of utilities,  
central utilities

**Maurice Leroux**, grade control  
technologist, mines exploration,  
Levack mine

**Robert Lewis**, planner, mines  
engineering, Copper Cliff South mine

**Hilda Liechti**, process evaluator,  
division comptroller, Copper Cliff

**Michael Maclean**, mine foreman,  
Coleman mine

**Louis Mourot**, process foreman,  
Copper Cliff smelter

**Leo Pevato**, supervisor of services,  
transportation and traffic, Copper Cliff

**Donald Prevost**, supervisor of rail  
operations, transportation and traffic,  
Copper Cliff

**Jaroslav Pulka**, concept design co-  
ordinator, engineering, Copper Cliff



**Jose Blanco**

Dr. Jose Blanco has been  
appointed manager of the Copper  
Cliff smelter. He will report to Bob  
Browne, assistant vice president,  
smelting and refining.

Jose Blanco is a graduate of  
Syracuse and Northwestern  
Universities. He joined Inco at  
Copper Cliff in 1968 as a senior  
research engineer in the process  
technology department. In 1969 he  
transferred to the company's Port  
Colborne research stations where he  
held positions of increasing  
responsibility. He was appointed  
general superintendent of the  
research stations in 1976. In 1978 he  
returned to Copper Cliff as  
superintendent of operations at the  
Copper Cliff smelter, a position he  
held until his present appointment.

**Robert Roberti**, senior process  
assistant, copper refinery

**Coreen Schofield**, accounts payable  
clerk, Copper Cliff

**Juergen Schuette**, shift foreman,  
Copper Cliff nickel refinery

**Helene St. Pierre**, maintenance clerk-  
stenographer, central maintenance,  
Copper Cliff

**Arnold Sten**, safety foreman, Froid  
mine

**Spencer Sutton**, grade control  
technologist, mines exploration,  
Froid mine

**Thomas Tammi**, survey party leader,  
mines engineering, Froid mine

**Ken Thompson**, project leader,  
process technology, Copper Cliff



**Bob Neal**

Bob Neal has been appointed  
manager, capital projects, smelting  
and refining, Ontario division. He was  
previously manager of the Copper  
Cliff smelter.

Bob will be responsible for capital  
projects in the smelting and refining  
operations, and maintaining a liaison  
with Inco Tech related to the sale of  
smelter technology. He will report to  
Dr. Mike Sopko, vice president of  
smelting and refining.

Bob joined Inco in 1952 upon  
graduating from Acadia University as  
an engineer. He held positions of  
increasing responsibility at the  
smelter, including superintendent of  
converters in 1965 and  
superintendent of reverbs in 1969. In  
1972 he was promoted to the position  
of division planner and in 1973 he  
was appointed manager of the  
Copper Cliff smelter. A position he  
held until his present appointment.

**Sandford Thompson**, shift foreman,  
Copper Cliff nickel refinery

**Ian Tissington**, project co-ordinator,  
engineering, Copper Cliff

**Robert Todd**, senior industrial  
evaluator, industrial engineering,  
Copper Cliff

**James Truskoski**, senior process  
assistant, Copper Cliff mill

**Leonard Van Eyk**, mines equipment  
co-ordinator, mines research, Copper  
Cliff

**Reginald White**, production  
assistant, Copper Cliff nickel refinery

**Jorg Zander**, designer, engineering,  
Copper Cliff

# Audiometric testing conti



*Inco personnel are tested at the company's mobile audiometric test unit.*

Nearly thirty years ago Inco offered the first hearing protector consisting of wax-impregnated-cotton to employees. Since then, based on a belief that hearing loss caused by prolonged exposure to high levels of noise is entirely preventable, the company has been implementing comprehensive noise reduction and hearing conservation programs. In addition to reducing noise through design and engineering, making

people aware of the potential hazard to their hearing through education, and protecting employees by requiring the wearing of approved hearing protection, the effectiveness of conservation measures is monitored by means of an audiometric program for all employees.

Audiometric testing first began at various operations in 1965 with a portable machine in any area where



*Mike Armilotta, audiometric technician in the safety and plant protection department, checks the audiometer as it tests Gary Cotnam's hearing.*



*Mike discusses hearing test results with Gary.*

# nues at Inco plants

noise and disturbances could be kept to a minimum. Over the next two years 4,000 men were examined. Results showed that many men, particularly those working in high noise areas, were suffering some degree of deafness. The company responded by requiring workers to wear hearing protection in designated areas.

Firmly established as the cornerstone of the hearing conservation program, the audiometric testing program was subsequently enhanced and enlarged. In 1968 a mobile testing unit equipped with a sound proof booth and an automatic self recording audiometer was purchased. Another booth and audiometer were added two years later. "We found we couldn't put all our people through with just one booth," recalls John Rickaby. "With two booths we doubled our through-put capacity."

With increased capacity, the testing program was extended to the entire work force at Inco, not just to those people working in areas with high noise levels. Now it is a rare worker indeed who has not sat in the sound proof booth, donned the earphones and listened to the various tones to determine how well he hears.

A special services trailer is also part of Inco's program. After initial screening is carried out at the audiometric test trailer, any employees with adverse changes in their hearing are given additional specialized hearing tests and counselling to determine whether the change is a nerve or conductive loss.

"If test results in this trailer show any sign of a hearing problem, the employee is referred to his family doctor or to an otolaryngologist after

a case review," explains Livio Visentin, audiometric test co-ordinator in the special services unit.

Five years ago steps were taken to improve the program's effectiveness in relation to its acceptance by

employees. This was accomplished by discussing test results with each individual. "When we started talking to people and discussing their results with them, they responded well," comments Rickaby.



*Livio (Speedy) Visentin, audiometric test co-ordinator in the special services unit, reviews hearing test results.*

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The audiometric program will continue evolving as new knowledge becomes available. The three basic objectives will remain unchanged as time goes on. They are:

1. The early detection of adverse threshold changes in hearing, the diagnosis of the causes, and the prevention of further deterioration through treatment and/or the implementing of adequate protective measures.
  2. Disclosure to employees who have a hearing loss, the extent of the loss, guidance when medical referrals appear advisable, and when Workmen's Compensation claims are indicated.
  3. Providing to managers an assessment of the effectiveness of their hearing protection and noise control program.
-



Two vans used by the mechanical utilities department have been converted to run on propane. With van are, from left, Stan Rychlo, combustion specialist, Doug Taylor, water treatment technician, and Alf Kaelas, superintendent of mechanical utilities.

# These vans don't

Take a look at mechanical utility Dodge vans #183 and #189. They seem to be average company vehicles. In reality they are a pair of very special trucks. Both have been converted to run on propane gas from ordinary gasoline. If the experiment is successful more Inco vehicles will, in the near future, be changed to consume this fuel.

The genesis of the propane experiment lies in a search undertaken last summer by the central utilities department for an alternative fuel. Discussions were held with Superior Propane's local manager, Mike Bowes, to determine the practicality of making the conversion. Impressed with the fuel's possibilities, central utilities superintendent Alf Kaelas accepted

an offer to convert two vans to propane carburation for a six month trial period.

The conversion process involved installation of a pressure vessel to act as a fuel tank, an electrical lock-off valve and a converter-carburetor component that vaporizes the liquid into a gaseous state. In addition to this, a propane dispensing unit was placed at the Copper Cliff sewage treatment plant to act as a filling station for the vehicles.

Kaelas' assessment of the propane experiment so far is an unequivocal terrific. "If you don't tell the driver it's propane he doesn't even know," he says. So far the vans have performed as well with propane as they did with gasoline. Because it is a cleaner



*Propane is added to the van's pressurized fuel tank by Douglas Taylor while Alf Kaelas and Stan Rychlo look on.*

# use gasoline!

burning fuel, carbon sludge and gum deposits that plague gasoline engines are eliminated.

Environmentally speaking, propane exhaust is much cleaner. Propane offers some economic benefits as well. It costs 78 cents a gallon, considerably less than the going rate for unleaded gasoline. Best of all there is an abundance of propane in Canada. Most propane comes as a by-product from the normal processing of natural gas.

While the use of propane may seem novel, it actually has been propelling cars for almost as long as gasoline. Over 28 billion gallons of propane have been used in the United States for this purpose. While the substance may be plentiful, conversion costs and the

lack of propane filling stations along highways are drawbacks against its widespread use by motorists.

Kaelas feels it will be the ideal fuel for trucks, buses and fleet cars that are driven in cities and not over long hauls.

With the propane experiment on vans #183 and #189 Kaelas would like to see the conversion of more company vehicles undertaken. "I'm going to make a strong recommendation (to that effect)", he states. Should the current project be successfully expanded, then Inco will have made another considerable contribution to the management of Canada's precious energy resources.

# Union and Company working on industry-wide problem

It could happen to any employee — a supervisor, a foreman or a member of his crew. He's a problem drinker and/or drug user, and few of his fellow employees are aware of it. But soon it becomes a little more obvious. He comes to work looking grey and washed out. He has the shakes. He can't seem to concentrate on his work. His job performance deteriorates. He misses a day of work, soon another.

How much more damage can he do to himself, to his friends, his work group or society at large? How much more grief can he inflict upon his family?

The problem is industry-wide. The misuse of alcohol alone costs Canadian industry \$1 million per working day or \$250 million annually,

according to the Alcoholism Foundation of British Columbia. The Ontario Addiction Research Foundation estimates that up to 6 per cent of employees in industry across the country have an alcohol problem. The percentage of employees in industry afflicted with a drug problem is not exactly known, since it is a relatively new phenomena.

Like other industries, Inco Metals has recognized this problem by establishing a joint union-company committee on alcohol and/or drug addiction.

The joint alcohol and/or drug committee has six members — three representatives of Local 6500, United Steelworkers of America; Ed Cousineau, Wesley Dunlap and Frank Grenon — and three

representatives of Inco Metals Company; Dennis Wickie, John Rickaby and Dr. Wally Woychuk.

"Both parties felt there was a need to address the problem and the most beneficial way was to establish a joint committee," explained Dennis Wickie, co-chairman of the joint committee and superintendent of industrial relations. "The union and company are working co-operatively for the benefit of all employees."

"There is a stigma attached to anyone who has a drinking and/or drug problem, and we're trying to erase it," said Ed Cousineau, co-chairman of the joint committee and member of Local 6500. "We are here to help, not to chastise or penalize any employee with a drinking and/or drug problem."



Members of the joint union-company committee on alcohol and/or drug addiction are clockwise, Dr. Wally Woychuk, John Rickaby, Frank Grenon, Dennis Wickie, Ed Cousineau, Pat Poland, co-ordinator of the joint alcohol and/or drug program, and Wesley Dunlap.

Shortly after its establishment, the committee worked on formalizing a joint alcohol and/or drug program for employees of Inco Metals. Pat Poland was appointed co-ordinator of the joint program.

The main features of the program include: the involvement of top management and union leaders, the acceptance of alcohol and other drugs of dependency as a treatable illness, and in individual cases the action to be taken based on the effect of alcohol and other drugs of dependency on job performance. The program also emphasizes the responsibility of the supervisor to initiate action on job performance, the support of the employee in the work situation while under treatment, co-operation with community resources and recognition announcing that alcohol and other drug dependencies are to be dealt with in the same way as other illnesses.

The committee formulated a joint policy statement recognizing that alcohol and drug addiction are treatable diseases. It stated that where addiction has an adverse affect on job performance, the company has the right to interfere, and the acceptance of rehabilitation treatment does not prejudice an employee's job security. Although the joint policy statement does recognize that the problem of addiction is best dealt with on a co-operative union-company basis, normal disciplinary procedure is applied where treatment is refused and performance continues to deteriorate.

The joint alcohol and/or drug addiction program is really based on job performance, according to Pat Poland. "If a supervisor suspects that a member of his group has a drinking and/or drug problem, it is his responsibility to let one of the committee members or resource people know," Pat explained. "Once

we are aware of it, we interview the employee and assess the degree of his addiction. This discussion is strictly confidential. Our assessment and recommendations are usually accepted by the employee, which is a major step in controlling his addiction."

The recommendations usually include the use of the various rehabilitative services available in the region — support groups such as Alcoholics Anonymous, Al-Anon and Rockhaven Halfway House, community program and research information centres such as the Addiction Research Foundation and Alcohol & Drug Concerns, Inc., treatment centres such as the Sudbury Algoma Sanatorium, the North Bay Treatment Centre and the Detoxification Centre as well as additional services like psychiatric, family and marital counselling.

But that's just the beginning for those helping the employee. "We're always following up on each individual case," Pat said. "We're making more inquiries, seeking other referrals and keeping our line of communications open with the employee."

The program is successful, Pat adds, because of the total involvement of people concerned with it. "I've received nothing but the utmost co-operation from company and union representatives to help rehabilitate employees who are suffering from alcohol and/or drug addiction. The social service organizations have been very co-operative and interested in our program."

The benefits of the program are endless, concluded Dennis Wickie. "We see the rehabilitation of a human being, a father and husband, a member of the community and an employee now able to handle his responsibilities conscientiously and safely."

Any employee seeking assistance or further information on the program may contact the program's resource people: Pat Poland at 673-2025 or 682-5504 and Ed Cousineau at 675-3509 or 675-3381 or 675-1388.



*The program's resource people, Pat Poland, centre, and Ed Cousineau, right, interview the employee and assess the degree of his addiction.*

# The Laurentian Museum

## Busy working to fill the artisti

In 1966 the Sudbury Chamber of Commerce announced that the conversion of the Bell estate into a museum and arts centre would be the city's centennial project. The estate, once owned by William Bell, an early lumber magnate of the Sudbury area, was built in 1907 on a rocky knoll overlooking Lake Ramsey. William Bell died in 1945, followed by his widow in 1954. She willed the estate to the Sudbury Memorial Hospital, but a year later the mansion was gutted by fire, leaving only a stone shell.

Inco donated \$30,000 during a funds campaign in 1966-67 and together with donations from many other local organizations, companies and the public, enough money was raised to reconstruct the building. Then it was turned over to Laurentian University and renamed the Laurentian University Museum and Arts Centre.

Over the years, the Centre has served the people of Sudbury and area well. Regular exhibitions of Canadian art have been presented, along with concerts, films, and lectures. The Centre has acquired a collection of 300 pieces of Eskimo sculptures, prints and contemporary prints. Works of historical Canadian artists such as Verner, T. Mower Martin, Homer Watson, and the Group of Seven are on display. The Centre has been home to the annual Norart exhibition, an exhibition of work done by artists living and working in Northern Ontario.

With so much going on at the Centre, some renovations were deemed necessary, says Shirley



Anne, the Education and Extension Officer for the Centre. "The renovations this summer allowed us to construct a new entrance, and a retail outlet on the third floor called The Attic. This area is operated by the Sudbury Arts and Crafts Foundation. And there were some structural renovations done and a new roof put on."

A new, much needed vault was installed, says Shirley, to house the permanent collection. An environmental control system was

also installed to ensure proper temperatures and humidity throughout the Centre at all times.

"We didn't have these temperature and humidity controls previously and in some instances certain collections of work could not be shown," says Shirley. "Proper temperatures and humidity are very important in maintaining art pieces."

Another important installation was the shipping and receiving area. Prior to the renovations, this area was old and unheated, making it necessary

# m and Arts Centre ...

## c needs of Sudbury



*In one of the three galleries, works of art from many well known Canadian artists are on display. Among them are some done by Homer Watsons and the Group of Seven.*

for all deliveries to be moved directly into the Centre. The modernization of this portion of the Centre now allows the staff to take their time in deciding where certain pieces of art should be displayed.

The total cost of the renovation project amounted to \$175,000 plus donated labour. Once again Inco was one of the many local companies to answer the appeal for funds. They donated \$10,000. An additional \$60,000 was received from Wintario in the form of a grant.

"The remainder of the money was raised from other companies, organizations and the general public. We have a volunteer committee that works very hard. Because the planning for renovations began two

years ago, the predicted costs rose due to inflation and such. But our volunteer committee went to work and raised the extra money for new carpeting in two of the galleries. Without their help we would not have been able to have put in the extra carpeting."

Once again the Laurentian Museum and Arts Centre is busy working to fill the artistic needs of the people of Sudbury. In addition to the 430 pieces of art on display, children's concerts are sponsored both at the Centre and at Fraser Auditorium. Exhibitions and films are now shown in area schools. A reference library on the third floor has been opened to the public for research purposes, along with artist



*Shirley Anne adjusts one of the paintings on display in the main gallery. These particular pieces are done by Goodridge Roberts, who did most of his work during the 1950's and 1960's.*

and gallery files, periodicals, and a collection of 5,000 slides available for loan.

The Museum and Arts Centre, located on John Street is open daily except Mondays and admission is free.

Members of the Copper Cliff task force on information resource management are, from left, Indrek Aavisto, Nancy Darling, Blair Buchanan and Bob Boutilier. They're studying the video display on an AXXA electronic work centre being tried on an experimental basis.



# What's in store for the office of

The business of doing business is changing. Information is required in ever increasing quantities by today's industrialized society. Not only is more information required, it's required faster and with greater accuracy than ever before.

Inco is no exception in this field of information resource management. With the rapid increase in technology in the fields of telecommunications, micro-computers, information storage and retrieval, micro-graphics and other forms of office automation, the company wanted to ensure that it was in a position to take advantage of developments in these fields.

With this objective, a small task force of Inco personnel was formed to investigate the potential effect of advanced technology in the management of the company's information resources. The task force is headed up by Jim Grassby formerly stationed in Copper Cliff but now working out of the Toronto Office.

"The task force is trying to get a handle on what is available now and what is likely to be available in the near future in the way of new

technology," Jim stated. "Second, we are trying to find out from a cross-section of people throughout the company how they might use some of this technology in the future and then produce a suggested strategy."

In Copper Cliff, task force members Blair Buchanan, Bob Boutilier, Indrek Aavisto and Nancy Darling are enthusiastic about their role.

"We represent Copper Cliff on a larger committee composed of Inco personnel from Toronto, New York, Philadelphia, and Inco's research lab in Sterling Forest," said Bob Boutilier from industrial engineering.

"Our job is to interview various people and see what needs they might have," Bob continued. "Our report will then be combined with reports from other locations within the company."

It's important to note that three of the four people on the task force are from user groups, not computer groups. Nancy is from central maintenance industrial engineering, Bob is from industrial engineering, Indrek is supervisor of metallurgical

evaluations, and Blair is a technical support analyst from computer services.

The reason that most of Copper Cliff's task force is made up of users is because the users have the best understanding of what they are doing and once informed about the technology available, can then match their needs with this technology.

New pieces of equipment are being announced with great regularity. A way of ensuring that its introduction is compatible with all sections of the company was needed.

"We want to take an approach that will ensure wise use of the equipment and greater job satisfaction for the personnel using it," said Jim Grassby. "It is recognized that unless the 'human interface' is fully understood, appreciated and implemented the machinery itself will not make a major contribution to increased employee's effectiveness."

At the Sudbury operations of Inco there are two AES word processors in use on an experimental basis. One is located in the accounting steno office and the other is located in the public



*Anna Bampton from public affairs, keyboards information into the AES word processor in the public affairs office. Changes can be made electronically on the screen and when the page is in its final form, the automatic printer in the background prints it out at the rate of 540 words per minute.*

## the future?

affairs office. These machines are being operated as pilot projects to find out just what benefits can be derived.

June Stelmack operates the machine in the accounting steno office and she's pleased with the results. "After an initial learning period," said June, "I find that things can be done much more efficiently and easily."

Anna Bampton, who operates the word processor at public affairs is equally enthusiastic. "You can edit information and make changes electronically on the video screen. It saves a lot of time and repetitive typing," she stated.

What's in store for the office of the future? So far there are no definite answers to that question. But, by using machines, the boring repetitive work will be reduced, information will be able to be filed, retrieved and transferred electronically. More important, a person's productivity will be improved. In short, there will be more time to do the human functions in an office.



*June Stelmack from the accounting steno office inserts a memory disk into an AES word processor. The disks are used to store information which can then be recalled at the touch of a button.*



Outside at McCreedy West mine, mechanic Bob Coupal explains the scooptram fire suppression system to visitor Mary Benoit.

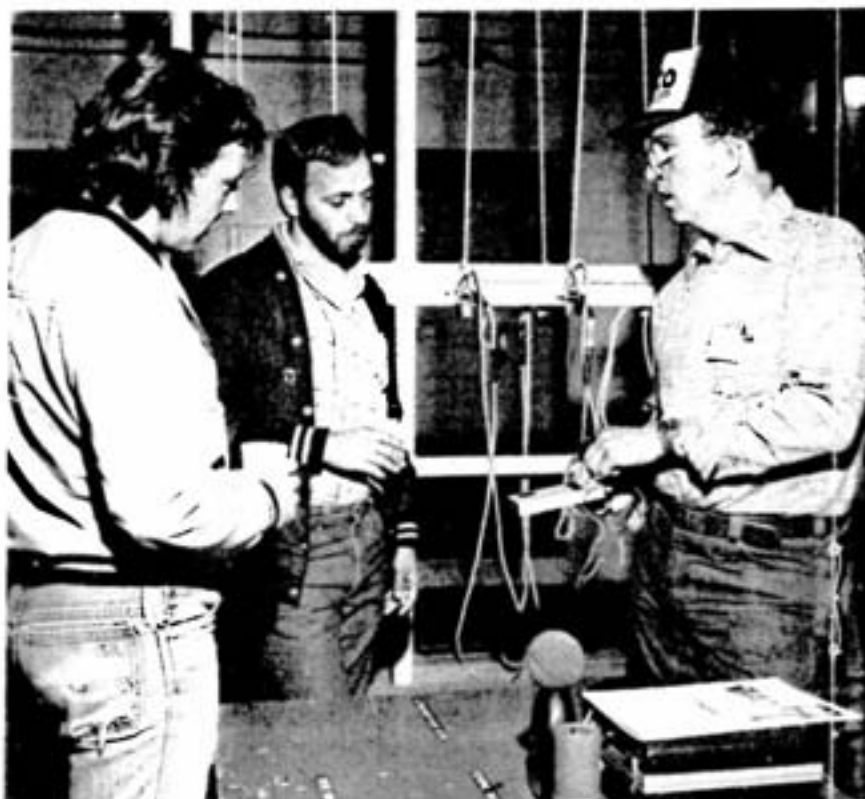


Members of the mine rescue team at the Levack complex demonstrate how to put out a fire by use of extinguishers.



Mona Dusick of Levack engineering, pins family day badges on the Wayne Cummings family. Wayne is a Levack geologist.

## Levack Family Day



Gilbert Davies of Levack's ventilation department, right, explains the operation of a metrologger noise mike to visitors Gilbert Rowe, left, and Barney Galliot.



shers and a foam generator.



Merv McLaughlin of Levack's safety and plant protection department, shows Hans Pichler, a foreman at Coleman mine, the oxygen system in the complex's new ambulance.

Cool temperatures didn't dampen visitors' enthusiasm during Family Day held recently for employees of the Levack mine complex at McCreedy West mine. Approximately 1,000 people attended the day-long event, according to Gary Moore, superintendent of McCreedy West mine.

Displays, such as personal protective equipment, ventilation, environmental control, mine rescue and mine exploration were popular.

Visitors also were shown fire suppression on heavy equipment, fire fighting techniques, as well as demonstrations of a radio remote controlled scooptram, boom truck, loader and three boom jumbo drill.

There was also the opportunity to visit Levack and Coleman mines by tour bus. There they were given surface tours, later returning to McCreedy West for refreshments.

"Family Day went very well," said Gary Moore. "We had a good response from the visitors. They showed much interest in the displays, particularly the fire suppression display as well as the operation of the remote controlled scooptram.

"We had some 40 employee volunteers helping out during Family Day, and they certainly put out a good effort."



Ferd Mooney, a scoop tram operator at McCreedy West and a member of the mine rescue team, shows a breathing apparatus to visitor Haughton Ainsley.

# AROUND THE PORT

news and views from the Port Colborne nickel refinery



## INCO T-SHIRTS FOR LOCKVIEW "FUN RUN"

The community relations department recently donated 50 "Inco — Port Colborne" t-shirts to the Lockview Park Secondary School "Fun-Run". The run was thought up by teachers Garry Sherrett and Don Lesco as means of raising funds for purchasing new sports equipment for the school. In photo Gary Dagenais receives one of the Inco t-shirts as a prize from teacher Joe Tonin.



## ELECTRO COBALT REFINERY AT PORT COLBORNE

Since the announcement of the construction of a new cobalt metal refinery at Port Colborne, site preparation is moving along at a good pace. Teperman of Toronto is carrying out the demolition of the older part of the electrolytic nickel refining tankhouse where the new building will be located. The remaining parts of the building will be enclosed with panels of pre-cast concrete which will match the walls of the new cobalt refinery.

Demolition should be completed by February, construction will start in the spring of 1981. Completion date for the entire project is set for the middle or end of 1982.

In conjunction with the new building, some of the existing processing facilities will be upgraded to handle increased capacity. With the opening of the new refinery, the cobalt calcining operation will be terminated.

The electro cobalt project is estimated at a cost of \$25 million. The refinery size will be about 28,000 square feet and will have an annual capacity of about 2 million pounds of cobalt metal. About 30 people will be employed at the plant.



## PORT BANTAMS WIN ALL ONTARIO CHAMPIONSHIPS

The Port Colborne Bantams defeated Hamilton, Galt and North Bay in the final rounds to win the All Ontario Bantam "C" championship. They were coached by Bob McGowan, a research technician at the research stations in Port Colborne. Team members are front row, left to right, Richard LaFontain, Tim Tweedy, Brent Cook, Jack Sykes, Kevin Stover, Robert Charlebois, Rick Brennan; Back row, Bob McGowan, Jamie Koeber, Bruce Haun, Don Edwards, Mark Matesic, Dan Louks and Jim Edwards.



## AUTOMOTIVE GARAGE EXPANSION

The automotive garage at the Port Colborne nickel refinery is currently in the midst of an expansion program that will double the area of floor space. The increased number of automotive equipment that is serviced at the garage made expansion necessary. The addition will have one large door to accommodate larger pieces of equipment and rails are being installed as a provision for an overhead crane. In the photo are Filiberto DiGregorio erecting the block wall as Vince Romano and Tony Mastrangelo help fill the cavities of the blocks with insulation.



## Family Album

Ursula Wicke is a draftsman in the field engineering department. Ursula, husband Heinz and sons Jason, 8, left, and Danny, 9, are active in their leisure time collecting and reading books, swimming and downhill skiing. They enjoy travelling too. The Wicke family visited eastern Asia (Thailand and the Himalayan region) a few years ago. They are planning to see more of Canada and the United States. Jason and Danny are involved in competitive swimming, and in the summer spend many hours training at the family's cottage near Peterborough. The boys attend Agincourt Public School. Heinz is a teacher at Cambrian College.



Ralph Mouland, a diesel mechanic at Frood mine, has been working at Inco Metals for 10 years. In his leisure time, Ralph is a bricklayer, building chimneys and fireplaces for his friends' homes as well as his own. Ralph recently built a brick chimney on the wood stove he has downstairs in the recreation room. Ralph, his wife Jennie and children Trudy, 13, and Maurice, 10, like camping in provincial parks with their tent trailer. Jennie knits for the children in her spare time. Trudy has taken up crocheting blankets and quilts while brother Maurice enjoys soccer and his activities as a Boy Scout.



Bob Pressey, a process assistant at the Port Colborne nickel refinery and his entire family are all involved in the scouting movement. Bob is the Port Colborne area district commissioner, wife Debbie is a Brownie leader, six year old Timmy is a Beaver and eight year old Jodie is a Brownie. Bob has been with Inco for 12 years now. His first ten were in the process research stations and two years ago he was transferred to the refinery. When not busy with scouting or maintaining the house, Bob and Debbie both enjoy square dancing. Jodie enjoys baseball and soccer, while Timmy prefers to watch T.V., especially the space movies.

# Frood-Stobie is central training area for mines

It is not a typical school. It has no windows. The structure is made of solid rock, the inside classroom walls are decorated with safety signs and display boards. In the schoolyard are hand tools such as axes, saws, and hose repair tools. This classroom is situated 600 feet underground.

On the 1800 level, there are other

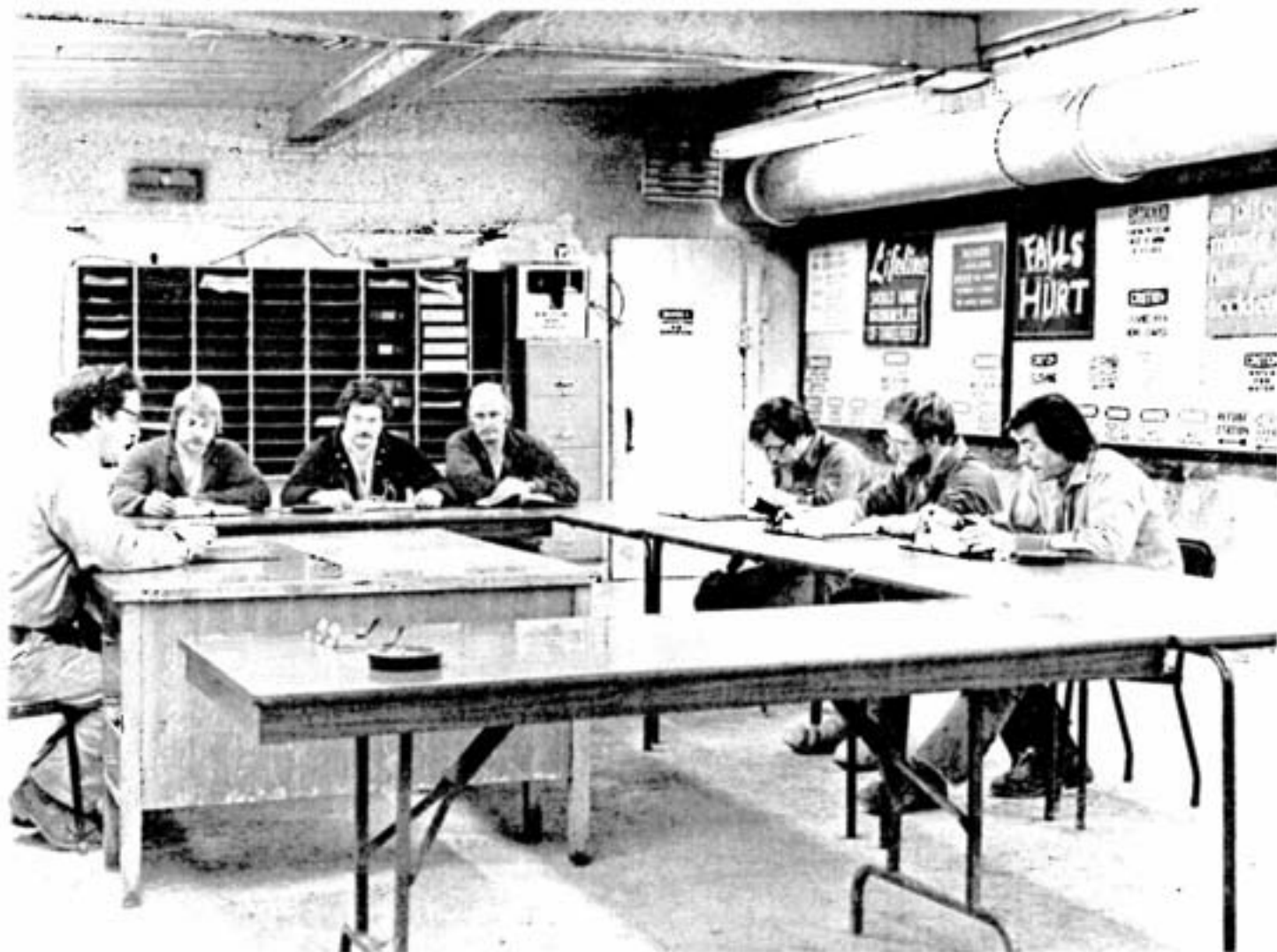
classrooms and work areas where the trainee is given additional classroom instruction and practical "hands on" training in the operation of mining equipment such as a jackleg drill, mucking machine and scooptram.

This underground school is situated at the Frood-Stobie complex, the central area of the co-

ordinated training program for all the mines at Inco's Sudbury operations.

"The Frood-Stobie complex is the hub of Inco's operations in this region," said Bill Collis, manager of the Frood-Stobie area. "It's the only Inco Metals' mine of this size capable of handling a centralized

*Continued on next page . . .*



Training instructor Ivan Forgues, left, conducts a class during the induction course.

training program. We have underground as well as the surface facilities for training, such as a hoisting shaft available to train hoistmen and skip tenders. We also have extra dry facilities to accommodate those involved in the training program."

The program is open to staff and unit employees. "There are some 40 different classifications we can train at Froid-Stobie," said Jim Byrne, general form of all mines training. The common-core program is mandatory for all new employees and transferees who have not had previous experience in underground mining.

The five-week program is based on guidelines established in a standard common-core mines training program set down by the provincial government. Inco Metals has included its own courses which it believes are essential to the training program, such as basic first-aid, nipping (the proper transporting of materials to and from the workplace), and mine blueprint reading.

The new employee takes a one-week induction course, followed by a four-week driller course. Each course is presented by a qualified instructor (unit employee) who has successfully completed the instructor training program at Froid-Stobie. The instructors have had years of working experience in the field of underground mining. There are four training foremen and 18 trained and qualified unit instructors at Froid-Stobie.

During the induction course, the trainee is introduced to the fundamentals of underground mining operations with the help of training manuals. The induction course includes instruction in mine rules and regulations, mine safety procedures and equipment, basic first-aid, the operation of mine hand tools and materials such as explosives, mine blueprint reading and nipping. "Each manual has learner objectives, so the trainee knows exactly what is expected of him," said Hugh Ferguson, training supervisor at Froid-Stobie.

In the four-week driller course, manuals and visual aids are used to familiarize the trainee with the drilling procedure, the handling operation of the drill in the working area. The manuals help to explain various mining methods such as cut and fill mining and blast-hole mining, the procedure for operating jackleg and stoper drills, methods of supporting the ground, such as bolting and screening, and the procedure for constructing the standard timbered drill staging.

Other manuals cover short-hole blasting, identifying explosives and ignitor cords, loading the holes, detonating the blast, and adhering to the blasting regulations.

From the classroom the trainees go to the work area, where they spend most of their time in the driller course, getting the feel for the mining equipment and understanding how it operates.

Approximately 70 per cent of the program is geared to practical hands on training, while the remaining time is devoted to manual



Training instructor Ivan Forgues, left, explains the procedure for tagging and bleeding air lines during the induction course to trainees, from centre left, Norm Brekljacich, Rod Cooper and Evan Russell.



In the induction course, trainees are shown the proper way to wear life lines underground.

coverage, according to Hugh Ferguson. "It's a self-motivating and self-learning program," Hugh explained. "The trainee thinks through specific problems presented to him by the instructor, applies the knowledge he has gained from the manuals and the practical training to solve the problem."

At Frood-Stobie, from mid-June, 1979 to September, 1980, some 1,100 employees have successfully completed the training program. "The feedback from the people trained here has been excellent," said Jim Byrne. "Everyone has been trained by the same method so instruction has been consistent. In order to complete their training, the trainees must be able to meet the requirements of the learner objectives. They are required to complete a written test and a performance demonstration."

"At the end of every program, we ask the trainees one last question: do you feel confident that you can go back and do your work safely? All the responses I've heard have been positive."



Those involved in developing the centralized training program at Frood-Stobie included from left, Frank Kelly, superintendent of Stobie Mine, Bill Collis, manager of the Frood-Stobie area and Jim Byrne, general foreman of all mines training at Frood-Stobie. Here they discuss possible plans to develop areas for additional underground training courses.



Training instructor Armand Ruel, centre, explains the operation of an underground drill in the driller course to trainees Emile Rouleau, left, and Terry Short, right.



Training instructor Tom Bell, right, shows trainee Tom McPhail, how to operate a mucking machine.

# LOOKING BACK

## THROUGH THE PAGES OF THE TRIANGLE



### 1937

Bill Tennant, Stu Smith, Joe Muldoon, Jack Rountree, Frank Young, Babe Marchildon, Mac McGowan, Bill Valin, Barney Barnett, Vic Jacque, Charlie Cerre, Guy Perciante and Ginney Bertulli had their collective photograph featured on page one of the Inco Triangle in October, 1937. Each wore the livery of the Creighton mine baseball club. The Creighton team had defeated the Coniston Buzzers in an exciting final that went nine scoreless innings before the Cubs managed to cross homeplate. To the victors went the spoils, that venerable mug, the Monel Cup.

This issue of the Triangle also reported on the success of the Frood Mine Welfare and Athletic Association's first annual Field Day at Athletic Park. There was a good turn

out of spectators to witness the many events presented that summer day. Baseball and softball contests were staged, along with track and field competitions and boxing and wrestling bouts provided them with great entertainment. The event was capped off with a draw for a Ford V8 made by Superintendent F.J. Eager.

### 1957

Twenty years later the "Last Spike" ceremony at Thompson, Manitoba was brought to Triangle readers. A spike made of pure nickel was driven into the track by Manitoba Premier Douglas Campbell marking the completion of the Hudson Bay Railroad from Sipiwesk on Hudson Bay to Thompson. No longer would the company have to undertake the pre-spring thaw race over muskeg by cat train in order to bring in many thousands of tons of equipment and

supplies. Now it would all arrive by freight train speeding up significantly Inco's development of the Thompson project.

In October, 1957 Sudbury and Inco played host to the Sixth Commonwealth Mining and Metallurgical Congress. Four hundred delegates from around the world stopped in Sudbury while making a trans-Canada tour to take in local mining and metallurgical operations. A banquet was held at the Sudbury Arena in honor of the distinguished visitors. Speeches on the bright future of the nickel industry were given. Said one member of the South African contingent: "We keep in close touch with your mining and processing developments of course, but I had only a sketchy idea of the complete picture here. It's terrific - quite the most impressive thing we have seen yet."

### 1970

The Triangle in October 1970 reported an invasion at some of Inco's mines in the Sudbury district. The invaders were not soldiers of some unfriendly power nor were they Martians but rather they were women. For the first time since World War Two, women stepped into office positions at five Inco mines. So ingrained was the all-male tradition, that a security guard refused to let one young lady onto the premises until he had checked with the appropriate authorities over the telephone.

# Inco in the community... CNIB donation



George Grenier, left, presents a \$10,000 cheque, on behalf of Inco to CNIB district administrator Geoff Eden. Inco's donation kicks off the CNIB's local fund raising campaign.

Inco donated \$10,000 to kick off the annual fund raising campaign for the local branch of the Canadian National Institute for the Blind.

The cheque was presented by George Grenier, a maintenance mechanic at the smelter, during a safety presentation given by Geoff Eden, district administrator of the CNIB.

Geoff, who is blind, addressed a small group of employees on the importance of eye protection both on the job and at home. He has made similar presentations to other Inco employees during the past several months.

George Grenier is also fully familiar with the importance of eye protection because his own sight was saved as a result of wearing safety glasses during an incident on the job in May 1974.

## ... St. Christopher School presentation

At the request of a teacher at St. Christopher Separate School, Karen Curry and Allan Cecchetto of the public affairs department recently presented grades 2 and 3 with an overview of Inco Metals Company. "It is part of a new awareness program to inform educators and students about Inco and its role in the mineral industry," explained Karen Curry, public affairs co-ordinator.

The Inco presentation includes a



Allan Cecchetto answers one of the many questions posed by the youngsters.



*Here's Liana the miner, complete with hard hat, cap lamp, safety glasses, and gloves.*

sound slide display on the mineral industry, color photos of mining, milling, smelting and refining processes and equipment, product samples, followed by a question and answer period.

According to Karen, the presentation at St. Christopher

Separate School went very well. "The children were excited and enthusiastic about our displays and posed relevant questions. The teacher was very pleased with our presentation. She said it was not only a good learning experience for the students but for herself as well."

## A learning experience

*Karen Curry helps student Liana Holm put on a pair of oilers.*



# PEOPLE



The products of Inco and its subsidiary companies were on display at the third annual Sudbury Industrial Trade Show held last month at the Copper Cliff Curling Club. Approximately 500 people visited the Inco booth over the two day affair. Above Inco tour co-ordinator **Al Cecchetto** explains directly platable plastics to **Owen O'Reilly** and his son **Chris**.



Members of the Ontario Board of Directors of the Bank of Montreal, including **Charles F. Baird**, chairman and chief executive officer of Inco Limited, visited Inco Metals' tailings revegetation area and prototype greenhouse recently, during a tour prior to the board's regional meeting at Laurentian University.

Above: **Tom Peters**, Inco Metals' agriculturalist, right foreground, indicates to the visitors the progress being made in soil development at the tailings revegetation area.

Below: **Mike Peters**, Inco Metals' agricultural technician, second from left, explains the structure of the prototype greenhouse near Copper Cliff South mine to members of the Ontario Board of Directors of the Bank of Montreal. They are, from left, **Bill Daniel**, president and chief executive officer of Shell Canada Ltd., **Charles F. Baird**, chairman and chief executive officer of Inco Ltd., and **Trevor Eyton**, president and chief executive officer of Brascan Ltd.



# PEOPLE



The Levack Elks Club was the scene of much activity recently as 12 retirees from the Levack mine complex were honored by their families, friends and co-workers. The retirees honored at the Levack complex 3rd Annual Retirement Evening are, back row from left, **Hector St. Martin, Charles Adams, Murray Crane, John (Bob) Nerpin, Denzil (Bunny) Moores, Valto Vanhatalo**; front row from left, **Matt Hawryluk, Marvin Lewis, Lucien Labelle, Ellsworth (Steve) Stevens, Tony Golanski**. Others not in photo were Germain Charbonneau, Doug Redmond, Joseph Horbaty, Albert Beaudry, Arsene Bertrand, Harvey Hallett, Oliver Toppi, Joseph Leblanc, Daniel Deroy, Fred Burke, Lawrence Bowers, Lucien Thibault and Joseph Dupuis.



**Jim Harber** displays the damaged safety glasses that saved his eyesight. Jim is a lineman in the central utilities department and recently gained entry into the Wise Owl Club. Jim and fellow crew members were bonding copper wires for a ground grid at the Iron Ore Recovery Plant in August when part of the copper wire flew up and hit his safety glasses shattering the right lens, but leaving his eye uninjured.



During the recent annual conference of the Council of Outdoor Educators of Ontario, **Pat Bolger**, Inco Metals' environmental biologist showed a slide presentation on acid rain and discussed the company's position on it. At the end of his presentation, Pat, centre, discussed environmental issues with **Don McIlraith**, left, and **Matt Sepp**, local members of the Council of Outdoor Educators of Ontario.

# PEOPLE



The Sudbury Hawks atom soccer club topped off an undefeated season by winning the Northern Ontario Division Championship in Elliot Lake. Coach **Gino Cacciotti**, a fitter leader at the Clarabelle open pit, has been coaching in the Sudbury Regional Soccer Association since 1969. Team members are, front, from left, **Mike Cassidy, Mike Timpano, Mark Barrett, Chris Delarie, Mike Vrab, Patrick McCann, Robert Palladino** and **Mario Carvaro**; back row, from left, **Gino Cacciotti**, coach, **Frank Cinotti, Mark Ronina, Jeff Anderson, David Barrett, Anthony Corsi, Yves LaPage**, and **Milan Vrab**, manager.



Geography and science teachers from Southern Ontario high schools recently toured the surface facilities at Inco's Sudbury operations. The teachers were in Sudbury to learn more about mining as part of an educational program sponsored by the Ontario Mining Association. At the Copper Cliff smelter, process supervisor **Len Hogue** explains the control room operations to the visitors.



Fine weather welcomed enthusiastic golfers to the new 18-hole course at the Cedar Green Golf and Country Club where the Garson mine athletic association held their annual golf tournament. Some 80 employees, pensioners and guests participated in the day-long event. The overall winner was **Mel Evoy**, a storeman at Garson, who shot a 75. The tournament was topped off with a barbecue steak dinner and pledges to return next year.

Displaying his putting skills is **Wayne Lavallie**, Garson maintenance safety foreman, as **Gervas Lavallie** of matte processing, left, guest **Ed Stuart** and Garson maintenance co-ordinator **Frank Beauchamp** look on.



Congratulations to **Maurice Ouellette** and his safety-conscious crew! Maurice's roster crew (not all shown in photo) at the Copper Cliff smelter has gone not one, not two, but three consecutive years without a lost-time accident. Maurice is pictured in the back row, far left. On hand to congratulate Moe's crew on their fine safety record was **Jose Blanco**, manager of the smelter, second row, far right.



Lionel Benham — \$10,000



A.J. Larose — \$925

# October Suggestion Plan Awards

- |                 |  |
|-----------------|--|
| <b>\$10,000</b> | <b>Lionel Benham</b> at the Iron Ore Recovery Plant suggested that kiln magnetite which was normally discarded due to poor metallurgy be saved and treated in the leaching building for the recovery of as much of the contained nickel as possible before discarding it. By segregating this off-spec magnetite for treatment, product quality would be unaffected. |
| <b>\$1,205</b>  | At Levack mine, <b>Hector Brazeau</b> (now retired) suggested that loco battery boxes be redesigned. The cover of the boxes are now sloped with a hinge at the centre. The slope of the cover allows better drainage, thus requiring less maintenance.   |
| <b>\$925</b>    | At Frood mine, <b>Aurele Larose</b> suggested that extension cylinders for Joy Python jumbos be salvaged and rebuilt.  |
| <b>\$845</b>    | <b>Joe Stronegger</b> at the Copper Cliff nickel refinery suggested a new method of purging reactors.  |
| <b>\$105</b>    | <b>Michael Oshell</b> at the copper refinery suggested that residue pits in the acid plant be lengthened to prevent residue blockage at the doors.   |

