
(NSU)
Triangle

Inco Triangle October 1981 Vol. 41 No. 9

In this issue

These vehicles don't use one drop of gas!

In an effort to preserve precious gasoline, more and more of Inco's vehicles are being switched over to run on propane. Here's a look at some of the newest happenings in this area.

Former field exploration plane restored.

Inco's old faithful, an Avro Anson Mark V airplane, was donated by the company to the Canadian Warplane Heritage in Hamilton. The Heritage restored the plane to its original wartime dress and flew it to Sudbury for a one day visit.

Sudbury does it again.

For the sixth time since 1972 the Sudbury entry in the President's Cup Golf Tournament has beaten entries from Thompson, Port Colborne and Toronto.

OSHE/ASHE

What are they? How do they work? Inco's Bill Collis and former union representative, Keith Rothney, talk about safety, health and environment committees.

Our Cover

The man dressed like an 18th century frontiersman is not Davey Crockett but is Inco pensioner Gord Ruston. He is loading a hand-made Kentucky rifle at one of the "shoots" held by the Sudbury Voyageur Black Powder Club. Gord and other club members relive the past in a story that begins on page 15.

Publications Editor

Peter vom Scheidt

Writers

Meribeth Dingwall
Frank Pagnucco

Port Colborne correspondent

Dino Iannandrea

Published monthly for employees and pensioners of the Ontario division of Inco Metals Company. Produced by the public affairs department and printed in Canada by Journal Printing Company in Sudbury. Member of the International Association of Business Communicators.

Letters and comments are welcomed and should be addressed to the editor at Inco Metals Company, Public Affairs Department, Copper Cliff, Ontario P0M 1N0. Phone 705-682-5425.

Ray Morin and his $10,000 smile

There was nothing but smiles on the faces who witnessed the occasion. The biggest smile of all, and naturally so, belonged to Ray Morin, a furnaceman in the anode casting section of the copper refinery.

Ray had just been presented with the company's maximum employee suggestion plan award of $10,000 by Dr. Mike Sopko, vice-president of smelting and refining for the Ontario division.

Ray, who is a 12-year veteran at the copper refinery, suggested using a different release agent called Barite 100, rather than Bone Ash, on the launders and ladles in the anode casting area. The release agent, which is applied to the launders and ladles prior to them being filled with molten copper, prevents the cooled copper anodes from sticking to their molds.

The releasing properties of Barite 100 were similar to those of Bone Ash. However, the new release agent costs approximately 90 per cent less than the previously used agent. Ray's suggestion to use this material resulted in substantial savings to the company.

And just how did Ray come up with the idea? He happened to notice an open bag of Barite 100 among other bags of Barite 100 stockpiled on a pallet near the lunchroom door in the anode casting area. Inquisitive, Ray glanced at the bag's contents and discovered the Barite 100 looked and felt like Bone Ash. "I thought — why couldn't we use this on the ladles and launders?"

After the copper refinery's process technology people carefully analyzed the Barite 100 and found no harmful chemical substances in it, Ray went ahead and submitted the suggestion.

"I never thought it would be a major suggestion," Ray added. "You never know until you try." Not surprisingly, Ray had a "great" summer.

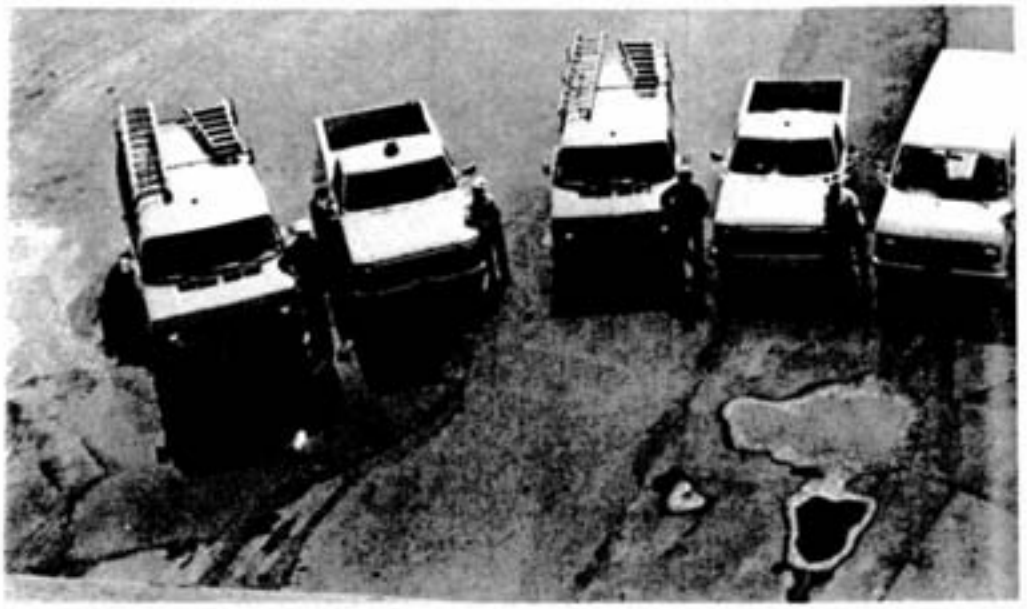
Dr. Mike Sopko, left, congratulates Ray Morin.

Suggestion plan winner Ray Morin applies powdered Barite 100 to the copper anode molds.

This recent maximum suggestion plan award is the fourth presented since the suggestion plan was revised in 1978. In that year, Andy Courville and Rolly Leblanc of the smelter shared $10,000. The following year the team of Danny Sherrington and Bill Moir of the Levack mine complex split the maximum award. Lionel Benham of the Iron Ore Recovery Plant netted $10,000 in 1980. And now Ray Morin has joined the major winners' list. Congratulations!

Substantial savings on dollar

John Filiatrault, a service foreman in the transportation and traffic department, explains the simple process of refueling the pressurized propane fuel tank.



Drivers from various areas stand beside Inco's growing fleet of propane vans.

Over a year ago two vans in the mechanical utilities department were converted to run on propane to test the feasibility of using the fuel in Inco's vehicles. The experiment ended in February and the results have convinced people that propane is the way of the future.

Stan Rychlo, a senior combustion specialist in mechanical utilities, supervised the testing of the propane vans over the six month test period. Savings have been realized in the lower cost of propane and in vehicle maintenance. "To date there have been no maintenance problems related to the program," Stan states. Over the same period of time, a gasoline burning engine would have needed its plugs changed and carburator checked. With propane, a cleaner burning fuel, there is less carbon build-up, resulting in a cleaner engine and reduced maintenance costs. These savings more than offset a slight decrease in the fuel efficiency of propane.

Calculations reveal that after an 11 month period the two test vans running on propane fuel have saved approximately $2,350 on fuel costs. Basing estimates on a figure of 160 vehicles at Inco in the Sudbury district that can be powered by propane, Stan says the company can realize a potential annual savings in excess of $200,000.

Since the termination of the test program the number of propane vehicles has increased from two to 12. There are eight in utilities, three at the Frood-Stobie complex and one in transportation.

To accommodate Inco's growing fleet of propane trucks, propane refueling tanks have been installed at Frood-Stobie, High Falls and the Copper Cliff smelter. There was already a tank in place at the Copper

s and fuel

Cliff water treatment plant. Each driver has been instructed on the proper method of refilling the pressurized tank that holds propane. Stan also notes that the procedure of refueling is simple and men have been trained to perform the task.

As test results circulate through various company departments, there is little doubt that more and more propane vehicles will come into service at Inco. The experimentation with propane may not yet have stopped. Stan would like to see some of the larger trucks converted to propane for evaluation.

Looking at a few of the modifications to an engine that allow it to burn propane are, from left, John Filiatrault, and Richard Chamberlain, an apprentice electrician in mechanical utilities.

Sudbury's version of Mississauga disaster

Several radio transmitters strategically placed at Civic Square, the fire hall and in the four area hospitals crackled with news of many casualties that had resulted from the derailment of a passenger and freight train consisting of tank cars of chlorine at the Elm Street crossing. Sudbury's version of the Mississauga disaster, fortunately, was not reality but rather a planned disaster exercise that allowed local hospitals to test their emergency communications system.

HAM radio operators, particularly members of the Sudbury Amateur Radio Emergency Service, played an integral part in setting up, coordinating and maintaining communications during the exercise just as they would in a real emergency. With power and telephone systems down, as they were in the simulated disaster and as they might well be during the real thing, the establishment of a communications network is essential to the orderly conduct of rescue and evacuation operations.

Several Inco employees who are members of SARES took part in the mock disaster. Geoff Hervey, a tax analyst in capital expenditures, Frank Horsfall of Garson mine, Murray Pierce of field exploration and Don Ferguson, an Inco pensioner, all manned radios. Doug Stickles, a communications specialist at field exploration lent his considerable experience to the cause by advising officials on how to best plan the 'dry run' emergency. The SARES boasts a membership of 29 individuals, 12 of whom are Inco employees and two more who are Inco pensioners.

SARES people wove a communications network that linked hospitals and emergency services so the imaginary dilemma could be solved. Fire Chief Jack Barr, the person in charge of the emergency plan for the city of Sudbury, zeroed in on the importance of these regular practices of emergency measures. "You can put a lot of things down on paper," he explained, "but you find out they don't work. We'd like to see if these things are practical before the time for them arises.

Part of the job of the emergency radio operators involved keeping in touch with Central Ambulance Dispatch. Dave Hill, left, manager of Central Ambulance Dispatch and Doug Stickles, Inco communications specialist, look on as Mariam Blais listens to a message from an ambulance operator.

Don Ferguson, left, an Inco pensioner helps Murray Pierce, a lab assistant in field exploration, who is dispatching people during the mock disaster.

Geoff Hervey, a tax analyst in capital expenditures, responds to an emergency call from his location at the Sudbury fire hall.

Family Album

Family Album Photos

If you are an Inco employee and would like your family to appear in the Family Album section of the Triangle please let us know by calling 682-5425, or send in your name to the address on the masthead.

George Janicki, a grade control co-ordinator at the Creighton mine complex, has been with Inco for 12 years. George, his wife Darlene, son Trevor, 8, and daughter Tracie, 9, are involved in sports. George plays hockey as does Trevor. Dad also squeezes time in to curl, while Tracie participates in another ice sport — ringette. The summer months are devoted to blooperball, soccer, swimming and golf. The summer holidays are spent travelling, motoring north to visit relatives at Red Lake and west to see other relatives in British Columbia.

A 21 year veteran of Inco service, Andy Iker works as a plantfitter at the Port Colborne nickel refinery. A man of many interests, some of his pastimes include, gardening, fishing, hunting, singing, playing different musical instruments, and weight lifting. Wife, Irene, is an excellent housekeeper and cook. She likes sewing, knitting and reading novels in her spare time. Nineteen year old Larry just started working for Bell Canada and his hobbies include body building, fishing, bicycling and racing slot cars. Nancy, 11, is a grade seven student at St. Joship School in Welland. She likes baseball, playing the organ, figure skating, gymnastics and taking care of her pet parakeet "Charlie".

Marina Abar, who has been with Inco for 10 years, is a receptionist at the copper refinery. In their spare time, Marina and her husband Bob, a plastic welder employed in Sudbury, and their daughter Kristal, 10 months, travel to wilderness parks to do some camping and swimming. Fishing and canoeing are also popular pastimes. In the autumn, Marina and Bob head out to the wilderness again to hunt for moose and partridge. Once the snow falls, they make plans for snowmobile and icefishing expeditions to Lake Nipissing and Calendar Bay.

Happy 80th Anniversary to

Creighton drift driller Kari Viljanmaa and his wife Sandra explain the use of a miner's light to their nephew Jamie.

Approximately 5,000 people participated in the Creighton mine complex's 80th anniversary celebrations held Aug. 22. Former and present employees, their families and friends were invited to the complex for an afternoon of tours, displays and refreshments to celebrate the occasion.

Examples of past and present mining equipment and machinery were on display as well as a set of wood carvings made by Inco pensioner Charles Paxy depicting

A youngster pretends to drive a personnel carrier, one of many mine vehicles displayed outside Creighton nine shaft.

Leo Seguin of the Creighton complex encourages a youngster to talk into a throat microphone which was used in the mine rescue equipment demonstrations.

Jack Filshie, Creighton's supervisor of plant protection, demonstrates mouth to mouth resuscitation to youngsters as part of the first aid display.

the Creighton mine complex

various aspects of the mining operations. A representative from Inco's agricultural department was also on hand to offer the visitors samples of fresh cucumbers that were grown at nine shaft's 4,000 and 5,600 foot levels as part of an underground greening project.

Brief bus tours gave visitors the opportunity to see the complex's various shafts and the Creighton open pit.

Happy Anniversary to the Creighton mine complex!

Alex Gray of the agricultural department offered visitors samples of cucumbers that were grown at Creighton nine shaft's 4,000 and 5,600 foot levels.

Creighton's safety general foreman Buck Buchanan and his family viewed the blasting caps and wire display, one of the many displays set up at nine shaft.

David Garrood, son of Creighton's mine engineer Peter Garrood at left, peers through a transit used in surface and underground surveying as mom Christine and brother Andrew look on.

Michael, left, and Denis O'Donnell, sons of Creighton geologist Denis O'Donnell, take a good look at the free ore samples that were available to visitors in the geology department.

(more photos on next page)

Happy Anniversary (continued)

Stope geologist Don Runions, right, points out drill cores to visitors.

Inco pensioner Wally Blackwell presented his family's private collection of mine lamps in the warm room at Creighton nine shaft.

Visitor Mrs. Pat Thaxter explains a mannequin's mining costume to her son Randy.

The Avro Anson Mark V was used as a trainer aircraft in World War II

Avro Anson Mark V donated to Canadian Warplane Heritage

Anyone visiting the Sudbury Airport on July 8 just after 12 p.m. would have thought they were in a time warp and back in World War II.

For there on the runway landed a vintage airplane, an Avro Anson Mark V, built in 1943-44 as a trainer aircraft for the Second World War.

Inco acquired the plane in 1956 for aerial surveying, primarily magnetometer and spectrometer surveying. "The Anson was a research ship used for field exploration in Canada," explained Joe Church, manager of field exploration.

In 1980, Inco donated the Anson to Canadian Warplane Heritage Incorporated of Hamilton, Ontario which specializes in the restoration of vintage war airplanes for air show and museum purposes. "The Anson had outlived its usefulness," Joe added. "It is no longer in use as a survey aircraft."

The Heritage restored the wooden aircraft to its wartime colors of yellow, red, navy and white with black. The plane was also equipped with wartime equipment.

Representatives from the C.W.H. flew the Anson up to Sudbury on that sunny July day as a goodwill gesture to show Inco personnel what changes they had made to the plane and present the company with photos of the Anson in its prime, as well as pick up some donated pieces of aerial equipment from the plane's hangar facility.

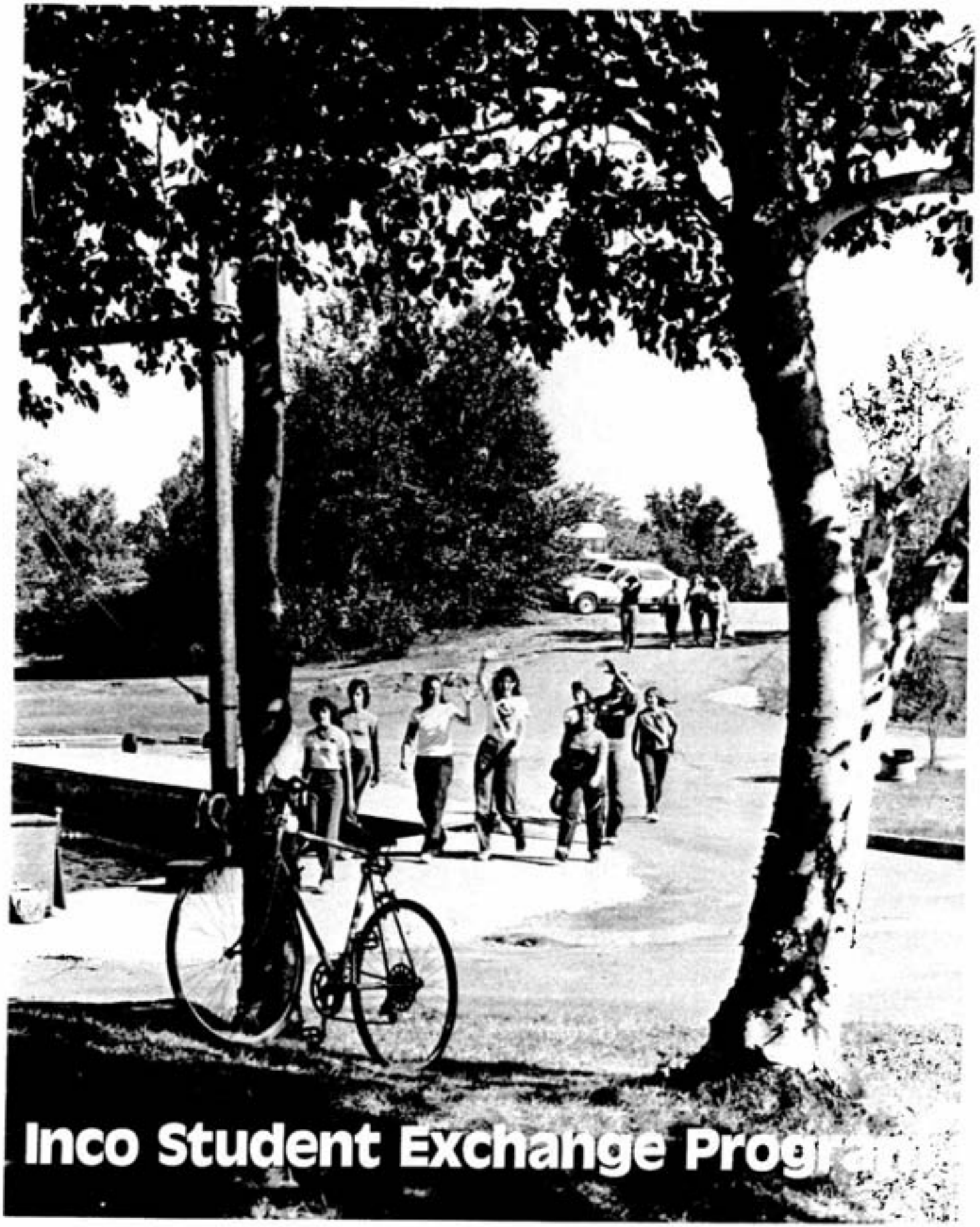
The hearts were just as heavy when the Anson lifted off into the azure sky in July as they were when the Anson bid farewell to Inco for restoration in Hamilton.

"I was sad to see it go," commented Norm Linington, pilot/engineer in field exploration who had flown the Anson for Inco since 1957 and was responsible for flying it down to Hamilton.

"It was a nice flying airplane. As far as I know, it's the last flying Anson under civil registry in Canada."

Inco field exploration personnel Norm Linington, second from left, and Joe Church, third from right, were presented a picture of the Anson by members of the Canadian Warplane Heritage Inc., from left: Joe Mooney, Peter Gutowski, Joe Gabany and Roger Taylor.

Joe Church, manager of field exploration, left, discusses the history of the Anson with Canadian Warplane Heritage officials Joe Gabany, centre, and Joe Mooney.


Inco Student Exchange Prog

Thompson/Sudbury swap kids

Sixteen children of Inco employees from Thompson, Manitoba and Sudbury took part in this year's Inco Exchange Program from Aug. 5 to Aug. 20.

The Inco Exchange Program is open to employees' children aged 14 to 16. It gives these teenagers an opportunity "to broaden their horizons," commented Karen Curry, public affairs co-ordinator and one of the co-ordinators of the event in Sudbury. "The program gives the children of Inco employees a better appreciation of how other Inco families live and what other Inco communities are like."

The Inco children from Sudbury visited their counterparts in Thompson from Aug. 5 to Aug. 13. They returned to Sudbury with their Thompson friends Aug. 13 and spent the next week sightseeing and getting to know their guests a little better.

During the last week of the program, Inco hosted an activity day for all the children. The day's activities included a tour of Inco operations such as the copper refinery and Canadian Alloys Division and an afternoon of barbecuing and sailing at the Sudbury Yacht Club.

"The children were very excited and enthusiastic about the program," Karen continued. "They developed close relationships with their exchange friends as well as those other children from their own community who were involved in the program. There was a good rapport among the host families and the guests. The parents felt that they, too, were very much part of the program."

Ice cubes helped keep everyone cool.

All aboard for an afternoon sail!

A barbecue with cold pop really hit the spot in the hot afternoon.

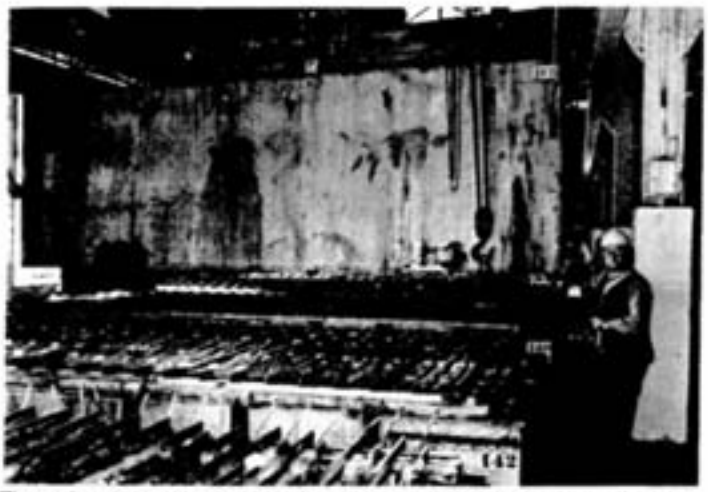
"They developed close relationships with their exchange friends. . ."

AROUND THE PORT

news and views from the Port Colborne nickel refinery

Steady progress is being made in the construction of the new electrolytic cobalt refining building at Port Colborne. Most of the major steel work is in place and poured concrete wall slabs will be erected shortly. The new 28,000 square foot plant will have the capacity to produce about two million pounds of electrolytic cobalt per year. The plant is due to be completed in the fall of 1982.

This 1913 vintage steam fire engine was originally restored by members of the Port Colborne Volunteer Fire Department as a centennial project in 1967. Since then, the engine has been in many parades, winning numerous awards. It has even appeared on national TV in both Canada and the United States as part of a made for TV movie called A Christmas Carol, that starred Henry Winkler. Wayne Benner is at the reigns in the photo above, as the unit prepares to fall in place at the beginning of the Ethnic Day parade that was held in Port Colborne this summer. The fire engine was restored again early this year with Inco supplying the material and labor to plate all of the original nickel plated pieces.



There is a program underway at the nickel refinery to replace old, plating tanks with new ones, made of fiberglass reinforced plastic. The old method of removing the concrete tanks was to break them into pieces and remove the pieces. Now the tanks are lifted out in one piece and carried to the dumping area on a large flat bed truck to be used as land fill. In photo, plating tankman Walter Vrbanac moves one of the tanks along number twelve unit in the electrolytic nickel refining tankhouse.

The 40th annual inspection of 79th Lynton-Davies Air Cadet Squadron took place recently with Port Colborne Mayor Bob Saracino, acting as inspecting officer. The squadron is under the command of Captain R.V. Smith C.D. and assisted by civilian instructor, Gary Kramer of the engineering department at the Port Colborne nickel refinery. In the photo, Mayor Saracino chats with Luciano Pambianco, son of Entimino Pambianco, a craneman in the shearing department. Several other children of Inco employees are also involved in the squadron's activities.

Black Powder!

Look down the barrel of this muzzle loader and at the other end you will find Larry Penton of the central maintenance department.

If someone had stumbled upon the scene they would have rubbed their eyes in disbelief. There, in the isolation of the bush country behind Creighton, a group of men, women and children, all garbed in voyageur clothing, like the pioneers of the Canadian frontier might have worn two hundred years ago, stood loading and shooting ancient muzzle loading rifles at various targets on a field.

When the thunder of rifle fire ceased and the billows of gunpowder smoke cleared, the happy, chattering lot were either checking the accuracy of their fire or involving themselves in other games from a different era, like knife and hatchet throwing. Was this evidence of a time warp? Was this some long forgotten pocket of civilization that somehow had eluded the twentieth century in the backwoods of Creighton and has blithely gone along retaining the customs of Canada long ago?

In reality these people are members of the Sudbury Voyageur Blackpowder Club, out for one of their shoots. Inaugurated four years ago, the Blackpowder Club is an organization that offers a recreational and competitive outlet for devotees of muzzle loading rifles.

The club was founded by the Boyer brothers, Bob, Mickey and Pete and Larry Penton. Bob is a miner at Creighton number 5, Pete is a training instructor at Creighton number 3 while Larry works in central maintenance. Since then the club has grown to, according to Bob, "roughly about 20 families."

Club activities revolve around muzzle loading rifles identical to those used by frontiersmen throughout North America between 1700 and the mid 1800's, when the first breech loading pieces were introduced. Many Blackpowder Club members have hand-built their beautiful rifles. Some have made them from kits that can be purchased, while others have built them from scratch.

Loading and firing one of these weapons is an experience in itself. One must measure and pour gunpowder out of a horn down the barrel of the rifle. Then one cuts out a round patch that is greased and placed at the muzzle. A musket ball is put in the patch and rammed down to the bottom of the barrel with a long rod. The rifle is loaded and now needs to be primed. Primer, a finer type of gunpowder, is poured onto the pan of the firing mechanism. All that is left is to pull back the hammer holding a flint. The trigger is squeezed making the flint fall, causing a spark and igniting the gunpowder.

The explosion of gunpowder sends the musket ball to its target. Old fashioned as these weapons may be, they still are lethal at 100 yards. With the reloading process being so long, it makes one wonder how voyageurs ever survived any skirmishes with unfriendly natives in those days long ago.

(please turn page)

Several members of the club form a firing line as they attempt to hit a bullseye.

Ray Xilo tossing

A page out of the history books

The value of the rifles on hand ranged from $100 to $1,500. None were originals, though some club members collect them. Occasionally they will fire one of the antiques but not often. They would not wish to ruin an investment and, more importantly, the replicas are built out of better materials than the originals.

Just about everything about the Blackpowder Club is homemade, from the rifles and accessories to the clothing worn by members. Larry Penton is kind of the handyman of the group. It is he who makes the powder and primer horns from cattle horns. The ornate, saddle-stitched leather garments worn by some members were made by another black powder devotee, Al Bechamp. Even their musket balls are cast at home. After all, musket balls, and to a certain extent, even gunpowder, are not exactly common commodities stocked by any sporting goods store.

This year the club has four shoots scheduled for its members. Retaining the old time flavour, these marksmen aim at targets that feature the likeness of buffalos, turkeys, ground hogs and other "critters." Prizes for these shoots are appropriately old fashioned. They range from a 50-50 shoot, where the winner takes home half the entry fee (usually $2 a person), to a blanket shoot, where prizes are tossed into a blanket and winners get to choose their preference. Homemade items such as quilts and toys are presented to those winning the various other competitions for men, women and children at these family affairs. Members of the Voyageur Blackpowder Club also travelled to shoots throughout Ontario during the summer. Competition begins at the local club level and continues on through regional, provincial, national and international levels. Larry and Pete Boyer, Gord Ruston, an Inco pensioner, and Cam Pitkethly have all performed admirably at Northern Ontario contests.

The Blackpowder folks, with their great knowledge and authentic depiction of the frontier lifestyle, have been invited to perform functions other than demonstrating their prowess with muzzle loaders. They have been asked by the local convention bureau to act as official

demonstrates some good form in e hatchet and the hunting knife.

Creighton mine employee Bob Boyer shows off his voyageur costume.

greeters and to give talks to visiting conventioners. Officials in Sudbury and other Ontario centres have asked them to attend parades and civic celebrations. Groups such as the Boy Scouts have received visits and interesting talks from members of the Blackpowder Club.

The first love of club members remains firing the rifles that played an important part in the history of North America. Most have fired modern rifles but they remain faithful to the old muzzle loader. The reason why, according to one individual, is because firing the old fashioned pieces "is more challenging than regular shooting."

A pair of members try their hand at shooting from a sitting position.

Over 12,000 visited us

After four months of operation the Inco summer tour season ended in September with over 12,000 visitors having been ushered through various company surface facilities.

The visitors, says Al Cecchetto, Inco's tour co-ordinator, come from all over the world. "You name the country and we've had them from there," he states. Al has noticed an increase in the number of Americans on tour this year over last.

Tours are conducted by ten guides. They have been selected from applicants from various company operations. Prior to the start of the tour season the guides took part in a two week training session that taught them about bus driving, the Inco tour and first aid.

People learn about the tour from the company's ad campaign which includes radio, newspaper and bill board advertising. "Most just have heard so much about the company that they want to come in and see for themselves what it is all about," explains Al.

Tours begin at the Tour Centre at the McClelland Arena in Copper Cliff where visitors see exhibits and films on the mining industry. They are then taken by bus to the Clarabelle mill,

Visitors cluster around one of the many display cases in the Inco tour centre.

Tour guide Bob Burke hands out sample cards and Inco literature to visitors.

Preparing visitors for their tour of Inco surface operations is tour guide Carol Walton.

during the summer

the Copper Cliff smelter, the Copper Cliff copper refinery and back to the tour centre. Before leaving the centre, tourists are given pamphlets and sample cards.

"Generally people are amazed with the operations," comments Al, assessing the reaction of visitors during the tour. "They are amazed by the size of the operation and it's magnitude."

Conducting these tours serves an important function says Al. "It gives us a chance to explain to visitors from both Canada and other countries about the operations of the heavy metal industry first hand. It helps to change some of the preconceived notions that people have had about the company. People are made aware of the changes and advancements in the technology of the mining industry."

Not all visitors to Inco are people from out of town. Many are employees who have come to get an overall picture of the company and its activities in the Sudbury district. "The tour," continues Al, "gives employees the opportunity to see other parts of the operation which they have never seen before. They gain an understanding of their part in the flow of ore from mine to market."

Bob Paradis, left, and Bob Burke, right, load passengers onto one of the tour buses.

LUPUS

Lupus or SLE (systemic lupus erythematosus) is a mysterious disease, a sister of arthritis, affecting more people than leukemia, cystic fibrosis, muscular distrophy or multiple sclerosis.

It is not a new ailment, and yet it has never gained much publicity. And until recently, even doctors found it baffling and difficult to treat.

During the nineteenth century, lupus was identified as a skin rash over the nose and cheekbones, appearing "like a wolf bite." The word "lupus" is Latin for wolf. Hence the term used to identify the disease. In 1851, the word "erythematosus" was added to describe the redness of the rash. It wasn't until 20 years later that doctors included the word "systemic" signifying the disease also affected other systems or organs of the body.

One such person to contract the disease is Nick Kinsella, a 32 year veteran of Garson mine. Forced to take an early pension last year, Nick was diagnosed as having lupus after five weeks in hospital and innumerable tests.

Nick and his family were happy with the diagnosis - he had just previously been told he had a 90 per cent chance of having bone cancer. But, says Nick, "I didn't even know what lupus was - I'd never heard of it. We thought it would be a lot better than having cancer. But it's not. You suffer a lot with lupus. I may get two days a week when I'm not too bad, but the rest of the week I'm not able to do anything."

The effects of the disease have been devastating for Nick. A very active person all his life, he never lost a shift due to illness, or asked for an

Q. What affects more people than leukemia, cystic fibrosis, muscular distrophy or multiple sclerosis?
A. Lupus
Want to learn more? Visit the New Sudbury Shopping Centre during Lupus Awareness Week — October 18-24.

aspirin from the first aid office while working for Inco. Now he finds the constant pain keeps him from taking up a hobby to pass the time and his garden must remain unattended because sunlight adds to his discomfort.

"There are so many things I could be doing," he says. "Sometimes even having a meal tires me out. I have to have a rest. I can't make plans for the future. I think all a lupus patient can do is take his medicine and hope for a cure."

Lupus is a disease in which a person produces antibodies against the cells of his own body. The resulting inflamation damages tissue, especially in the joints, and often affects internal organs such as the heart and kidneys. Symptoms vary greatly from person to person. And approximately nine times as many young women contract the disease as men.

Elaine Gareau

Twelve years ago Elaine Gareau was a teacher and art consultant with the Sudbury Board of Education when she became ill. Elaine, whose husband "Red" has been an electrician at the Copper Cliff North mine since 1957, had lupus, but it wasn't diagnosed until six years ago. Over the years she has spent much of her time in bed resting and for a short time was confined to a wheelchair. Just keeping house for Red and their two children at times became impossible. The idea of going back to work had to be forgotten. But, says Elaine, through proper treatment, over the past six years, the effects of lupus have been reduced somewhat and life for her is a little better now.

When she is well enough, Elaine tries to spend time with her art. Because of the pain and swelling in the joints of her fingers, she is not always able to work with a brush or pen. As a volunteer with the Sudbury Branch of the Ontario Lupus Association, she does the illustration on posters and newsletters and helps to set up booths for awareness campaigns held several times each year.

"I try to keep busy," says Elaine. "I try to keep a sense of humour. It's important to have a sense of humour when you are as ill as we are. At present, I'm helping the Sudbury branch of the Association get ready for the annual 'Lupus Awareness Week' to be held from October 18 to 24 in the New Sudbury Shopping Centre. Although there are over 200 members in our association branch in Sudbury, most people have little or no knowledge of lupus. So we're hoping

Nick Kinsella

that our presentation during that week will make people more aware of the disease and its effects and possible treatment. We'd also like them to know about our organization and the work we are trying to do in the Sudbury area."

Both Nick and Elaine agree the Sudbury Branch of the Lupus Association is very important to those afflicted with the disease. Through the association, each lupus patient has learned more about the disease and acquired more self-esteem by giving each other moral support during 'tough times'. The monthly meetings offer the only social event some patients are able to attend. Says Elaine, "It is so nice some times, to know there are people close to you who know how bad you feel. They know because they feel the same way. The symptoms may be different for each of us, but we all know the frustration the other feels at not being able to lead a normal life."

Segsworth, Borden, Curry, Church
ALL THE PRESIDENT'S MEN

Earl Timmons of Thompson kicks up a cloud of dust as he blasts out of a sand trap.

A foursome representing Inco's Sudbury operations won the 1981 President's Trophy golf tournament at the Idylwylde Golf and Country Club, edging out other Inco teams from Thompson, Toronto and Port Colborne.

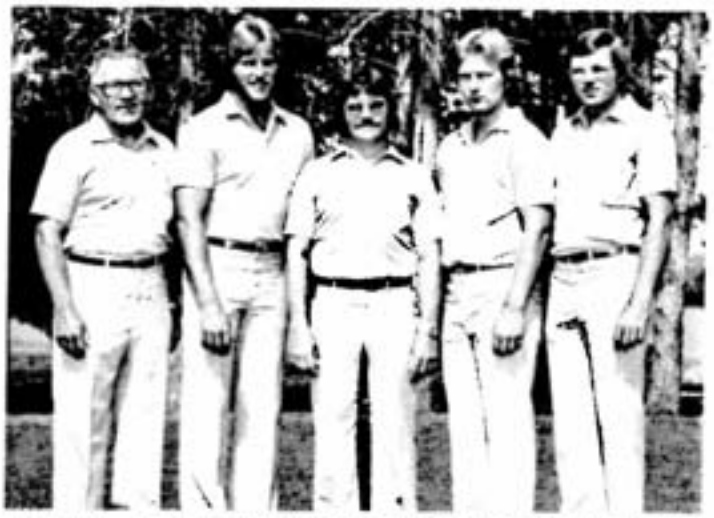
The Sudburians were led by Sid Segsworth, superintendent of casting and transportation at the copper refinery, and Doug Bonden, a surveyor in mines engineering at Creighton nine shaft, who scored six over par 78. Teammates Joe Church, manager of field exploration, and Mike Curry, an occupational health co-ordinator in mines ventilation, tallied an 80 and 86 respectively to give Sudbury a total score of 322, 13 strokes better than the second place Port Colborne team. Team Thompson was third while Toronto wound up fourth.

Perfect weather and very fast greens greeted the competitors during the 18 hole event. The fast conditions proved to be more than a challenge for some of the golfers.

An awards banquet was held following the tournament where Roy Aitken, senior vice-president of Inco Metals Company and Wint Newman, president of the Ontario division of Inco Metals Company, presented the winners with the President's Trophy. This marks the sixth time that Sudbury golfers have brought home the trophy since its inception in 1972.

Showing some of the form that brought the President's Trophy back to Sudbury once again is Sid Segsworth.

Toronto's Ross Morrison sinks a short putt on one of the 'fast' greens on the Idylwylde course.



Thompson— From left, Wilf Holmberg, Earl Timmons, Rae Hainstock, Lance Davis, Larry Poleschuck.

Sudbury— From left, Sid Segsworth, Doug Bonden, Mike Curry, Joe Church, Dale Peloquin.

Toronto— From left, Bill Spence, Ron Lake, Ross Morrison, Dave McEachern, John Spec.

Port Colborne— From left, Bob Noyes, Ken Burke, Merle Noyes Jr., Nick Markovich, Bill Bilodeau.

OSHE/ASHE
Company and union work

The Company, and Local 6500 acknowledge their common concern for maintaining a safe and healthy working environment. In order to effect a thoroughly understood and accepted safety, health and environment program for employees at work it is agreed that joint and cooperative methods should be encouraged.
Article 17-Collective Bargaining Agreement Between Inco Metals Company and United Steelworkers of America, June 5, 1979

This statement of mutual concern for safety and health in the workplace in the last collective bargaining agreement between the company and union, was followed by a consent by both parties to continue participating in the forums for discussing matters dealing with safety, health and environmental conditions, the Operation Safety, Health and Environment Committee and the Area Safety, Health and Environment Committee.

OSHE and ASHE committees have been an important part of company-union relations since they were first established in the 1975 collective bargaining agreement. For the purposes of Article 17 each production area has been divided into operational sections. Creighton mine area, for example, has OSHE committees representing five shaft, six shaft, and nine shaft. Roaster kiln, pellet and leaching and recovery are considered operations at the Iron Ore Recovery Plant.

OSHE committees

Up to ten individuals can make up an OSHE committee, five of whom are appointed by the local union from among the employees in the operation.

Of those five, one person must be from either the electrical or maintenance department. The company can also appoint five representatives to the OSHE committee who must be familiar with the operation. The superintendent of the operation or his designate must number among the company appointees.

OSHE committees meet once or twice a month to review the on-going safety, health and environment program at the operation. Members exchange and discuss safety and health information and consider specific safety and health problems at work locations within the operation. Part of the discussion centres on the findings of a two man team (one company representative and one union representative) that conducts one or more monthly inspections within the operation.

ASHE committees

Each of the 15 areas of Inco in the Sudbury district has an ASHE committee which consists of the co-chairman of the OSHE committees in the area, an employee of the area appointed by the local union, the manager of the area or his designate and two special members, knowledgeable in safety matters, one being the chairman of Local 6500's General Safety, Health and Environment Committee and one being a company appointee. ASHE committees are led by two joint chairmen, one a union choice, the other a company selection made from the committee membership excluding the special members.

ASHE committees meet four times a year to review and discuss the performance of and changes in the Safety, Health and Environment program and in Personnel Protective Programs both in the area and elsewhere in the Company's operations in the district. They also consider recommendations and unresolved issues received from its OSHE committees.

Keith Rothney, left and Hugh Judges, manager of matte processing, in discussion.

ing together

Review committee

A third body, the Review Safety, Health and Environment Committee, meets semi-annually to review the performance of the OSHE and ASHE committees. It is made up of the president of Local 6500, the chairman of the general safety health and environment committee, a union representative, the manager of safety and plant protection, the manager of industrial relations and one other management representative.

Meaningful discussions

Experience indicates that these committees are more and more fulfilling their role of maintaining a safe and healthy work environment. Two men who have had an intimate association with OSHE and ASHE committees, Keith Rothney and Bill Collis, say that these joint forums on safety have evolved from sessions characterized by mistrust into productive, meaningful discussions reflecting a genuine concern for improving safety. Keith, before recently assuming the position of working environment inspector with the Ministry of Labour, was the chairman of Local 6500's General, Safety, Health and Environment Committee. Keith has been succeeded as Chairman of GSHMC by Dan Sweezey, a laborer at the Clarabelle mill, a man with extensive background in OSHE and ASHE committees and the area of safety and health in general. Bill is Inco's manager of safety and plant protection.

The concept of safety committees, Keith notes, is not a new one at Inco. The first committees, set up in the early 1960's, were founded on a much less formal basis than the OSHE and ASHE committees of today. "They didn't come under a managerial area like they do now," he explains. "Their organization was poor and they didn't meet regularly. They were set up haphazardly in some cases."

Cynical view at first

The main problem in those early committees, and even in the first OSHE and ASHE meetings, was the cynical view in which labor and management held each other, says Keith. "It was the adversarial approach to things that was being used rather than the cooperative approach," he stresses. "Very little got accomplished. Both sides were just trying to get points."

OSHE and ASHE, he thinks, have been a big improvement in the joint approach to safety at Inco. Committee members have come to realize the importance of cooperation in dealing with safety problems in the workplace. "Obviously there was some safety problems," Keith states. "It was a matter of sitting down and saying 'let's do it in a just fashion and get our problems solved together'."

He believes the work of these committees have solved many problems in many areas. Asked if he feels OSHE and ASHE committees have contributed to improving the safety record at Inco, Keith replies: "I think there is no doubt about it, particularly in the last three years. They've started to come down quite drastically, especially now that the two parties are getting together and discussing things."

Committees maturing

With time and trust he finds the committees maturing. The mechanics of organization have been ironed out and many of the small problems in various operations have been solved with little trouble. A degree of sophistication has arrived in OSHE and ASHE and now he sees them forming their own sub-committees to investigate certain situations, surveys on safety being conducted and bigger projects carried out.

That is not to say union representation has run out of causes. "We have some areas that have to be cleaned up," Keith insists.

While discussions on these and other matters continue, he cannot see the new rapport between the two sides in OSHE and ASHE disintegrating. "I think the foundation is fairly strong now," he adds.

Have these committees helped instil an awareness of safety? "They have, but it has not been enough," Keith comments. "We don't get it right down to the working person, at least not as much as we should." Getting the message to people on the job has been one of the committees' shortfalls that must be rectified.

Bill agrees that pre-OSHE and pre-ASHE safety committees simply were not effective. "They weren't hitting home," he says. "They didn't seem to get things done. It's only been in the last two agreements ('75 and '79 bargaining agreements) that things have taken hold."

More co-operation now

The fact that the two parties have decided to co-operate have made safety committees viable avenues of meaningful exchange. "I think we're getting away from the adversarial approach. We've gone a long way. There's more cooperation now," Bill comments. "On the whole now, most committees are working pretty well."

One thing that has contributed significantly to an improved rapport between OSHE committee members has been the seminars conducted by Jack Fletcher of the Total Loss Control Training Institute. The seminars were geared to stimulate the more effective operation of committees through an enhanced communications process.

Trust built

Another reason for the new cooperation, thinks Bill, has been the stabilization of committee memberships. With the same people returning to each meeting, members have grown to know one another. The realization that the other person sitting across the table shares the same genuine concerns has helped to build "trust" between individuals.

Bill feels the committees have served to improve safety in the company. The rash of incidents in 1980, he says, served notice to people in committees that they had "to work together" to change the trend.

Emphasis on local problem solving

The increased sophistication of safety committees is something that Bill has also noticed. At one time it was common for OSHE committees to deadlock themselves on an issue forcing an ASHE committee or a manager to try and resolve the problem. "Now," he explains, "they are saying 'we can resolve this locally. We don't need the manager.' I find now that in many cases, there will be committees formed to look into changes. They come back and report their findings at these meetings."

Both men feel that OSHE and ASHE committees have evolved into reasonable and valuable means of looking into safety, something that concerns everyone. They foresee more positive changes being made to enhance the roles of these committees in shaping a totally safe working environment at Inco's Sudbury operations with time.

First aid training pays off!

Nina Naumenko, left, and Cathy Laing.

The value of first aid training became evident to three employees of Inco's agricultural department as they returned from Shebandowan earlier this summer. Tom Peters, agriculturist, Nina Naumenko, grounds' maintenance crew leader, and Cathy Laing, a summer student employee, were travelling in two separate cars when Cathy noticed smoke rising up out of a gully beside the highway.

They stopped to investigate what they thought was a fire. It turned out to be dust settling from a single vehicle accident that had just happened.

A truck, driven by a woman, had left the road and rolled over. Tom describes the truck as being "a total write-off" with the roof having been crunched practically right down to the dash. The trapped driver, fortunately was not seriously hurt.

After some considerable work, the trio managed to free the victim. While Cathy drove to find help, Nina, a graduate of Inco's first aid training program, administered first aid. That involved dressing some small cuts and investigating for the possibility of serious internal wounds. Nina recalls that she then kept conversing in a casual manner to calm the victim who was lapsing into shock.

A full hour later an ambulance arrived on the scene to take the victim to hospital. The woman was lucky to be found in the first place as she was well removed from sight on a lonely stretch of northern highway where cars are few and far between. She was even luckier to have been found by individuals with their wits about them and trained in first aid. Tom concludes that the girls' reaction to the situation was a positive reflection on their presence of mind and a compliment to Inco's first aid program.

PEOPLE

The Canadian National Institute for the Blind in Sudbury was the recipient of a treasure of radio entertainment from bygone decades last month when the Oldtime Radio Show Collectors Association donated 16 cassette tapes containing 50 shows. Blind people will now be able to experience the drama, mystery and humour of classics such as the Lux Radio Theatre, Archie Andrews, Fibber McGee and Molly, the Green Hornet and the Lone Ranger. Shown here selecting a tape from the new additions to the CNIB library are, from left, **Frank Parrick** and **Reg Hubert,** a scooptram operator at Copper Cliff South mine, who made the presentation on behalf of ORCA and **Geoff Eden,** director of the local branch of the CNIB.

Sailing enthusiasts from around the world breezed in to the Sudbury Yacht Club in July to take part in the Enterprise World Championships and Canadian National Championships. Inco Metals sponsored one day of the event and many Inco employees participated in the six days of sailing competition. At the closing banquet, **Peter Souter,** centre, Inco's manager of industrial engineering, presented the World Championship Trophy to the Great Britain team of **Bob Caton,** left, and **Max Francey.**

Continuing its support of the Sunshine Wheelchair Bus Association, Inco Metals Company last month donated a new vehicle to bring the number of buses operated by the organization up to three. **Wint Newman,** president of Inco's Ontario division, made the presentation to **Dr. Doug Prince,** president of the Sunshine Wheelchair Bus Association. Mr. Newman said the company was pleased to be able to make a significant contribution in this the "Year of the Disabled." Shown here are from left, Dr. Prince, Mr. Newman and the first passenger aboard the new bus, **David Smith.**

PEOPLE

Two Inco employees from central mills have been inducted into the Wise Owl Club of Canada. Maintenance mechanics **Gerry Paquette** from Clarabelle mill and **Ed Whalen** from Frood mill, had their eyesight saved thanks to the safety glasses they were wearing. While Gerry was hammering on a piece of angle iron, a chip flew up and struck his safety glasses. Ed was working on a pump sleeve when a piece of slag came up and hit his left eye safety lens. On hand to present Gerry, second from left, and Ed, second from right, with their Wise Owl awards were, from left; **Ken Hoop,** superintendent of maintenance, central mills, safety foreman **Lloyd Landstrom** and **Jim Bellisle,** maintenance foreman at Clarabelle mill.

Recently the steady 12 to 8 crew at Frood number three shaft was recognized for its safety record. The crew worked the entire year of 1980 without a medical aid. Members of the safety conscious team are, from the bottom left, **Serge Jobin, Norm Rex, Joe Bieslada, Gary Nichols, Ken Zayette,** mine foreman, **Pete Vukas, Bill Crossen, Ron Rutley, Ralph Poffley, Harold Joudrey, John Robichaud, Vic Serhienko, Rick Gouin, Nelson Saumur, Beaver Davies, Roger Beaulieu, Brian Mizuik, Francis St. Louis, John Boucher, Norm Belanger, Bon Corbiere, Skip Lavergne, Earl Lafountaine, Don Lamontagne** and **John Chevrette.** Missing are **Gerry Valade, Bill Deguire, John Ash** and **Mike Burian.**

The 10,000th visitor to the Inco Tour Centre arrived in August in the person of **George Skjersven** of Calmar, Alberta. The auspicious occasion was marked by the presentation of a handsome pen set to George and his wife, **Irma,** by **Morry Brown,** director of public affairs, right, and **Al Cecchetto,** tour coordinator, left. Each visitor that happened to be on the same tour bus as Mr. and Mrs. Skjersven was given trillium pins as part of the ceremony acknowledging a mile-stone of this tour season.

Mike Chertow
$2,760

Aurele Larose
$585

From left, Rene Carriere and
Vic Vinette shared $525

Good ideas pay highly with

MAJOR WINNERS

$10,000 **Ray Morin** at the copper refinery received the company's maximum suggestion plan award of $10,000. For details, see page three.

$2,760 At the divisional shops, **Mike Chertow** netted $2,760 for his suggestion to design an electrical circuit which made conversion possible to sealed light beam units on locomotives. The new system improved safety conditions by providing the desired amount of light. The sealed beam units lasted longer and required little maintenance. Savings were made in materials.

$585 **Aurele Larose** at Frood mine noticed that the side of the Gardner-Denver fan drill feed bracket frequently wore out and had to be scrapped. He suggested installing a removable wear plate at the side of the bracket. Only the plate had to be changed and the same bracket was reusable. Installing a wear plate proved to be less expensive than replacing the entire bracket in terms of labor and material.

$535 **Patrick Burns** and **Hector Grenon** at Frood mine shared $535 for redesigning and replacing the fenders that protect lower guide wheels on the skip. The fenders frequently bent, jamming the wheel. The new design protected the tires, reducing the frequency of having them and the hubs replaced. As well, labor costs and hoisting delays were reduced.

$525 **Rene Carriere** and **Vic Vinette** at Levack mine split $525 for their suggestion to install spacer plates to prevent the swaying of 260 cubic feet cars. The plates were easy to install by welding them between the spring plate and the pedestal plate. The suggestion prevented the cars from jumping the track and causing tramming delays. It also reduced maintenance repairs to the wheels and cars.

$480 At Frood-Stobie mill, **Scott Duncan** and **Ray Clattenburg** shared $480 for suggesting to use Honeywell controls on portable heaters. The previous primary control switches on the heaters were difficult to acquire, creating extended down time periods. They also did not withstand the corrosive conditions to which they were subjected. Honeywell parts were easy to obtain. Less maintenance was required and down time was reduced.

$435 **Vic Nissala** (now retired) at Frood mine thought up the idea to fabricate Gardner-Denver drill centralizer bracket clamps in the Inco shops rather than purchasing them. Savings were made on material and labor.

$305 **Leonard Bedard** at the copper refinery received an additional award of $305 for his idea to install a coupling for the extension of pilot light orifices on the anode furnace. The orifices melted from the heat, Leonard noted, so he suggested extending them one foot away from the heat. Savings on materials and labor were realized.

From left, Scott Duncan and Ray Clattenburg shared $480

Jim Suess $280

suggestion plan awards

$280 **Jim Suess** at the Port Colborne nickel refinery received an additional award of $280 for his suggestion to eliminate a bearing adapter for inboard bearings on DURCO pumps. By pressing the bearing directly to the shaft, the inboard bearing adapter, woodruff key in the shaft and clips were eliminated and machinery time saved. The new method saves materials and labor on installations. Improved service life decreases pump change frequency.

$210 At the Iron Ore Recovery Plant, **Albin Tychowecki** thought that sewage flowing into the sewage pump house created unpleasant conditions when maintenance work was being done in that area. He suggested by-passing the sewage flow before it entered the pumphouse into the existing sewage line on the other side of the pumphouse. The suggestion helped to eliminate sewage odors and reduced maintenance costs.

$175 Previous water fountain valves were expensive, noted **Eugene McGregor** at Frood mine, so he suggested making the valves from material in Inco warehouse stock. The Inco valve was cheaper than the previous valve and proved to be just as strong. The new valve reduced the frequency of breakage.

$160 At Clarabelle mill, **Ron Garbutt** and **Paul Hillman** suggested fabricating a fiber disc used as an APL analyzer shutter leak alarm. The new disc required less time to make and at a cheaper cost than the original equipment. Waiting time for disc replacement was eliminated. The expensive x-ray tube was continuously protected.

$150 **Gilbert Roy** and **Wilf Legault** at Garson mine shared $150 for suggesting to use a Vaposol water pump to wash mobile equipment. The pump proved to be effective in cleaning the equipment. The clean machines were easier to maintain.

$150 **Emile Noel** of Levack mine noticed that dust and dirt often interfered with the workings of air lights and reflectors underground, so he designed plates to protect them. Maintenance costs were reduced.

$150 At Levack mine, **Alvin Cullis** (now retired) made modifications to the power supply to number two shaft hoist. The suggestion provided a more reliable control power supply and better protection for hoist parts such as motor, bearings and brakes.

$150 Precarious pipe supports prompted **Denis Landry** at Levack mine to suggest that a holding table be made to hold the pipe roller securely. The suggestion eliminated a safety hazard and simplified the operation of cutting and grooving the pipe.

$150 **Michel Blais** at McCreedy West mine thought up the idea to fabricate a road grader to be pulled behind machines. The suggestion reduced the time needed to level the road as well as reduced wear on the machines.

$150 At the copper refinery, **Brian Thornton** made the suggestion to design a jig to machine pipe flange gasket faces in the field. By using the jig in the field, equipment parts that were too heavy or awkward to move could be machined on the site resulting in reduced down time. Savings were made on manpower.

Inco

1982 Reserved Scholarship Program for Children of Employees

Up to twenty-one scholarships will be awarded this year for university study. The awards have possible tenure of up to four academic years and annually provide tuition and associated academic fees up to a maximum of $1,500 and a grant of $750 for other expenses.

ELIGIBILITY

Children of Inco employees enrolled in a program of studies required for university admission and who will graduate with a secondary school diploma in 1982.

SELECTION

An independent scholarship committee will meet in May 1982 to select award winners on the basis of scholastic records, SAT/TSWE scores and personal qualifications. The names of the winners will be announced about June 1, 1982.

APPLICATION

Application forms should be requested early in the school year. Forms, instructions and conditions governing the awards may be obtained from local schools or from:

Scholarship Program
Inco Limited
P.O. Box 44, 1 First Canadian Place
Toronto, Ontario M5X 1C4

APPLICATION DEADLINE: MARCH 1, 1982

TEST DATES:

Registration for December 5, 1981 SAT/TSWE must be completed by *October 27, 1981.*