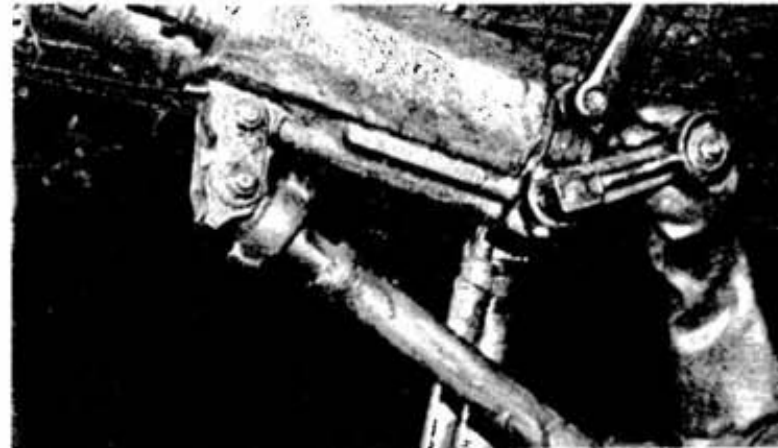


INCO Triangle

April/May 1983



Back to work

Note To Triangle Readers

Publications
Editor

Peter vom Scheidt

Writer

Frank Pagnucco

Since the last issue of the Triangle was published, our Company has experienced a number of significant changes.

Faced with low sales of our products, at depressed prices, it was necessary to reduce employment levels, production and costs. In accordance with these cost saving steps, the Triangle also has made some changes.

It will now incorporate IN Touch, the pensioners' magazine as a separate section in the Triangle. For those of you who are unfamiliar with IN Touch, this magazine was a quarterly aimed at Inco pensioners. It featured retirement interviews and 50th wedding anniversaries plus other

articles of interest to pensioners. You can look forward to seeing an IN Touch section in the Triangle beginning with the next edition.

Another change you should also be aware of, is the frequency of publication. The Triangle will now be published approximately every six weeks instead of every four weeks as was the case in the past. In order to keep employees informed of things that occur between Triangles, the Company newsletter "Direct Line" will be used in a slightly modified form to supplement the Triangle. The Direct Line will be available through the Direct Line boxes at each location and the Triangle will be available through the regular Triangle boxes as it was in the past.

Published monthly for employees and pensioners of the Ontario division of Inco Limited. 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 Limited, Public Affairs Department, Copper Cliff, Ontario P0M 1N0. Phone 705-682-5425.

On the cover

The cover this month contains photos of employees from different parts of the Company and represents all employees. In the top right corner is miner Roger Lamoureux, at top left is key punch operator Maxine Pope; at bottom left are Mike Terry and Ray Vallee from the Copper Cliff nickel refinery; and in the lower right is Gerard Leduc from matte processing.

— Coming Events —

Listed below are a few of the Company events that are planned for the next few months in Sudbury and Port Colborne.

Quarter Century Club

Employees with 25 years service will be honored at ceremonies held at the Inco Club in Sudbury on May 11 and 12. The Port Colborne edition will be held May 14.

Employees golf tournament

Golf tournaments open to employees and pensioners will be held on June 11 in both Sudbury and Port Colborne. Further details and entry forms will be made available at your work location.

Inco Pensioners' Days

In Sudbury Inco Pensioners' Days will be held during the week of June 20 to 24. The Port Colborne version will be held on June 23.



Welcome back. We, as a Company, you as individuals, along with our community, have been going through one of the most difficult periods in our history. All of us have faced considerable problems. While we have a long recovery period ahead, I believe that the worst is behind us and that the prospects for a recovery are brighter than they were a few months ago.

As we begin the complex task of starting up our mines and plants, I am particularly concerned with the avoidance of injury. I ask for your commitment to the practices and procedures which have been reviewed with you by your supervisors.

One of our most important objectives for 1983 is a substantial improvement in accident prevention performance over previous years and this objective will only be met by a renewed effort by all of us.

We have taken a number of measures to keep our Company in a competitive position, many involving decisions which were unpleasant and difficult to make. These have been outlined in your employee presentations and were also published in the Report to Employees that was mailed to your homes. I believe that these measures will enable us to succeed in our fight for survival.

To make them most effective, however, we will need your active participation and support. I believe that one person can make a difference. If you, in the course of doing your job, become aware of procedures which can be made safer or more efficient and improvements which could conserve supplies, you can help by bringing your suggestions to our attention.

Your past efforts are appreciated and I am confident that together we can build for the future.

Wint Newman

Sincerely,
Wint Newman
President
Ontario Division



George Stesco at his desk in the purchasing department.

"Prospecting the past, pioneering the future."

George Stesco had a few choice words for the Sudbury Centennial Foundation and they made him a winner.

George, a buyer in the purchasing department, thought up the winning slogan in the SCF's contest to state briefly the theme of Sudbury's centennial. ... "Prospecting the past, pioneering the future."

Not one given to entering contests of any sort (he thought this might have been the first he had ever entered), George saw this competition as a way of taking part in the centennial celebrations. His phrase was selected the best out of over 200 entries.

"It was very difficult to try and put a theme or catchy phrase in eight words or less," said George, "especially about a city. In eight words or less you couldn't be too descriptive."

The centennial logo showing two miners, one from the past and one from the present, he explained, indicated to him that the words would definitely have to reflect mining. A week before the contest deadline George submitted what turned out to be the winning slogan and two variations of it.

"When I submitted the entry, I truly felt I wanted to win," he recalled. "The words did convey a theme they could use, a theme that was very applicable."

The SCF informed George of his good fortune by telephone. "I was quite pleased and surprised," he commented. A cheque for \$100 and various centennial souvenirs were the prizes he was awarded for winning the contest. "The reward was definitely in the winning," George maintained. "The prize was a bit of a bonus."

A proud, life long Sudburian, he added that the slogan reflects exactly how he feels about the city.

Who's who and what's what

The following is a brief summary of the major appointments and organizational changes that occurred during the shutdown.

Frank Soroichinsky

With the retirement of John MacDougall the areas of administration, engineering and maintenance have been consolidated under one vice-president, Frank Soroichinsky. Reporting to Frank are **Albert Magee**, recently appointed assistant vice-president, administration; **Randy Cave** director of computer services; **Dar Anderson**, manager of maintenance; **Peter Pula**, manager of engineering; **John LeMay**, manager of central utilities and **Don Bradley**, recently appointed technical assistant.

Jack Juusola

was appointed to the position of division planner.

Safety and environmental control

Bill Collis was appointed manager of the safety and environmental control department. This new department is a consolidation of the safety and plant protection and environmental control functions, which recognizes the increasing complexity of safety and environmental matters and the need to effectively co-ordinate our resources. Reporting to Bill Collis are: **Larry Banbury**, superintendent, environmental control; **Stu Gendron**, superintendent, safety, milling, smelting, refining and maintenance; **Peter Venus** superintendent, safety, mining; **John Rickaby**, superintendent safety, central services; **Chuck Greenough**, chief security co-ordinator; **Jack Hall**, fire inspector. Bill Collis will continue to report to Albert Magee, assistant vice-president administration and, on matters related to safety policy to Wint Newman.

Claudio Barsotti

manager of the mines research department assumed the additional responsibility for the management of Copper Cliff North mine. North mine which was placed on standby in 1978, is being reactivated as an operating research mine dedicated to the development of safer and more productive mining technology for applications in all Ontario division mines.

Hank Derks and Livio Visentin

Hank Derks, chief first aid co-ordinator, and Livio Visentin, audiometric testing co-ordinator, will report to Dr. Wally Woychuk, medical director, occupational health department.

Consolidation of Copper Cliff nickel refinery and IORP

These two plants are now under one managerial area. Reporting to **Peter Ryan** as manager are: **Allan Bale**, superintendent of operations; **Peter Todd**, superintendent of maintenance; **George Tyroler**, superintendent of process technology; **Tony Steers**, administrative assistant. Reporting to Allan Bale are: **Jack Noonan**, superintendent of the nickel refinery converter department; **Clive Lewis**, superintendent of the IPC department; and **Bob McDonald**, superintendent of sulphur products department.

Consolidation of Copper Cliff smelter and matte processing

As part of an overall plan to integrate matte processing operations with the Copper Cliff smelter, **Jose Blanco**, manager of the smelter will have the added responsibility of the matte processing department. **Charlie Mitchell** will continue as superintendent of operations for matte processing and reports to Jose Blanco.

Hugh Judges

was appointed manager of central mills. He succeeds Hilton Fowler who retired.

Mines restructuring

All Ontario division mines are now under four major managerial areas. The Creighton mine area will now include Copper Cliff South mine. **John Kelly** is the manager of this entire area. Frood Stobie area will now include Garson mine and will be under the direction of manager **Jim Ashcroft**. The Levack mine area will continue to include Levack mine, McCreedy West, McCreedy East and Coleman mine. **Johri Smith** will be responsible for this area. Shebandowan area will continue to include the mine and mill operations. **Bill Anderson** has responsibility for this area.

"Safety remains our number one priority"

Many changes have taken place within the company since the production shutdown commenced some months ago. One thing that has remained constant is the commitment to safety. "Safety," said Bill Collis, Manager of Safety and Environmental Control, "remains our number one priority."

In order to re-acquaint employees with the safety aspects of their jobs upon their return to work in April, a comprehensive training program was given before actual "hands on" work commenced. It was part of the re-orientation program that began with a "face-to-face" presentation to all employees. Managers updated people on the state of the company, the outlook for the future and their role in that future.

Superintendents and foremen then reviewed safety subjects common to all jobs such as personal protective equipment, fire procedure and reporting of accidents. Current safety programs such as Loss Control, the Safety System and the Five Star

Program were also reviewed. A new back injury prevention and treatment program to be implemented in 1983 was also unveiled.

The Loss Control program was introduced to all surface operations in Sudbury during 1981-82. During the first four months of 1983, Mines Safety and Loss Control will be introduced to all levels of management and supervision in the mining and milling sections. Loss Control is defined as any intentional management action directed at the prevention, reduction or elimination of pure risks of business. Its concepts are designed to prevent or eliminate all factors which downgrade the system. These factors include personal injury, property damage, fire, pollution, inadequate security and poor hygiene.

The Safety System, also referred to as the Neil George System, is a program designed to make each individual aware of the hazards in their work area and to take the necessary action to reduce or eliminate these hazards. The system was reintroduced

into the mining and milling operations throughout 1982. It will be introduced to all surface plants this year.

The five star program or the International Safety Rating System has been in place at several Inco operations in Sudbury since 1981. Forty certified evaluators who are Inco employees, trained by the Industrial Accident Prevention Association, conduct evaluations at the areas where the program has been in effect. They measure the safety activity and injury/illness experience against a pre-set standard.

Commencing in 1983 all employees will be covered by a new back injury prevention and treatment program. Devised by Inco's Medical Director Dr. Woychuk in conjunction with the Workmen's Compensation Board, this is a comprehensive and rehabilitative educational program. Instructors will be Inco employees and the program will be given in-plant.

When employees reported to their job site, their foremen gave them a review of the safety aspects of their

Inco Safety Policy

The elimination of injuries and ill health from work related incidents and conditions.

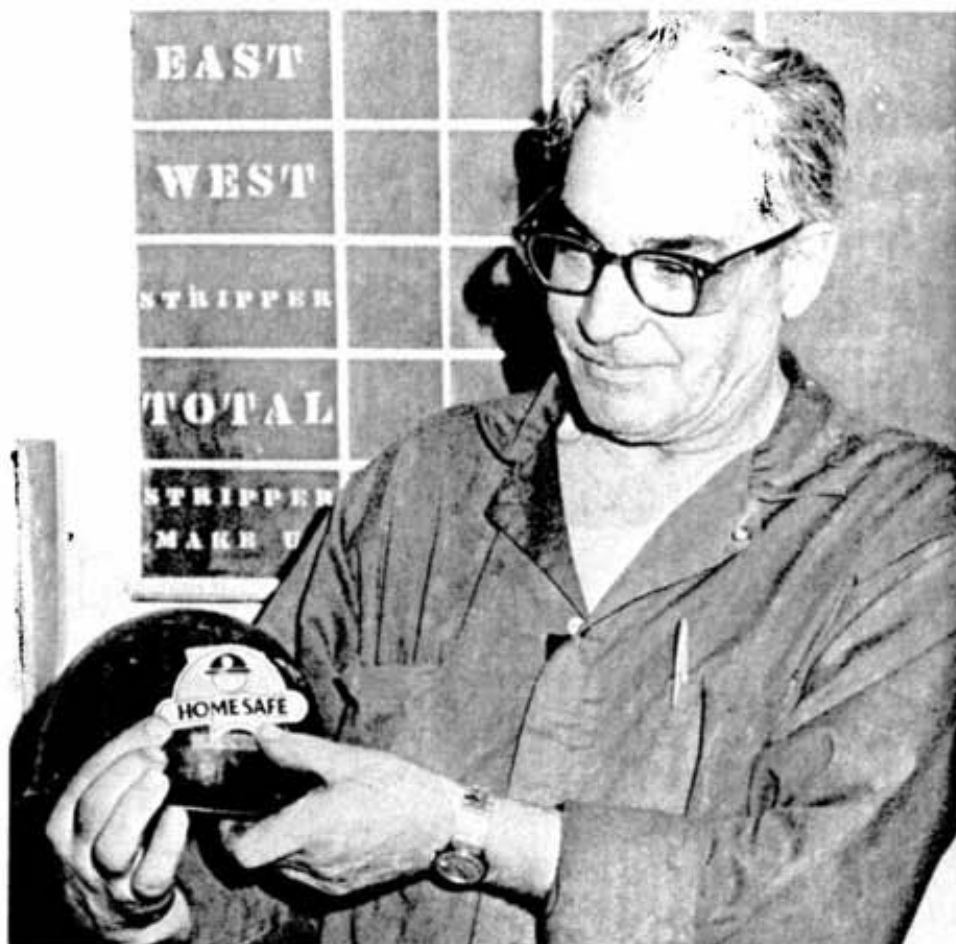


own job classifications. Finally employees and supervisors inspected the workplace and made any necessary repairs and alterations before actual production began.

"We have two major Objectives to achieve this year," explains Bill. "No fatalities and an improvement in safety performance of 30 per cent over the first four months of 1982.

"All of us have to work together in order to achieve these goals. We have looked to our Safety and Health Committees for help in this regard in the past and we will continue to seek their assistance in the future."

1981 and 1982 were fatality-free years. This trend must continue if Inco is to achieve its goal in 1983. In terms of disabling injuries in 1982, the month of May showed a 30 per cent increase over the January to April period which significantly affected the year's performance. "We expect a marked improvement in this area in the next few months. The costs in human suffering are simply too high to continue at this level."



Joe Giraldez, a pumpman in the copper refinery tank house, puts the "Home Safe" decal on his helmet. "Home Safe" is the slogan for the company's campaign promoting safety on the job.



Part of the return to work safety program included discussions of safety on the actual jobsite between foremen and unit employees. Here, Roger Champagne, aisle foreman, left, talks safety in the tank house with Armand Vincent, center, and Bill Drozouski, both crane followers.



Largo Albert talks about hoist safety devices with hoist mechanical supervisors from other mining companies during one of the training sessions he presented at the Scotia tower last year. He conducts these sessions throughout North America in affiliation with INCO Tech and the Mines Accident Prevention Association of Ontario.

Largo Albert — CIMM's Distinguished Lecturer

Largo Albert, senior hoist specialist with the company, was honoured last spring when he was presented with the Canadian Institute of Mining and Metallurgy Distinguished Lecturer Award for 1982 by CIMM president, Noel Cleland, following the Institute Annual Dinner at Quebec City.

The award was one of seven granted by the CIMM on an annual basis. Distinguished lecturers are selected because of their accomplishments in scientific, technical, administrative or educational activities related to the minerals industry. They are expected to give lectures on subjects related to their expertise at CIMM branches across Canada in the coming year.

An Inco employee for the last 15 years, Largo began his career as an apprentice electrician immediately following graduation from high school. At 20 he was a first class electrician and six years later Largo undertook

his first plant construction. His work took him to the gold mines of Manitouwadge and the huge potash operations of Saskatchewan where he first became interested in the hoisting aspect of the mining industry.

Part of the central maintenance department (originally the mechanical engineering department), Largo has been involved with major hoist operations at Stobie mine, Coleman mine, Copper Cliff South mine, Crean Hill mine and Creighton mine.

Much of Largo's efforts in the last few years have centered on the safety aspects of hoists. He discusses and reviews safety requirements for hoisting with various groups including government inspectors.

His outside association and work with the Ontario Mining Association, the Canadian Standards Association and the International Organization for Standards has all been related to

upgrading standards for the increased safety of hoisting ropes and hoists.

Largo also conducts a unique safety course about Lilly Controllers and Hoist Safety throughout North America. Over 800 people have taken this popular course sponsored by Inco for members of the Mines Accident Prevention Association of Ontario.

"It's really an honor," said Largo, commenting on the presentation of the award. "I never expected that a Distinguished Lecturer Award would be given to me."

His lecture to CIMM branches across the country was "Hoists, Yesterday, Today and Tomorrow." One of his concerns during the lecture tour was "to get to the plant superintendent level and talk to him about his problems." He describes his year long tour of the country as a rewarding experience in terms of knowledge gained and in terms of meeting friends both old and new.



State of the nation first order of business

The first order of business for employees returning to work this month after the extended shutdown was learning the state of the company, its goals for the near future and the role of employees in that future. Plant managers using overhead projections gave the orientation presentation and addressed themselves to any questions or concerns voiced by employees. The highlights of the orientation program were:

- the goals for the Ontario division in 1983 are to work safely, improve productivity and competitiveness, reduce costs and increase profitability and improve our position in markets.
- safety objectives are to realize a fatality free year and to improve safety performance by 30 per cent over the first four months of 1982.
- major productivity improvements planned for the company include an expanded mining research program and an accelerated changeover to lower-cost bulk mining methods at a number of facilities. In order to increase competitiveness, productivity gains must be realized at all locations.
- employment levels will be kept in line with production.
- lower demand and excess inventories held by major nickel producers has kept the price of nickel down. The company's average net realized price for its primary nickel products "including intermediates" was \$3.14 a pound in 1980, \$2.99 a pound in 1981 and \$2.55 a pound in 1982. The realized price per pound of copper went from \$1.00 in 1980 to 82 cents in 1981 to 71 cents in 1982
- Inco has reduced SO₂ emissions by two thirds since the 1960's. The company is committed to reducing emissions further and has installed a new pyrrhotite rejection process at Copper Cliff mill at a cost of \$14 million.
- the company's profitability relies on the sale of nickel in a healthy world

Jose Blanco, manager of the Copper Cliff smelter, addresses smelter employees on the matter of safety performance during an orientation meeting in April.

economy. Nickel demand has dropped for three consecutive years but there is room for cautious optimism that demand will improve if better economic conditions are realized.

- Inco remains the largest nickel producer and one of the lowest-cost nickel producers in the non-communist world. Inco is one of 37 nickel producers in 19 non-communist countries, some of which are government subsidized. No major producers showed a profit in 1982. Problems were created when nickel deliveries to the non-communist world were increased by communist bloc nations. Also, certain producers sold inventories at extremely reduced prices.

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.



The Ken MacLean family of Lively loves the outdoor life. During vacation time, Ken, who is a tandem truck driver at the Creighton mine complex, his wife Kathy and daughter Stephanie, 4, load up the trailer and go camping at the provincial parks in the Sudbury region. Ken and Kathy pursue their fishing interests in the winter months as well during their snowmobile treks to Lake Penage and Fairbanks Lake. Since the time this photo was taken, the MacLeans have had an addition to the family with son Steven, born in November, 1982.



Lidano DiMario, a 16 year veteran of Inco, works as a roaster helper at the Iron Ore Recovery Plant. Lidano's spare time is spent as a bricklayer while his wife, Maria, devotes much of her time to looking after the household and working part-time at the Caruso Club. Daughter Adelaide, 19, also enjoys working at the Caruso Club and babysitting. Younger daughter Patricia, 8, likes school and music. Sons Luciano, 18, left, and Tony, 21, are hockey players in the winter months.



Angelo DiPasquale has been working at the Port Colborne nickel refinery for 19 years. In his spare time he enjoys hunting, fishing and making improvements around his home. His wife Debbie considers herself a full time homemaker and is proud of it. The children are: Maria, 2, Sandina, 7 and Angela, 6.

Suggestion plan awards

The great number of suggestions received make it impossible (due to space limitations) for the Triangle to publish all award winners. In April 1982, 92 suggestions earned a total of \$9,430 in Sudbury and Port Colborne.



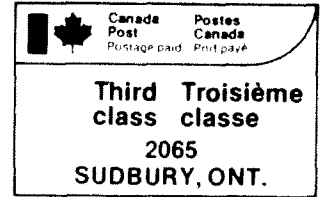
Georges Desjardins
\$3250



Robert Langdon
\$465

The processing of suggestion plan awards temporarily ceased during the shutdown last year. As a result the Triangle is publishing the list of suggestion award winners for April, 1982 in this edition. The May, 1982 list of suggestion plan winners will be published in the next issue. Subsequent issues of the Triangle will carry winners processed since the return to work this year.

- \$3,250** Noticing that the carboflex on 368G roaster in the **Copper Cliff smelter** protected only the front half of the blade, **Georges Desjardins** recommended that carboflex protection be extended over the full length of the blade. It is the back of the blade, he said, that did most of the work in removing feed from the hearth. His idea saved material and labor costs by prolonging the life of the blades and it earned him the top suggestion award this month.
- \$465** **Robert Langdon** of **Copper Cliff South mine** came up with an alternative method of blasting in vertical retreat mining that saved on costs of materials. Instead of using scufflex, Austin primers, E. cord and 45 cm. anoline for the blast, he suggested using E. cord, sliders and Nonel 45 cm. short delay caps.
- \$220** When flat guide wheels at **Creighton mine** were sent in for repairs punctured tubes were generally disposed of. **William Blackwell** proposed that punctured tubes be repaired by vulcanizing a hot patch over the hole. This saved on the expense of buying new tubes.
- \$185** A better, more reliable, more economic means of heating the bottom of the **transportation** department's west scales resulted from **Michel Trottier's** advice to switch from an oil heating system to an electrical system.
- \$175** **Harold Kiely** of **Stobie mine** suggested an alternate method of coupling three-inch bull hose directly to four inch victaulic air lines that realized savings in material costs.
- \$150** Replacing stainless steel pipe in the 2300 level clarifier at **Copper Cliff South mine** with plastic pipe was recommended by **Paul Latvala**. This was found to reduce the costs of materials.
- \$150** Another employee at **South mine**, **Wilfred Galipeau**, saw stainless steel piping in filter drums wearing away at the elbows. He alleviated this problem with his suggestion of replacing the stainless steel piping with plastic piping.
- \$150** Two **Levack mine** employees, **Jean Paul Coutu** and **Norm Prevost** collaborated to design a tool, adaptable to air drills, that permitted the installation of railway spikes. It turned out to be a safer, quicker way of installing them.



Moving?

Let us know your new address by filling in this form. Please include your old address label with it.

My new address is:

Mail to:
The Triangle
Inco Limited
Public Affairs Dept.
Copper Cliff, Ontario
P0M 1N0

Name _____

Address _____



News Tips

The Triangle is always interested in hearing from any employees or pensioners who have story tips or suggestions for future issues. If we use any of them in the Triangle we'll send you a Triangle pen for your efforts.

Name _____

Address _____

Phone number _____

My tip is

