

INCO Triangle

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SMILE! What's Copper refinery clerk Shirley Millan up to with the camera? Story, page 4.



Anybody got a pin?

Jennifer Wunsch, 16, and Jennifer Moule, 16, ham it up with balloons released August 8 to help get Arrive Alive Week underway in the region. Daughters of Garth Wunsch, a geologist at South Mine and Don Moule, an accountant at Copper Cliff, the two ran an anti-drinking awareness campaign for the Ministry of the Attorney General. The girls used mall displays, television interviews and other promotional methods to help promote the cause.

Safety secret: Tom hates pain

The Garson clock still ticks for Tom Rollins

Luck, says Tom Rollins, will only take you so far. "Of course there are some things you can't control," said the rigger who retired recently with the enviable record of never needing medical attention as a result of his 41 years at one of the most demanding jobs at Inco.

"There are things that can happen that are beyond your control no matter how careful you are, but you have to pay attention. You can't have your mind on two things at the same time."

It was Tom's attention to his work, particularly its safety aspect, that earned the 57-year-old Garson resident the respect of his employer and fellow employees alike.

At a special dinner at the Copper Cliff Club hosted by Inco in honor of Tom's outstanding accomplishment, Ontario division president Dr. Mike Sopko congratulated Tom on his retirement.

"Your exemplary safety record," he said, "is one that the company can be very proud of."

Dr. Sopko presented the rigger leader with a marble-based cast metal replica of a headframe. It was one of several presentations made to Tom and his wife Jenny that ranged from a set of polished ore bookends to a bouquet of flowers.

Following dinner, a second farewell was held by friends and co-workers at the Garson Mine lunch room where his colleagues gave him a wood-cased antique clock lovingly refurbished for the occasion.

Vets forget

The clock had been at Garson so long that even the old-timers couldn't remember how long it'd been, even though it had stopped ticking years ago, and celebrants wasted no time in making some good-humored comparisons.

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\$88.6m on mills signals major spending surge

The \$88.6 million the Ontario division will spend on consolidating its three mills and expanding its tailings site is the beginning of a major capital spending program in the Sudbury region.

Ontario president Dr. Mike Sopko hailed the mills consolidation as one of the most important divisional developments in a decade but added it's only "a forerunner" of more investment here as Inco moves to meet the 265 kilotonne sulphur dioxide emission level by 1994.

Under mills rationalization, the company will spend \$69 million over the next 2 1/2 years to consolidate current milling operations at the Clarabelle Mill. An extra \$19.6 million will go toward expanding the mills tailings impoundment area.

He said mills consolidation which is already underway will eventually lead to the reduction of about 175 positions in the mills. The mills now employ 550 staff and hourly-rated people. But he stressed the company hopes to achieve consolidation through attrition, not through layoffs.

The reduction will start in 1990 when the concentrate cleaning circuits are transferred from the Copper Cliff Mill to Clarabelle. The remaining transfers will come after the new facilities start up at the expanded Clarabelle Mill in early 1991.

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Friends and co-workers synchronize their watches as Tom Rollins marks the time on the clock he was given by the crew at Garson Mine.

Life behind bars . . .
page 13

Fresh crop of suggestion winners
page 8 & 9

No flack for stack
page 14

Quarter Century Club welcomes nine more



Copper refinery manager Al Cruthers congratulates new Quarter Century Club member Donna Somers.

Nine new members were inducted into Inco's Quarter Century Club at the 38th annual celebration held at the Copper Cliff Club.

Ontario division president Dr. Mike Sopko was on hand to congratulate and thank new members of the club for the service and dedication rendered in their 25 years with the company.

After a photography session, reception and dinner, Dr. Sopko presented each of the new members with a gold Quarter Century pin and the traditional cup and saucer.

New inductees are Peter Dow of Stobie Mine, Don Levac of the Froid-Stobie mill, Donna Somers of the Copper Refinery, Brian Brownson and Jack Cullen of the Nickel Refinery Complex, Georgette Bergeron and Marilyn Scott of the Safety, Occupational Health and Environment department, Gord Jinks of Engineering and Al Senter of Central Maintenance and Utilities.

Less workers, United Way shoots for \$180,000



Inco's in-house United Way committee discusses the October campaign. Co-chairman Bob Todd (centre) said although no target will be set, the campaign will try to at least match last year's total of \$180,000.

Inco's United Way committee is off and running in an effort to make this year's in-house campaign the best ever.

"Last year we raised \$180,000," said co-chairman Bob Todd. "That's up about \$3,000 over the year before despite the fact that we had 150 employees less."

Two preliminary meetings were held by the joint union-company committee before the shutdown to familiarize new members with the guidelines of what Bob calls a "contact" type of canvass with no high pressure.

The campaign will run from October 24 to 28.

The introductory meetings were particularly important this year to acquaint new arrivals on the four union and three staff member-committee. Bob's duties are shared with union co-chairman Ray Krieg.

"We have a 50 per cent turnover in committee membership this year," said the five-year veteran of the annual campaign.

The committee will be facing an additional challenge this year in an attempt to equal or surpass last year's contribution while at the same time reducing significantly the army of people usually mustered for the canvass.

Last year the campaign involved more than 200 Inco employees for campaign captains, canvassers and committee members.

"We'll need highly motivated people to make it work," he said.

The second meeting included a visit by United Way Sudbury executive director Sylvie Lecouteur and campaign and communications director Diane Brailey who informed members on such things as the overall scope of the campaign and allocation of funds.



Stobie maintenance material expeditor Rene Blais gets some pointers on the new computer warehousing system from computer programmer Sean Romenco.

New warehouse system shoots for 24-hour service of orders

If running out of soap doesn't sound like a big deal, you probably haven't spent the last eight hours mining for nickel.

To speed up the time it takes to order parts and materials from the warehouse, Inco's computer people have created a computerized warehousing system designed to get material from the warehouse to where it's needed quicker than ever before.

"The system will eliminate the issue slip and handwritten card method in place since 1968," said Superintendent of Warehousing Ron Symington. "It should save a lot of time, improve efficiency, and improve service to the end user."

In the works for the last 18 months, the new computer program provides an amalgamated inventory of six major warehouses and utilizes more than 700 terminals in plants, mines, and other Inco operations to get the information to the worksite.

Authorized users can soon tap the system and get such information as quantities available and cost, then key in their order.

"We expect to have the order delivered within 24 hours from the time it comes in. But in an emergency situation, we can have it ready to be picked up in 30 minutes," said Ron.

Under the old system, an issue card had to be completed, then sent or taken to the warehouse.

"It might not be in stock, and sometimes you might have to come back a second day," he said. "Potentially, there is a lot of wasted time in the old system."

About 650,000 orders are dealt with every year at Inco warehouses.

The program, utilizing existing computers as well as new equipment, will undergo testing at the Stobie complex later this month.

Ron began preliminary discussions on the new system with computer analyst Ted Joiner and supervisor of warehousing Ron Hewitt in May of 1987. They're prepared for the "glitches" they say are inevitable during the start-up period, but are confident the new system will be fully operational by next summer.

"The programming work has been completed and set up," said Ted. "Training the people to use the system will be the next step."

He calls the new program "user friendly," a term used to describe computer functions and programs that are designed for ease of operation.

Perhaps one of the major advantages of the program is its flexibility.

"We tried to incorporate flexibility into the program, so information on materials can be added and other changes can be made on the fly," Ted said.

Not operational yet, the system is already eagerly anticipated by future users.

"It means big benefits for us," said Divisional Shops product controller Berno Wenzl. "From the shop's point of view, we'll get advantages through quicker access, more accurate information on what is available, and less paperwork."

Froid Mine superintendent Jim Thomson is also excited.

"It'll be a lot easier for the foreman," he said. "Lists of materials available will be right there on the screen. It's going to be a lot better and quicker."

Consolidation moves ahead

Continued from page 1

"We currently have more than 900 employees with 30 or more years of service," he said. "We expect to arrive at the reduction primarily through attrition since many employees may want to take advantage of the new improved pension plan provisions available to everyone with 30 or more years' service on a non-discounted basis."

Any employees not required for the milling operation will be transferred to other plants in the Sudbury area. By the time the expanded Clarabelle Mill starts up, about 100 milling employees will be eligible for full retirement if they want.

Under mills rationalization, operations at the Froid-Stobie Mill will be discontinued. The Copper Cliff Mill will handle the dewatering of concentrates for smelting while all milling and concentrating facilities will be

concentrated at Clarabelle Mill.

The expanded Clarabelle Mill will feature a 32-foot diameter semi-autogenous grinding mill, high-volume 1,350-cubic foot flotation cells, upgraded magnetic separator facilities and ore load-out and sandfill storage facilities at the Froid-Stobie No. 9 shaft.

The mills consolidation will give Inco the capability of reducing sulphur dioxide emissions by some 100 kilotonnes a year from the current level of 685 kilotonnes. The Ontario government requires that by January 1, 1994, emission levels must reach the 265 kilotonne level.

"Since 1948, Inco has developed improved methods of rejecting ever increasing amounts of pyrrhotite and this has been the main factor in the on-going reduction of sulphur dioxide emissions," Dr. Sopko

said. "The mills consolidation will maximize pyrrhotite rejection while minimizing nickel loss."

Inco has called for competitive bids for the engineering, procurement and construction management on the Clarabelle Mill modernization and expansion.

The Company is not seeking governmental assistance in financing this first step in reducing sulphur dioxide emission levels.

"Our research people have dedicated themselves to reducing sulphur dioxide emissions in a cost-effective way," Sopko said. "Mills rationalization certainly meets those criteria. But we cannot say at this time whether all aspects of our strategy to reduce sulphur dioxide emissions can be implemented without some form of governmental assistance."

Inco reaping now from U.S. free trade

While debate on the proposed Canada/United States Free Trade Agreement heats up, and according to Inco executive vice president Dr. Walter Curlook, Inco's already reaping the benefits.



Dr. Walter Curlook answers a question from the audience at a Cambrian College free trade debate.

Inco's Canadian Alloys Division in Sudbury, he pointed out in a free trade debate here, faces a 4.5 per cent U.S. duty on the nickel strip it manufactures and has held off building a rolling mill to make the strips in anticipation of the agreement.

"We've held off for three years," he said. "We've been hoping that free trade would come around so that we could make a decision that's independent of any tax regime . . . independent of any tariff."

Inco has traditionally made the nuggets round and about the size of a marble, but if Inco were to build a facility now to flatten the round nuggets for the American market the surcharge would kick in.

He said that without the agreement the only alternative would be to build the plant in the U.S., but the company chose to wait for the free trade deal and build the facility in the Sudbury area.

Dr. Curlook and Ontario Mining Association president George Miller faced off against Ontario Federation of Labor economist John O'Grady and steelworkers director Leo Gerard in a Cambrian College debate of views ranging from building a strong economic future to demolishing Canadian social programs.

Dr. Curlook said many of those opposed to free trade want Canada to "hunker down" behind its borders, fearful of outsiders and alien influences, afraid that free trade will somehow rob us of our culture and identity.

"I prefer the other view," he said. "The one that shows confidence in Canada and Canadians, in our ability to compete on the world stage and to proudly carry our abilities throughout the world while at the same time nurturing the aspects that make us unique."

Tariffs in themselves aren't the main problem,

he pointed out, but the vulnerability to the growth of U.S. protectionism based on narrow political interests.

"Free trade will guarantee access to the important U.S. market," he said, adding that the guarantee should increase job security in Canada as well as encourage development of Canadian mineral resources.

Not only the mining industry, but all Canadians will benefit, he added. Canadians will pay lower prices for both imported and domestic goods, and industries will become more efficient and more competitive.

He said the productivity of Canadians will increase along with real incomes and the economy will become more flexible, more innovative and more dynamic.

Dr. Curlook's vision of the future suggested that the U.S./Canada agreement is the first step in a process that would eventually see the establishment of "a world trading system that works."

International agreements could eventually remove many of the complex trade barriers, he said, and a bilateral agreement between Canada and the U.S.A. would go a long way to encouraging a more open world trading environment.

But John O'Grady painted a less rosy picture. He saw the agreement as "fundamentally flawed and imbalanced" since the Americans retain their right to impose countervailed duties (tariffs) to punish Canada for what Americans see as unfair trade practices.

He said that Canadian social programs including regional economic development programs are deemed by the Americans to be subsidies that justify an American countervailing duty. To avoid the duties Canada would have to restructure its social programs such as Medicare. ■

Inco into nickel, not real estate

Inco's landlord era ends

Once the Sudbury region's largest landlord, Inco ended its involvement in housing this June.

By June 8, only eight homes in Creighton and one in Frood were all that were left of a housing roster that once numbered well over 2,000.

"It began in the late '60s," said Property Management Superintendent Don Taylor. "Housing was costing us a lot of money at the time. We were incurring an annual net loss of about \$750,000 as well as charges that we were keeping land from the public."

Although Inco never suffered the negative "company town" image of many other mining communities, the era of employer as landlord was part of a bygone age.

"In short," said Don, "we're into nickel, not real estate."

From the mid '70s, a policy of acquiring the remaining homes as they became available was successful in reducing the number to 244 in 1986. A notice was sent out to all remaining tenants that Inco intended to terminate all leases by June 9, 1988.

Under a special arrangement, people owning homes on Inco property were offered market value as well as the opportunity to remove any materials or fixtures from the house. Under the arrangement, the house itself could be removed from the property.

According to Mr. Taylor, nine or ten people had opted to have their homes relocated, and he expected a few more before the program ended. The cost of moving a house, is between \$4,000 and \$5,000.

A steady outflow left only nine tenants remaining in Inco homes in June of this year.

The program hit a few snags, some of them to the advantage of tenants. House prices set in 1972 had to take into consideration veterans eligible for Veterans Land Act, in effect setting a low market price for everyone.

The low house prices didn't escape the attention of the income tax people, he noted, adding that tax authorities figured the below market purchases of the homes was a benefit arising from employment at Inco.

"Fact is," he said, "people living in the homes were not necessarily Inco employees."

The potential image problem of the company confronting "grandma on the porch with a shotgun" never developed, he said, because of the "up front," open manner in which the program was handled.

"There were problems, of course," he said, "and there was even an effort to stop the project by going to Queen's Park. But we've been able to defuse the situation and relations with those people affected have been amenable."

"I measure it," he joked, "by the fact that I can drive around Creighton without a helmet and flack jacket." ■



Street remains, but Inco homes are only a memory.

Tenants were given the chance to buy their rented homes, and the campaign to sell most of the units was successful.

"We were left with areas where we couldn't subdivide," said Mr. Taylor. "In Garson the homes were too close to the mine site and in Creighton a study showed that it would take \$10.5 million in sewers, sewage treatment, water, roads, and other work to bring the community up to municipal standards. That was about \$45,000 for each of the over 200 homes".

Miners help hunt elusive neutrino

Examining the behavior of neutrinos may be the realm of the physicist, but do it underground and you need some expert advice from a miner.

Technical information provided by Inco representatives to a committee considering an underground neutrino observatory at Creighton Mine was "very useful," according to Laurentian University professor Dr. Doug Hallman.

Dr. Hallman, associate professor in the university's department of physics and astronomy, said the underground observatory proposal has advanced to a new level with the completion of a two-day international review committee hearing that included representatives from Canada, United States, Great Britain, Japan, France and Italy.

On hand to provide underground know-how, Inco engineering manager Peter Pula said the committee consisted mainly of scientists and academics, people with little or no knowledge of the logistics and special problems of building something in a mine.

"We spent a lot of time explaining how things are done underground," he said.

Also providing information for the committee was Phil Oliver, a rock mechanics specialist with Inco's Mines Research.

The group reviewed the technical aspects of the proposal, and looked at the feasibility of the study, the cost effectiveness, the anticipated results and the quality of the collaborating scientists who represent several universities around the world.

Scientists are hoping for a decision by the end of the year so that the four year construction period for the observatory can begin in early 1989.

Main feature of the proposed observatory is a tank of heavy water surrounded by some 2,000 light sensors that look for tiny flashes of light emitted as the neutrinos react or are scattered in the tank.

Locating the facility 6,800 feet underground will help reduce the interference of radioactivity from cosmic rays. Returns on the project's \$37 million price tag could provide information about how the universe works and how it began.

Backs city theatre

Inco cops prestigious arts Award of Distinction

Inco Limited's long-term support for the Sudbury Theatre Centre has earned the company one of the prestigious Financial Post Business in the Arts Awards for 1987.

As one of only three winners of the Award of Distinction in the Sustained Support category, Inco was recognized for sustained involvement over a period of years by a corporation "in any of the major categories of theatre, dance, ballet, music, or the visual arts."

In fact, Inco's involvement in the Sudbury Theatre Centre is vital in making the STC one of the most acclaimed and successful theatrical troupes in the country.

For the past 16 years, the Sudbury Theatre Centre has been producing live theatre for Sudbury and area and has moved to the forefront in regional theatre arts in Canada.

With almost 4,000 regular subscribers, the theatre is guaranteed that the majority of

the tickets in the "state-of-the-art" theatre will be sold for the run of an average-length production.

Office Manager Helen Doig says there are seven major stage productions over the regular season with an additional one or two added during the summer months.

The schedule keeps a staff of 20 full and part-time employees busy.

Busy Theatre

In addition, the centre also

employs students on a part-time basis, acting as ushers, bartenders, house managers and all the other jobs that go with running a successful theatre.

"Each of our productions has between two and two-and-a-half weeks of rehearsals before the usual three weeks of performances," Helen says. "You can imagine the work involved."

All of the sets and costumes are made at the Sudbury theatre. Anyone visiting backstage on the eve of a new production can

witness the usual "hive of activity."

Regular opening night is preceded by a full-scale preview performance in which local charitable groups and organizations are allowed to pick up the sponsorship for a nominal fee and, in turn, collect the profits. They can make up to \$2,400 per performance for their charitable causes.

The Inco Wall in the lobby of this beautiful little theatre is a space where artists can display their work for theatre-goers. Inco donated the display area. Patrons can buy the works of art with 90 per cent of the fee going to the artist and 10 per cent to the non-profit theatre organization.

Key Role

Along with a dedicated number of volunteers and theatre patrons, Inco has played a key role in the development of the Sudbury's area's thriving theatrical community. It was only in 1967 that a provincially-sponsored study identified Sudbury as an area which could statistically support full-time professional theatre.

The Sudbury Theatre Centre was officially incorporated in 1971. Over the next five years, Inco provided a building large enough to house the theatre, workshop area and administrative offices. The company not only provided the building free of charge but also paid the building expenses, including the utilities.

Laurentian University was the centre of STC's operations in 1977 and Inco maintained its support through a financial grant towards the maintenance of administration and storage facilities. In 1979 Inco pledged \$80,000 toward the STC building campaign.

Financial Aid

There were other financial commitments by the company every year since, including \$14,000 towards the STC Touring Company for Youth, which tours Ontario schools, bringing them quality theatrical productions.

STC Chairman Robert Remnant and Tony Lloyd, artistic and managing director who submitted the nomination to the Financial Post Business in the Arts Awards, also cited numerous unsolicited donations, including a grand piano.

Inco employees have also served effectively as STC board members at various times since 1972.

"... Inco deserves recognition for the active involvement it has demonstrated in various ways to the Sudbury Theatre Centre," Mr. Remnant and Mr. Lloyd said in their submission.

"It is with the help of Inco Limited that STC has become such a firmly established and integral part of Sudbury and region."

Best turnout in 4 decades

Armed with golf clubs and umbrellas, almost 300 golfers defied the threatening storm clouds and invaded the greens at Idylwyld Golf and Country Club for the annual Inco Golf Tournament.

"It got underway about one hour later," said Jim Black, one of the event's organizers. "For a while it looked like we were going to have a storm and we came close to cancelling it."

That's a good thing, according to Mr. Black, since it would have meant cancelling an event that saw the best turnout of Inco employees and pensioners in more than a 40-year history.

A good thing, too, for Rod MacDonald whose closest-to-the-hole-in-one shot earned him a trip for two to Toronto and back by Air Canada.

Had the shot travelled another four inches in the right direction, he would have scored the hole-in-one that would have won him a return air flight to anywhere Air Canada flies.

That prize went unclaimed.

Prize winners for low gross went to Sid Segsworth with 71, and Steve Cote, Mickey Curry, and Gerry Pinard, each with 77.

Low net winners went to:

Randy Stach
Mike Fogarty
Casey Staalstra
Noel Gaudette
Claude Kerr
Leo Hayes
Hurley Hreljac
Al Massey
Roger Roy
John Sarkans
Robert Pitura
Wayne Leavoy
Phil Gougeon
Gerry Dennie
Dale Brown
Garry McCool
Dennis Dowdall
Denis Salem
Greg Baiden
John Mathias
Denis Charbonneau
Joe Church
John Rubocki
John Sliede



Threatening storm clouds didn't stop Inco employees and pensioners from turning out in record numbers this year for the annual golf tournament. One of the over 300 enthusiasts takes a swing before sinking the ball.

Pensioner Days is a snap for Shirley

Watching Shirley Millan behind the lens of the Polaroid camera made you wonder if her clerk's job at the Copper Cliff Copper Refinery wasn't just a sideline.

"I'm having a riot!" she said as she frantically loaded another film in the camera while a half-dozen pensioners waited to have their pictures taken with old friends they hadn't seen in a year.

Shirley was one of at least a dozen volunteers who helped out at Inco's annual Pensioners' Days celebrations at the Caruso Club in Sudbury, an event that saw more than 3,000 former employees turn out this year.

"I volunteer for this just about every year," said Shirley.

Less than half the age of most retirees, she didn't feel a generation gap separating her and the visitors.

"I feel right at home here. These people are having a lot of fun and it gives you a good feeling to see it. Besides, in 16 years somebody will be taking a picture of me right here."

Although competitive games such as euchre, crib, horseshoes and bocce attracted some, most mingled, talked, and caught up on a year of gossip.

"You can tell by the buzz in here that they're having a good time," said volunteer Janie Bozic, a clerk at Clarabelle Mill who was on hand at the reception desk to register new arrivals and pin name tags.

"Some of these guys haven't seen each other for years, especially those that come from out of town," said Severo Zanatta, one of the organizers of the event and a pensioner himself. "We had people come from as far away as Calgary."

According to Severo, the ever-popular Polaroid snapshot sessions swallowed up about 250 films, representing some 2,500 pictures.

"A lot of pensioners want the snaps for their scrapbooks, and they want pictures with

friends."

There is little problem in recruiting the volunteers necessary to make the event a success, according to Severo. "Between 50 and 60 per cent of the volunteers came back from last year," he said.



Shirley Millan checks with 85-year-old Ken Hopkins to see if the picture meets his approval. Shirley spent much of her time at Pensioner Days taking pictures of some of the 3,000 pensioners who attended. Ken retired in 1968.



Walt Disney's

Magic Kingdom Club.
For information call
Public Affairs
682-5425

Copper Refinery: safety keeps getting better

The folks at the Copper Cliff Copper Refinery are seeing stars these days. Five of them.

Plagued with the worst record for labor relations and safety of any Inco plants just two years ago, according to Safety, Occupational Health and Environmental Control director Graham Ross, the refinery has been awarded an internal Five Star audit rating and will soon be attempting a verification of the rating by the Mines Accident Prevention Association of Ontario.

"It's turned around from the worst to the best," said Graham, new president of the MAPAO. "Today it has the best safety record - or tied for the best - of all Inco Ontario division operations."

He said the subsequent improvement in the safety record can be clearly charted.

"When Peter Garritsen became the new manager in 1985, he took over a plant that had an injury frequency rate of 4.3 per 100 employees. The frequency rate since then has steadily decreased and today it is under one per cent."

"In fact," he added, "by May of this year it was zero."

The approximately 550 people who work at the refinery produced about 240 million pounds of refined copper last year.

While Mr. Ross said new management direction and style helped initiate the turn-around, he is adamant that the rebound could not have been accomplished without the full co-operation, enthusiasm and responsibility of everyone at the refinery.

"Safety and labor relations go hand in hand," he said. "They are symptomatic of each other."

The idea that safety must be purchased at the expense of production is an erroneous one, said Graham. "Wrinkles in production usually are the same wrinkles that create safety hazards. You smooth them out, and production and increased safety goes with it."

Mr. Garritsen who is today's manager of the Smelter Improvement Program said that when he became refinery manager he found a highly-talented work force, staff and management frustrated by years of austerity programs that created low morale and a lack of communications at all levels.

Dirty Job

"There was a tremendous amount of manual labor in the plant, dirty jobs that had to be cleaned up," he said. "In my view, the place had been stagnant for some time."

Leadership was a top priority, he said, and he wasted no time in making sure everyone knew that things were going to change.

"To get co-operation, you have to let people know not only what they have to do but what you are prepared to do."

He said the copper refinery was "famous" for managerial-worker friction and one of the first steps he took was to open lines of communications.

"You can't identify weaknesses without communication on all levels," he said.

Demonstrating that the company's intentions were more than talk, efforts were made to eliminate many of the

drawbacks of making a living at the refinery.

"I didn't do it by myself," he said. "Roy Carlyle (supervisor of safety and administration) was instrumental in putting it all in place, and Al Cruthers played a key role in designing all the back-breaking work out of the system."

"We even made a video of all the rotten work that went on before," he said.

Not only the physical work was improved. Psychological factors were considered. Besides simple things like painting and general cleaning, a garage for staff was bulldozed down and name plates on parking spots were removed.

"The first one at work, should get the good parking," he figured.

While he agrees that the improvements can assure momentum of their own, he warns that it takes constant attention to keep things from slipping.

He attributes the success of the effort at the refinery to "the guys on the floor."

"They did it," he said. "Without the co-operation of the people in the refinery, nothing would have been accomplished."

"I can jump up and down and scream at the top of my lungs, but unless you have co-operation, it would all be for nothing."

Refinery manager Al Cruthers was superintendent of operations in the late '70s when mechanization of the plant was first considered.

World Trips

By 1984, information on the mechanization had been gathered and a proposal was created.

"We visited operations all over North America and as far away as Australia and Japan to get ideas," said Al. "We knew what we wanted to do."

When Mr. Garritsen was named as manager, Al was given the task of putting together the tank house mechanization. With a multi-million capital appropriations package of just under \$15 million approved later in 1986, work got underway.

While mechanization generally meant better working conditions, it didn't automatically guarantee regenerating employee morale.

"Morale," said Al, "isn't just important, it's the key issue. You can't just dictate it, you can only provide the atmosphere where it can develop."

There was some initial skepticism by employees suspicious that mechanization wouldn't work or would threaten their jobs.

"We tried as much as possible to dovetail the mechanization with attrition through retirement," he said.

A large part of the impressive safety record improvements comes from more open lines of communications, particularly between the supervisor and his crew.

"We are working together as a team today," he said. "We're communicating better and responding to problems much better all the way up the line."

Safety First

When it comes to safety, there's no such thing as a rubber stamp.



Graham Ross, Inco's director of safety, Fergus Kerr of Denison Mines and John Carrington of Minnova Inc. look on as Copper refinery superintendent Ted Hodkin explains the refinery's safety features during a tour of the Five Star refinery by members of the Mines Accident Prevention Association of Ontario.

The rubber hits the road when an outside audit checks a company's internal safety assessment, according to Mr. Ross.

"In the industrial section, the Five Star safety rating is perfection," he said. "There are over 500 separate entities in each plant that are checked off in the process ranging from inspecting the bottom of the mine to the library inventories. If you don't get at least 92 per cent compliance, you don't get the rating."

"If the audit doesn't verify your own assessment, it just doesn't float."

Conducting the outside verification of the company's initial in-house rating, he said, is the Mines Accident Prevention Association of Ontario. To make the assessment even more "iron clad," he said, Inco is rated in the MAPAO's advanced category.

Seats on the MAPAO's 20-member board are allocated by 13 representatives of management, five from labour, and two from the general public.

The organization is invaluable not only in its auditing role but also to provide a company such as Inco with an impartial yardstick to measure its own safety programs.

"We have 10 mines, power plants, refineries and many other separate entities within the Ontario division," he said. "These guidelines give us a way of ensuring we are doing everything we can to improve safety."

Perhaps the biggest boost for providing a safer workplace came in the '70s when labor and management buried the "safety hatchet," he noted.

"Up to that time complaints about safety were dealt with on an adversarial basis. In 1975 Inco and the Steelworkers weren't getting anywhere. But they agreed that since safety was in the interest of union and management alike, joint co-operative methods would be used to solve safety problems."

Inco's trend-setting agreement helped Dr. James Ham coin the phrase "Internal Responsibility System" in his report following the Royal Commission inquiring into safety in mines in the 1970's.

"In some degree, Inco became the model for setting government legislation," he said.

Dealing with safety concerns effectively not only requires labor-management agreement, it demands continual co-operation.

"You can't accomplish anything unless you have full co-operation from everybody," he said.

Just how successful the co-operative approach has been shows up in the company's overall record. Inco's Ontario division is rated at a 2.7 level, meaning 2.7 accidents a year per 100 employees.

"We're at the lowest frequency of accidents in the history of the company," he stressed.

The Triangle returns

September is a fitting month for us to re-launch our new version of the venerable Triangle.

Fifty-two years ago this September, the late Don M. Dunbar introduced the publication to the Inco community. It has since become a much-admired institution, a fact we've especially realized in the last few months while we've worked toward moving the magazine in new directions.

We hope you like the change in format to a high-quality tabloid from a magazine. The change not only gives a new and fresh look but also offers the chance for more immediate, more varied and interesting articles.

Despite the start-up "glitches" expected with all such endeavors, we will do our best to keep the issues coming every month. At the same time, we rely on our readers for tips, suggestions, notification of events and tidbits that in the past have given the publication its unique Inco family appeal.

To serve our many pensioners better, we've taken the first steps in bringing back to life the once-thriving In Touch pensioners' publication, and much of the material of special interest to this group will be moved to the quarterly publication. The first issue will appear this fall.

Letters, comments, suggestions, and submissions are welcome and should be addressed to the editor at Inco Public Affairs Department, Copper Cliff, Ontario P0M 1N0. Phone 705-682-5429.

Chance of lifetime for volunteers

Inco folks pitch in at World Juniors

Angel Governo spent at least part of his first summer of his retirement working 14 hours a day, and he loved every minute of it.

"When you're enjoying yourself, it doesn't feel like work," said the 61-year-old retired shaft inspector who retired from Copper Cliff South Mine this January after 36 years with Inco.

A cycle racer and soccer player in his younger years, Angel didn't miss the opportunity to get close to athletics again when the World Juniors were held in Sudbury this summer. He was one of hundreds of volunteers who helped to make the event an overwhelming success.

"I love sports," he said. "All kinds of sports. It doesn't matter if you're not participating yourself. When you're around athletes, you get excited right along with them."

Angel showed up on the field at 7 a.m. and stayed most days until 9 p.m. He was involved in post control, providing the athletes with everything from something to drink to information and directions.

"It was a busy day," he said, "but it was a lot of fun."

For Stobie Mine cage hoistman Henry Wall, volunteering to drive athletes, news media, and dignitaries around was a way of meeting more people in a week than he would usually meet in a year.

"I met a lot of interesting people from all over the world and I made a lot of friends," he said. "Language was absolutely no problem. We seemed to be able to communicate through gestures, facial expressions just fine."

Son Philip, 21, was also involved as an escort. "Why not the father, too, I figured," said Henry.

"I had a choice between holidays and the Juniors," he said. "I'm not sorry I made the choice I did. I'd do it again."

Equally enthusiastic was Karen Zimmer, 21, daughter of John Zimmer of training and development at Copper Cliff.

"It was a great opportunity to meet people

from all over the world, people with different cultures, views and ideas," said the third year biology student at Western University.

On most days, Karen worked at her summer day job in the biology department at Laurentian University, then reported to work for the evening shift at the World Juniors.

"I worked for the access control committee, checking passes and making sure no unauthorized people got through."

Most people were co-operative, she said, although there were a few who tried to squeeze through without passes.

"It teaches you to be assertive and the authority you have builds self-confidence."

Just as important, she said, the work also taught her diplomacy and tact.

For amateur photographer Erik Lovin, his volunteer work as photography liaison officer at the event provided him with the opportunity to be where the action is with his camera.

He said he picked up a few tips from media photographers and the job provided some good photo opportunities for his own portfolio.

It was Erik's job to ensure photographers covering the event from many countries had access not only to good vantage points, but dark room film development and printing facilities.

He's on the executive of the Sudbury Camera Club.

Erik's daughter Annami, 12, was also involved as a volunteer. As a results runner, it was her job to get messages to reporters and photographers, coaches and athletes.

"It was very hot, but I loved it," she said. "I met a lot of interesting people."

She's interested in athletics and would like to compete herself in the future.

She doesn't have a summer job and said the summer school break usually means "goofing around" a lot.

"This," she said, "was better."



Hosts and hostesses involved in the medals presentations show off the red, white and blue outfits supplied by Inco for the World Juniors. In back, the Inco torch, considered the most photographed attraction at the event.



Erik Lovin has a word with Japanese photographer.



Angel Governo and Karen Zimmer inspect pass of Finnish sports photographer.



"Results Runner" Annami Lovin with media representative.



As a World Juniors driver, Henry Wall met athletes from around the world.

New editor tabbed for Triangle

John Gast, has joined Inco Limited as the new editor of The Triangle.

John, one of the few remaining reporter-photographers in major Canadian dailies, is at work on the revamped Ontario division publication.

Although covering almost every newspaper "beat" in his 20 years as a journalist, he considers feature writing and photography to be his area of choice.

"I like stories about real people," he said, "people who have something to say."

John launched his newspaper career in 1968 with the St. Thomas Times-Journal after a six-year stint in the Canadian Armed Forces, including an assignment with the peace-keeping forces in Cyprus.

John, a 43-year-old father of two children, later worked for the Peterborough Examiner, the Port Perry Star, the Hamilton Spectator and, most recently, the Burlington Spectator.

Among his photographic awards is the 1980 Canadian Press Photo of the Year for a dramatic picture of a fellow reporter attempting to rescue a canoeist from the Credit River.

Inco in forefront

Energy Minister touts Inco's efficient use of power

Inco is not only the largest producer of nickel in the world but also consumes the least amount of energy to do it.

That's why Ontario's energy minister Robert Wong holds up Inco as a role model for industrial energy conservation.

"Inco has done much to place itself in the forefront of energy efficiency projects, such as the electrification of mines," he said during his official visit to Northern Ontario in June. "Your Crean Hill Mine is an excellent example of this."

Mr. Wong, Ontario's first Chinese cabinet minister, toured Inco's Clarabelle Mill Control Room operations and crushing plant to see new energy-efficient equipment designed to reduce energy costs.

The main attraction of the tour was a variable speed drive electric motor system installed on one of the six cone crushers in the crusher plant earlier this year. The project is part of a \$630,000 joint venture with the provincial and federal government, Ontario Hydro and Inco.

Results of the test will be tabulated when the project is scheduled for completion at the end of this year, according to Central Mills maintenance superintendent Lloyd Strong.

Mr. Strong told the Minister and his party the system is just the latest in a long series of efforts to reduce energy costs. These range from redesigning and eliminating equipment to replacing incandescent and mercury vapor lighting with low-energy high and low pressure sodium.

Energy savings so far, he said, have been substantial.

According to Mr. Wong, energy-saving projects not only help the province become more energy efficient but will help industry compete in world markets.

"Energy efficiency can help the mining industry compete with companies in other parts of the world which have lower costs," he said.

According to Ontario division president Dr. Mike Sopko, the company has committed production equipment and personnel to the test program.

"If this test succeeds, the project could have significant energy-saving potential for other Inco operations," he said. Inco contributed 42 per cent of the cost of the project, with the provincial and federal governments committing 36 per cent and Ontario Hydro 22 per cent.



Mechanic Eliseo Curridor explains the workings of one of the Clarabelle Mill motors to visiting Ontario energy minister Robert Wong.

Curlook sees safer, better mining

More productive, yet safer mining is the prediction of Inco's executive vice-president Dr. Walter Curlook.

"One of the problems of mining is that it is still characterized by the fact that a mistake or failure, whether it be human or machine, can endanger human life. We have to eliminate that from mining."

In an article published in the Canadian Mining Journal, Dr. Curlook outlined the commitment as part of a continuing company thrust toward not only surviving but thriving in the competitive 80s.

He said that "cultural change", the idea that whatever Inco is doing can be done better and more safely, can be seen in Sudbury where you can't find a manager or superintendent who doesn't have at least one improvement program underway at all times.

"That's the new culture," he said, "that things can always be done better."

He listed Inco's diversification into precious metals and higher value materials as just one way the company has stayed competitive, as well as the maintenance of high levels of research even through tough economic times.

"Until about the mid-'70s we pursued nickel very religiously," he said. "Up to that time if we thought there was nickel on the moon, we'd have been there before Armstrong."

He said the company has been moderately successful in its diversification, at the same time managing to remain the free world's largest nickel producer.

While the company did some belt tightening during the economic shutdown, research went full steam ahead.

"What the recession/depression did was to encourage us to

spend even more on mining research," he said.

Capital commitments for mine development and modernization has meant a 90 per cent increase worldwide in the pounds of nickel and copper produced per manshift.

He said that better technology and innovative equipment developed and sold to other manufacturers through Inco's Continuous Mining Systems has not only allowed Inco to capitalize on its own ideas, but is helping Inco itself through the generation of new ideas, new ways of doing things and new equipment.

In the next 10 years, he predicted, Inco will become a prime mining company worldwide and not only a prime nickel producer. "You'll see Inco using its mining technology in other areas. You can bet on that."



Senior construction co-ordinator Wayne Taylor at worksite

Inco in select company with excellence award

Inco has become only the second non-construction firm to win the Construction Safety Association of Ontario's Award of Excellence.

The award recognizes the outstanding safety performance in 1986-1987. During the plant shutdowns over this period, contractors working for Inco recorded no lost-time injuries.

In presenting the award, CSAO operations department manager Mason Logan said Inco's commitment to accident prevention and loss control makes the Association's safety education role easier.

In fact, Inco contracts administration supervisor Jim Tyers insists on a standard that's the same for all contractors' employees from the president right through to the workers.

"To come on the property, they all have to go through a safety orientation," he stresses.

The orientation sets the standards for the high expectations which resulted in the CSAO award. The key, according to Tyers, is that all parties know, understand and appreciate their particular role.

"We hold the individual responsible for his or her own safety, and hold the individual company responsible for providing safe equipment," he says.

Daily Safety Checks

As part of their monitoring of the quality of workmanship, Inco construction co-ordinators and safety foremen also conduct random daily safety checks on contractors.

Contractors are immediately notified of potential problems and, if the situation isn't rectified, may be barred from the site.

At the same time, if a contractor displays a willingness to solve a problem, Tyers will arrange a meeting with CSAO area advisor Keith Radey who will review and, if necessary, develop a program related to the situation.

The contact with CSAO advisor Keith Radey is not likely the contractor's first. For a contractor to be even considered for the bidders' list, Tyers wants to see a record of its safety performance and a written safety policy. Companies not meeting preliminary criteria may often be referred to Radey.

High Expectations

Once a company is on the bidders' list, Inco backs up its high expectations with full recognition of the demands on the contractor.

A company in final negotiations before an agreement is signed is walked through every phase of the contract so all safety costs can be covered.

Workers hired by the successful contractor are also kept aware of Inco's expectations. Compulsory orientation includes a tour of the plant where

the work is to take place plus emphasis that safety footwear, hard hats and safety glasses are mandatory. Depending on the work area, hearing protection may also be required.

Orientation is generally conducted for 20 workers at a time. Once they've completed the program, the workers receive a safety orientation card and separate pass permitting them to enter their specific construction area.

The card permits the worker to move from contractor to contractor without undergoing orientation a second time.

The individual project pass can be pulled, however, if the worker fails to comply with the safety standards. Depending on the infraction, the worker could be banned from the site anywhere from six months to one year.

"If the pass is pulled, it's because the worker is a safety hazard to us," Tyers stresses.

Inco contract administration supervisor Jim Tyers takes great pride in the safety award presented to the company.

If there's one frustration, it lies in the fact that Inco's expectations aren't yet matched by other major clients in the area.

The safety standards demanded by the company are recognized as the most stringent in the Sudbury area.

Developed in 1982 in response to changes to the Construction Regulations under the Occupational Health and Safety Act, Inco's safety policy for contractors recognizes the company's responsibility as a purchaser of construction services.

In all its policies, Inco treats provincial guidelines as the minimum standard and expands on them. For example, Inco incorporated provincial asbestos guidelines into all its projects before the guidelines became law.

The same was true of boom trucks and, in the most recent case, hazardous materials. While the legislation covering a worker's right to know what hazardous materials are in the workplace doesn't come into effect until October, it became policy on Inco projects January 1st.

"We're going to be teething on it for a while," Tyers admits, but that period will give the company and its contractors time to work out any potential problems.

Early in this year's shutdown, a fatality at the smelter showed what Mr. Tyers calls "the inherent dangers" in the construction industry.

Although the accident did not involve an Inco employee and was not Inco's fault, the loss of life is what the safety programs attempt to avoid.

"The workmen changed the procedure," said Mr. Tyers. "In the construction industry, you have to be on guard all the time."

Inco land turned to Nickel Centre Park

Little Stobie and Garson's operations manager Bill Anderson and Inco's legal officer Bill Cook were on hand for the official opening ceremony of the Lorne Brady Park in the Town of Nickel Centre.

Inco donated the 37.3 acres of land for the \$339,725 project that includes four ball diamonds, a clubhouse with meeting room and cafeteria, a tennis court, playground equipment and more.

The project began about two years ago, the dream of local businessman Lorne Brady who died shortly after work on the project began.



Inco's Bill Anderson (left) joins Mrs. Fran Brady and Nickel Centre Mayor Stan Hayduk at park's official opening.

Continued on page 15

Cleans up dirty job



Harry Patey with one of huge screen units

You might call Harry Patey's Suggestion Plan award "The \$4,840 Drip".

"It's a dirty job when you get inside to do repair work and the dirty water drips on you," said the maintenance mechanic whose modification to the screens at the Frood-Stobie crushing plant means the job of getting inside and repairing them won't have to be done

nearly as much as before.

Harry's idea was to install used mill liners and rubber billets as wear plates where feed drops on the screen from the transfer chute and crusher, by extending the life of the screens.

"The cost of the screen is unreal," said Harry. "Had to be replaced constantly. Now we've had the screen for over a

year and there's been no damage."

The 43-year-old, 23-year Inco employee who said he works on everything from crushers to office air conditioning said it was his second crack at the Suggestion Plan award.

"The first time about six years ago, I got \$250 for a feed spout for the short head crusher."

"I always wanted to come up with a way to make the job easier," said Mike, "some way to save myself some time."

Every once in a while, he said, he'll take a good long look at something to see if there isn't another way.

"I get ideas. I keep my eyes open. If I see something good, I'll do it."

In fact, he's spotted a couple of other things over the years but says others got to them before he did.

"You got to be quick," he said.

The screen modification was a natural, he feels, because he has assembled and repaired many of the units. "I've put together dozens over the years and you get better as you go. That way you can see exactly where the wear is and where the modification is needed."

The money is still sitting in the bank, he said, and will probably go toward the van he wants to buy.

Why a van?

"Just for the fun of it," he said.

Winning the sweeps



Winston Walker holds old bag-covered cage

Winston Walker's suggestion plan award was a clean sweep - literally.

"There was dust everywhere, clouds of it," said the furnace service leader at the Copper Cliff smelter complex. "I figured there must be a better way."

Winston earned a \$4,025 suggestion plan award for not only cleaning up an environmental problem but saving Inco some money to boot. When removing the 672 copper concentrate-covered bags from the bag house, the bags had to be tossed down to the floor so they could be stripped and saved.

"The job had to be done every so often, and it would sometimes take as long as two weeks to do the job with as

many as 12 guys working on it," he said. "The dust was terrible. It was a dirty job."

Each bag had to be stripped off a wire "cage" retainer and a new bag slipped on. The retainers often had to be repaired and straightened, a process that involved many hours of work as well.

"We calculated the cost of the process including the man-hours against the cost of using new cages and bags each time," he said. "We found it would be much cheaper to replace the cages with the bags."

Under Winston's new process, the bagged cages are sent down a pipe directly to the flash furnace and burned.

Over 22 years with Inco, Winston has had many other suggestions approved but his

latest is the largest.

He gives credit to his fellow workers at the plant who helped him "put it all together," a process he said took about two weeks.

"There were skeptics around," he said, "so we had to prove that it would work by improvising, by making a model first."

Furnace room supervisor Jake Clement was convinced from the start. "Winston is very safety-minded. He seems to be driven by changing things to improve the environment. It was that motivation that gave him the idea initially."

Traditionally the dirtiest place in the smelter, the furnace service area has seen vast improvements over the years. Jake credits suggestion plan ideas as well as new technology and equipment for the change.

"Everybody works together here as a team," he said. "The driving force is to give us a cleaner environment, something that we all benefit from."

Winston claims it's the simple things that often escape attention rather than the grandiose reconstructions. "The things you look at all the time," he said, "usually have the simplest solutions and are often the most effective."

The father of three said he's naturally inquisitive and has always "fooled with things." He said the bag house modifications have sparked some new ideas and he already has one of them submitted.

"Sometimes," he said, "being inquisitive pays off." ■

Over 3,000 a year

Yes, we get

Sugg



Denis Lepage

It began in the war years, when every extra pound of ore was a blow at the enemy.

Things haven't changed much, and today Inco's Employees Suggestion Plan still makes a continuing contribution to capture and hold the high ground in the fierce, competitive battle for a fair share of the market.

Survival will rest on production efficiency, say company officials, and one of the best tools in the battle for survival is the insights and ideas of employees.

Be it patriotism or a chance to win the \$5 to \$1,000 awards, almost 5,000 suggestions answered the call for employee ideas when the plan started in 1943.

"Right now, vital war materials are required in ever-increasing quantities," stated a brochure issued with the plan's initiation. "Your suggestions will be blows directed at the enemy."

In those days, employees deposited their ideas in the traditional suggestion box that was cleared daily. As today, the suggester received one-sixth of the annual labor and material savings realized by the company.

During the war, however, payment was made in war bonds.

Builds lid

Put a lid on it.

A better lid, that is, an idea that earned Michael O'Neil almost \$7,500 in hard cash for his latest entry in Inco's Suggestion Plan program.

The 53-year-old maintenance worker employed at the Copper Cliff plate shop had been constructing huge mould covers out of plate steel for years when he realized much of the welding and other time-consuming work could be eliminated by a basic design change.

"There must be a better way of making them, I figured," said Mike. "When you look at something long enough and think about it, you're bound to come up with something better."

The huge covers, used to cap tanks containing molten metal, were made of rolled steel that gave them a rounded dome appearance. Michael's new construction method eliminated not only the extensive welding at the bottom rail, but also the curved



Michael O'Neil in front of old cover

suggestions

uggestions reach for high ground

Since the war the plan has remained an important fixture at Inco with regular improvements to keep up with the economic landscape. Maximum awards were raised to \$5,000 in 1968 and to \$10,000 in 1978.

According to the plan's administrator Denis Lepage, it stacks up favorably with other suggestion plans not only in suggestions received but awards paid.

Since its initiation, the plan has paid out over \$2 million to winners, and trends reveal that the plan is becoming increasingly successful as both participation and quality of the suggestions grows.

Ten years ago the plan's submissions calculated out at 16 suggestions per 100 employees, a figure that grew to 34 per 100 employees just five years later.

Last year, statistics revealed the ratio was 48 per 100.

TEN-YEAR SUMMARY OF SUGGESTION PLAN ACTIVITY

SUGGESTIONS RECEIVED

	NO.	PER 100 EMPL.	AWARDS	AVERAGE AWARD	% ACCEPTED	1ST-YEAR SAVINGS
1978	1,824	16	\$ 86,085	\$139.74	22	\$ 489,980
1979	2,341	19	\$ 91,390	\$143.69	30	\$ 439,603
1980	5,600	47	\$142,765	\$111.72	25	\$ 626,276
1981	4,667	40	\$206,705	\$152.10	28	\$1,041,278
1982	2,269	24	\$ 55,170	\$122.00	20	\$ 188,610
1983	3,167	34	\$183,460	\$184.56	31	\$ 904,158
1984	3,516	42	\$184,035	\$203.35	26	\$ 921,517
1985	3,632	49	\$196,650	\$181.24	28	\$ 925,548
1986	3,267	48	\$208,210	\$212.68	29	\$1,114,747
1987	3,210	48	\$264,815	\$242.36	31	\$1,267,910

ative lid

ribs that had to be cut by hand. Mike's remedy was simple. Eliminate the rolled plate and bend it instead.

The method allows the bottom channel to be formed on the unit itself, rather than bolted or welded on separately.

No longer domed, the covers are flattened on top with two angular sides.

"Everybody wins this way," said Mike. "The company saves some money and it makes my job easier."

In his 35th year at Inco, Mike wouldn't hazard a guess at how many times he's received awards for his suggestions.

"I've had lots of smaller amounts over the years, but this is by far the biggest one so far," he said.

In fact, an initial award of \$5,530 for his suggestion for casting building mould covers was followed by an additional award of \$1,905 when Inco found his modification could be applied to converter heating covers as well.

He doesn't credit himself with an inventive mind, only an attentive one. "Necessity is the mother of invention," said the father of three who said he's always thinking of better, easier and cheaper ways of doing things.

For Tom, it isn't so much the mother of invention as a more distant relative . . . modification.

"The idea isn't to create something totally new, but to extend the life of something, to improve it, or find a new use for existing things."

"Everything," he claims, "can be improved."

Shop foreman Murray Duncan suggests Mike is a natural for coming up with ideas. "Mike is a planner, a guy who organizes his work, plans it out ahead. If there's a better way to do it, he'll find it."

The platerworker and fabricator who says he'll do "anything and everything" with a piece of steel plate said he doesn't know exactly what he'll do with the money.

"But extra money always comes in handy," he said with a smile.

Fishing for ideas

There's more than one way to go fishing.

"I didn't just walk around looking at the floor, I looked around," said Cyril Riles, a stationary engineer at Clarabelle Mill who hooked over \$11,000 with two suggestions before retiring in February.

The avid fisherman, hobby carpenter and part-time plumber said he's had several smaller suggestions accepted before, but the last two represent the catch of a lifetime.

"One of the guys said I retired with a bang," he said.

Cyril's idea of replacing steel piston rings with teflon rings in the plant's large compressors to produce instrument air earned him an award of \$8,515.

The Clarabelle mill compressor plant contains three plant air compressors using steel piston rings as well as two instrument air compressors using teflon piston rings.

The steel ring units require oil for lubrication and a portion of the oil is found in the compressed air, rendering it unfit for instrument use.

In fitting the large compressors with teflon rings, Clarabelle mill can be supplied from one unit. Two other units would be on standby for high demand periods as well as permitting the remaining compressors to be alternately used to extend the period of time between major maintenance and overhauls.

In a second suggestion, Cyril worked out a way to shut down one of three 30 ton air conditioners at the mill offices over the cool months of the year by installing a new fresh air intake connected to the duct supplying the control/computer rooms.

The latter suggestion award of \$5,065 was split down the middle with co-worker R.J. Clattenburg who helped him write up the suggestion.

Cyril's observations about how to improve things around



Cyril Riles used award to buy fishing equipment

the mill have not only earned him money, but have helped others as well.

"I often remarked to others how things could be improved," he said. "Before I knew it, they had cash in their hands for the idea."

His advice to others?

Keep your mouth shut until you get it in print and submitted. "I like to put things together," he said. "I like to hunt and fish, but you can't do that all the time. You certainly can't sit back and do nothing."

His wife Gertrude calls him a workaholic, he said, and she

claims he works harder now on his carpentry and various other projects than he ever did before retiring.

"I sometimes do 12 hours a day for days in a row in my carpentry shop," he said. "I love it."

He figures the awards came at a time when he needed the money most, and at least some of it will be spent on a new fishing rod. It may not be the last of the suggestion plan money, he figures. "I've another three ideas submitted," he said. "I'm still waiting." ■

Solves worthwhile puzzle

Problems are a blessing.

At least that's the unique attitude of Frood Mine drill fitter Phil St. Germain who enjoys few things more than coming across a particularly sticky problem to solve.

And why not. The last head-scratcher earned him \$10,000.

"You got to find a good problem before you can begin to think about how it can be solved," said the 14-year Inco employee whose hydraulic drill unit modification earned him the maximum award in Inco's Suggestion Plan program.

Phil repairs the huge Inco-designed drill units, equipment that he said is still relatively new and still in the process of "working the kinks out."

Phil suggested installing a filtering system in the rotation function of the hydraulic drill units when he noticed that the pump and motors usually "blew" in pairs.

"The problem was," he said, "that if the pump or motor blew, the particles would contaminate the other as well as the



Phil St. Germain at the drill unit

entire system. If one went, the other would go."

"The solution is simple," he said. "Just a matter of thinking about it. If you put a filter between the two units, you keep the contamination isolated."

You still get some wear, he said, but not in pairs. He's made several submissions to the program before that have earned him money, but he's never hit the jackpot before.

Phil will tell you he likes to tinker with things to appease his mechanical inclination, and you

can find him assembling and disassembling everything from boat motors to lawn mowers.

"I like to putter around," he said. "Anything at all. Any way at all to get my hands dirty."

The good thing about his successful suggestions, he said, is that it not only earns him some money but makes his job easier as well.

He's looking forward to the next problem he runs across.

Says Phil: "Problems pay off." ■

The Birdman of Port Colborne: a high flyer

As Inco blacksmith and maintenance man at the Port Colborne Refinery for three decades, Martin Maxemuck has tackled every foul job around.

So he wasn't especially ruffled when he got the call to clean up what the professionals couldn't at the refinery: a pestilence of pigeons.

An aging complex of old brick buildings, the refinery was a haven for flocks of up to 300 pigeons whose best contributions didn't exactly endear themselves to Inco's customers for nickel rounds.

Niagara exterminators with their bags of treated corn walked away downcast until the then manager Trevor Fregren turned to the irrepressible Maxemuck who keeps a flock of 75 racing pigeons at home near the refinery.

He preened a bit at the challenge since he alone seemed uniquely qualified for it.

"My birds wouldn't come home. I'd let them out, rattle the feed tin. But they were adolescent, young, had no responsibilities other than themselves,"

he said, recalling his birds roosting with the recalcitrant pigeons on refinery rooftops. "I said to Trevor Fregren, 'why don't you do something about your birds?' The exterminators had used poisoned corn and that didn't do it. Trevor said, 'Do whatever you want.'"

One of Ontario's top pigeon fanciers, he is loathe to divulge the details of how he finally solved the pigeon mess.

But he allows that the trick was a mixture of savvy trapping and understanding how pigeons think.

"There's about a dozen birds left and those birds know the refinery's not the place to call home." "Pigeons aren't stupid," he says, flashing a grin. "You have to go back to Roman days for the secret to catching them. What's stronger than sharpest pain? It's fear of hunger. Hunger will overlook a lot of fear."

But that's not all raising and racing pigeons since the mid 50's has meant to him. In the beginning, when he was introduced to the esoteric world of racing



Martin holds one of his prize pigeons.

pigeons by Stan Minor, a former Inco machinist, it was to become an all-consuming hobby.

"It was an obsession as well. I'm one of those guys who says the 'harder I work the luckier I get'," he says as he ducks beneath the low ceiling of his pigeon coop. "I used to pretty near eat, sleep, drink pigeons; my kids hardly knew me."

In the early days, when his birds flew 400, 500, 600 miles to base, they vied for little more

than hardware.

Though Martin's ardor for racing had cooled after he claimed such awards as the King Trophy for having the best five pigeons over a season, his competitive zeal has been whetted by sport's growing commercialism.

The winner of the International World Champion Young Bird race from Cooperswells, Michigan can easily pick up \$10,000 in prize money and side bets.

The prospect of some sporting money and the thrill of the race has inspired the cagey birdman.

"There's nothing faster than a pigeon man on race day," Martin says, a cackle in his voice. "A bad back, bad leg, bad everything, you've never seen greased lightning till you've seen a pigeon man when the birds are coming home." ■

TOM ROLLINS

Continued from page 1

"We wanted to give Tom something that has meaning for him," joked Tom's former supervisor Bill Anderson.

"We figured to have any meaning for him, it would have to be something old."

Ron MacDonald of mines engineering at Garson put it another way: "It's the only thing at Garson that's been here longer than Tom has, but it hasn't worked as long as Tom."

"Besides," he added, "it's a big clock and about the only large thing around here that he hasn't lowered down the shaft."

According to Bill Anderson, Tom routinely lowered disassembled equipment, sometimes weighing as much as eight tons, down the particularly narrow shaft at Garson.

"You have to know your business," said Mr. Anderson. "You have to come to work in the morning with your wits about you. The amazing thing is that he's done it for over 40 years."

Friend and co-worker Bob McFarlane who worked on Tom's rigging crew for 10 of his 27 years at Garson said Tom was always pushing safety not only on a personal level but as a co-operative effort.

"Look out for each other, he used to tell us," said Mr. McFarlane. "His motto was always co-operation. I'll watch for you and you look out for me. That way, if I don't see it you will."

Tom is modest about his record and claims his attention to safety is something that seems to come natural.

"I got a plaque once for working safely for 30 years," he said. "At the time, I didn't even realize I had."

He's suffered a couple of banged thumbs and a few scrapes and bruises over the years, enough irritants to establish his own personal philosophy about safety.

"It's simple," he claims. "I hate pain." He slips occasionally, he admits, but never on the job.

"I remember framing a building once when I saw a good looking girl in a miniskirt go by. It broke my concentration," he said with an apologetic smile to Jenny, "and I banged my thumb. You can't have your mind on two things at the same time."

Tom and Jenny will continue to take in the foster kids they've cared for over the past 15 years, but they plan to "slow down a bit" now that Tom's retired and Jenny is approaching ordination in the United Church, a goal she's worked toward in university and correspondence school for the last decade.

With the couple's two sons and two daughters living close by, life promises to be anything but boring. Their six grandchildren regularly pop through the Rollins' doors "to get a hug, a cookie or a bandaid" or to make plans with grampa to go fishing.

A third son, Chris, was killed in an auto accident nine years ago.

Tom's not the solitary type," said Jenny. "He loves to have people around. He never goes fishing alone."

Lucky for Tom, Jenny likes fishing as much as he does. He even admits she may be better at it than he is.

She promises to join him on fishing trips even though her duties, once ordained, will be substantial.

"Good," he said with a teasing smile. "I hate cooking."

How does he feel about leaving Inco, co-workers and friends?

"I'll miss the place and the guys. You can't just walk out after 41 years and forget everybody. It's hard to say."

His miner father came to Sudbury in 1939, lured by reports that the money grew on trees.

"He looked for the tree until he died," said Tom.

Although Tom never found money on trees either, he feels life has been good to him.

"Now," he said, "I'm laughing." ■



Lathe programmer Vern Olsen at his divisional shops controls. His sharp eyes and intuition may have avoided a disaster.

Veteran's eye spots valve flaw

An unscheduled shut down of the oxygen plant that feeds smelting and refining operations may have been avoided, thanks to an eagle-eyed employee.

Vern Olsen, a computerized lathe programmer at divisional shops, noticed that material used to make valve bushings was a shade off-color.

"During the summer shut-down we overhaul all the valves that control the flow of air in the oxygen plants," said machine shop co-ordinator Bruce Warren. "If the defective material had been used the valves would have failed eventually and we would have to shut down the plants for weeks to make repairs."

Vern claims there was some luck involved in catching the difference in color and texture while checking the inventory of ordered material but admits the difference was subtle.

"It just didn't look right, it was a bit too light," he said. "After 18 years you know what things should look like."

The bar stock casting was very porous and did not 'machine up' like it should.

With little more than suspicion and perhaps some intuition, Vern asked for a check on the material.

"Better to be safe than sorry," he said.

Four days later, divisional shops were assured by the supplier that the material supplied was the material ordered.

Despite the assurance, Vern was still suspicious and sent it out for analysis.

He was right.

The material ordered was SAE 68A, a mix of copper, aluminum and iron. The material analyzed turned out to be "somewhere around" SAE 43, a mix of mainly copper and zinc that would not have survived the high pressure-bearing equipment requirements of the 17 valves in each of the two plants. ■

You need to be a sleuth to be a bottle collector



Richard Jacobs displays just a few of his 20,000 bottles collected over the years.

His audience sat in rapt attention as Richard Jacobs explained his hobby.

On the table, spread almost the width of the room in Sudbury's Steelworkers' Hall, were the objects of everyone's attention - row upon row of bottles, all empty.

They are Richard Jacobs' passion.

The Inco maintenance mechanic collects them in all shapes and sizes and in any available material, including rubber.

He has about 20,000 of them and about 7,000 are on display in a basement recreation room.

And it all began because the fish weren't biting.

"It all started in a small way, actually," Richard said. "I was out fishing one day about 15 years ago and the fish weren't biting. I came across a small abandoned dump on the shore of the lake and found a box of bottles. That was the beginning."

He threw out the first box of bottles when he discovered they were basically worthless to a collector. But instead of hooking fish, he was hooked on his new hobby.

His collection now includes patent medicine bottles, perfume bottles, liquor and ink bottles, pop bottles, milk bottles, baby bottles, even beer trays and some bottles that aren't readily identifiable to the untrained eye.

Beer Specialty

Richard specializes in Canadian beer and pop bottles and has samples of almost 300 different beer bottles.

"Did you know that in 1900 there were 200 different breweries operating here?" he asks.

That, of course is part of the attraction of bottle collecting. The true bottle collector is as much of a historian as a collector.

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Inco vice president Paul Parker (with plaque) and Gary Foy represented Inco at the Canadian Ski Association banquet held in Sudbury where Inco was honoured for supporting 16 years of competitive skiing in Northern Ontario. Flanking the two, from left, are skiers Kathy Kreiner, Laurie Graham, Karen Stemmler, Lissa Savijarvi and Laurie Kreiner.

16 years in skiing lauded

Is there another Kathy Kreiner out there, preparing to become the next Northern Ontario ski racer to win Olympic gold?

Chances are that if there is, that person will be a product of the Northern Ontario ski program and a graduate of the Inco Cup races.

The series of races give young racers in Northern Ontario an opportunity to ski competitively against other talented skiers.

Kathy Kreiner from Timmins was the last Canadian to win an Olympic gold medal in a skiing event. Each year, more and more young northerners are enjoying the same opportunities to achieve excellence, thanks to the dedication of many volunteer coaches and the staging of events such as the Inco Cup.

The Canadian Ski Association recognized Inco's 16-year involvement with skiing in late June when vice-president Paul Parker accepted a trophy at the association annual meeting in Sudbury.

The four-race Inco Cup series, finishing in March at

Adanac Ski Hill, was a success again this year. Hundreds of skiers competed in the downhill, giant slalom, dual slalom to determine Inco Cup champions.

Events were held in North Bay, Timmins, Sault Ste. Marie and Sudbury and all were well attended by skiers from all over the northern region.

Gary Foy, area supervisor in industrial relations and an employee of Inco for 31 years, also spends a good portion of his spare time coaching young skiers in the Lively Ski Club. As a volunteer, he is also a veteran of the Inco Cup program.

"The Northern Ontario Ski Division has been in existence as far back as I can remember," Gary says. "The race series also has a significant history."

But Inco's involvement, which Gary dates from the early 1970's, gave the program a significant boost. The number of participating skiers began increasing and volunteers who donated so much of their time to keep the program viable had their morale boosted considerably.

Inco Backing

"We had materials we were never able to afford before," Gary says. "Things like banners, flags, (numbered) bibs and poles. Inco's sponsorship continues to assist in ensuring a successful ski race series."

That includes the cash awards of \$500 to individual Inco Cup winners, which goes towards future ski race training, and a similar cash prize to the winning club.

There are also the individual medals which Inco sponsors and one of the hits of the series, especially with the younger skiers, the toques.

"The distinctive Inco Cup toques provided to the competitors in the series have become a real status symbol, especially with the younger competitors," Gary says.

This veteran of the Northern Ontario ski program is quick to add that skiers are entering the program at a younger and

younger age. Not only that, but they are getting better and better.

"When Inco first started sponsoring the program in the early 1970's, the average age of the competitors was three or four years older than it is now," Gary says. "Like many other sports, kids seem to be getting involved at a younger and younger age."

The Nancy Greene Ski League, for instance, is for youngsters up to 12 years of age, although there is no age limit on those competing in the Inco Cup at the senior level.

The increasing number of participants only goes to prove that Northern Ontario's Inco Cup series is also getting better and better. And everyone who participates is a winner.



Jack Sabourin demonstrates a popular remedy for hiccups. Drinking out of the far side of a mug may cure the garden variety affliction, he says, but for more serious cases it won't work.

Not just another swallow from Capistrano

Jack Sabourin allows that there could be many causes for hiccups and some cases are more stubborn than others. Still, Jack, 33, who works in shipping for Inco, claims amazing success in curing that particular affliction.

He's secretive about the method he's developed over the past 12 years. Only that it's tried and true and he's willing to go to great lengths to help with out-of-the-ordinary cases.

There's a 93-year-old man in Minnesota whose affliction he regards as the ultimate challenge. The man's had the hiccups for 65 years, spent a small fortune and still not been cured. Jack would like a chance to try.

"I'm no quitter and I like the challenge," Jack said. "I've been trying to contact this man. I'm willing to travel if necessary in order to help him."

He claims his method of curing hiccups has been successful in people he had dealt with between the ages of five and 70. In most instances, he said, the cures are effected in less than a minute.

Jack says he has cured up to 40 people over the years, from those he has met on a casual basis to people who have sought him out after hearing from one source or another about his unusual prowess. He says of all those he has cured only one caused him a continued puzzle.

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5-year plan for craft shop

Perry gears up for retirement career

So who is this Perry Kirkbride and why doesn't he act like a man soon to retire?

Granted, the penetrating blue eyes, lean appearance and spunky manner of the divisional shops plater suggests a man half his age, but most people don't prepare for retirement by cashing in all their worldly possessions and applying for \$350,000 in loans to build million dollar enterprises.

"No point in worrying, I bet I got enough money left to go down right now and get me a Dairy Queen, . . . I think," he says as he plummets into his pockets in a feigned search for change.

On most days since taking a five-month leave of absence from Inco in May, Perry has been hauling beams, sawing lumber or pounding dowels into the log shell of Alice's Country Mill near the junction of Highways 17 and Regional Road 24.

You can still see daylight between the logs of the unfinished 13,000 square foot central building and there's no roof overhead, but Perry confidently talks of five-year plans that will create a 10.5 acre craft complex rivaling any in the province.

"We spent \$21,000 on feasibility studies before we got underway, everything from market research to bringing in water and sewer," he said. "It'll go. We know it will."

Hardly used to high finance, Perry has played it close to the chest most of his life. "Always pay as you go. The last time I owed any money was \$26 a month in mortgage payments on our first house back in the early '60s," he claims.

"I came to Sudbury with \$12 in my pocket. Ever since then I've held down a second job, from welding to body work. If you're willing to work, you'll make it."

A keen sense of humour backs up his confidence and hard work.

"Some people said I was crazy to do something like this, or that I didn't have the guts, but heck, you're born into this country in debt. What's a few thousand more?"

With over 28 years in the bank at Inco, Perry expects to retire in three or four years.

"I've worked just about everywhere, underground and on the surface. I've done the whole thing. I've been all around the circle," he said. "In

three-years - four max, I'll be gone."

The new venture, he figures, will "keep him busy" in his retirement.

The idea for the project came when wife Alice's booming crafts business ran out of room in the basement of their Lively home.

The barn-style building will be an expansion with a vengeance. The basement will serve as a warehouse for cotton materials and other arts and crafts supplies, and the main floor will feature pine furniture and a wide range of other art and crafts, a tea room and displays. More arts and crafts will be located in the huge loft, along with living quarters for the couple until they can build a complementary log home on the site.

There will be facilities for crafts instruction on the premises, and the couple expects eventually to hire eight full-time and 10 part-time staffers.

Long range plans call for a petting zoo and other outside attractions along with several additional log buildings housing a blacksmith shop and quilt museum.



Alice and Perry Kirkbride with model

Based on their research, the couple expect the complex will become a major tourist attraction in the area.

"It's not even up yet and people are coming by all the time to take a look and ask when it will open," said Perry.

His wife is "100 per cent" behind him in the venture. "In fact, it's Alice that got me going on it," he said. "To do something like this, you have to have a commitment from both of us, and she's just as adventurous as I am."

A retiree herself, Alice quit nursing in 1982 only to find that

the crafts business took up all the slack.

"There aren't enough hours in the day now," she said.

Like most projects, things haven't gone as smoothly as planned. Not only have construction delays meant rescheduling the completion date from July to September, but financial snags have given the couple some unsettling moments.

But Perry claims he hasn't lost a wink of sleep worrying.

"Why worry?" he said. "It'll all go. This is a gold mine."

Big wheel in meet too busy to compete



Bill Narasnek works on bicycle in his basement repair shop.

A very competitive person he calls himself, yet cyclist Bill Narasnek hardly had time to watch the over 300 racers from across Ontario pedaling the Provincial Cycling Championships in Walden this summer.

"I would have liked to compete, but there was just too much to do," said the 41-year-old Inco employee. "There are so many things that you have to keep your eye on during a race like this, everything from radio communications to first aid."

In fact, Bill's race began last November when the Sudbury Cycling Club took on the job of hosting the championships for only the third time in the club's 15-year history.

And according to the Lively resident, organizing the championships was as draining an experience as any race he's ever competed in.

"It's been like I've had two jobs these past six months," he said. "I'm a foreman at North Mine and I deal with people all the time, so it was up to me to go out and raise the money to hold the event."

Since January, Bill had spent much of his spare time writing letters, on the telephone and making personal visits to potential sponsors.

"To get 30 sponsors I had to approach over 120 people. Each one meant a couple of letters and up to 10 follow-up calls," he said.



Cyclists try for the lead in cycle championships.

Timing was particularly tough for fund-raising since the World Juniors had drained much of the readily-available sponsorship money.

Even the traditional last minute snag, designed to give any six-armed organizer a panic attack, made its appearance.

"The race course crossed railway tracks in two places, and I sent a letter off to the CP Rail back in April to make sure there would be no problems."

But the communication got lost in the shuffle, he said, and it wasn't until a week before the race that he realized no word had come back from CP.

A last-minute call to railway representatives confirmed the worst. A train was scheduled at 10:30 a.m. and 12:30 p.m., right in the middle of the championships.

"I could see it," said Bill. "Some guy who trained four years for the race gets a good lead and then has to stop for a train. He might feel like throwing himself under it."

But sympathetic railway officials solved the problem by supplying flagmen who flagged the trains to a halt as cyclists approached.

Cooperation from the town of Walden was also crucial in making the event a success. "We didn't ask them for money but for any assistance in organizing the championships. They cut a lot of red tape for us, and in the end their assistance proved more valuable than any money they could have given us."

The event is becoming too big to be organized by one man, he said, and he hopes a major sponsor will be

found in the future to take the pressure off the fundraising.

Larger southern clubs are starting to get sponsors, he said, but cycling doesn't have a high profile in Canada and much of the slack in funding is made up by the sport's dedicated, committed enthusiasts in clubs across the province.

The 60-member Sudbury Club boasts an impressive record of accomplishment in the past 10 years, consistently putting its members on national cycling teams and winning national and provincial championships.

"If we were a hockey team with this kind of a record, we would be turning sponsors away," he said.

Luckily, developing world class cyclists like Rob Seaman, Dave Spears and Christine Judd have been loyal to the club and attempts to lure some of them away to "big money clubs" down south have been unsuccessful so far.

"You have to take into consideration that we are the only club in Northern Ontario with a sanctioned event, so we get to stay home for only one race a year. We have to travel all over Ontario to as far away as Windsor and Ottawa to compete, so the four-hour trip to Toronto for a race is considered a treat."

Despite the problems, he expects the club to continue to thrive in the future. "You get a special kind of athlete," he said. "Since it doesn't have the high profile of many other sports, you get an athlete who loves the sport rather than the recognition."

Along with a score of small donations, Inco was one of eight major contributors in providing the over \$12,000 needed to stage the event.

Go straight to jail. Don't pass go



Divisional Shops superintendent Tom Prior in the lock-up.

Get 'em behind bars and they all say the same thing, but in Tom Prior's case it was the truth. He was framed.

"A couple of guys in the machine shop decided to put (shop co-ordinator) Bruce Warren behind bars for the Crime Stoppers Jail-a-thon," said Tom, the divisional shop superintendent, "but they waited until the last day to serve the warrant and discovered that Bruce had a commitment in London that he couldn't avoid."

After several frantic telephone calls to avoid doing his time, Bruce talked to the Crime Prevention people who told him he could avoid incarceration by doubling the ante in the fundraiser and pay his way out of jail.

"He got the guys together in the shop and shifted the thing onto Tom Prior."

"The guys were delighted," he said, "because

I was one of the people who wanted to put Bruce in jail."

With the shop's donations up to more than \$200, Tom wasn't going to double it again.

"Bruce's fast talk and bribery payments," joked Tom, "have allowed him to tip the scales of justice in his favor. This is one time justice has not been done."

Tom insists it's the first time he's seen the world from behind bars, and although the experience was a lot of fun, he wouldn't want to do it under other circumstances.

Those put behind bars at the Sudbury Jail on Elm Street were locked up one minute for every \$1 pledged, the money to go toward paying for tips received by the Crime Stoppers program.

Tom was a model prisoner. He kept his nose clean while in the 'Big House' and was given a third of his 212 minutes off for good behavior.

Port Colborne Quarter Century club dinner



Vice president Bob Browne tops up the glass for new Quarter Century member Jack Borland during a Port Colborne Refinery dinner in Niagara-on-the-Lake. Following dinner the new inductees and guests attended the Shaw Festival Theatre for the musical, "Hit the Deck." Other new Quarter Century members are John Rickard, Gary House, and Bob Ross.

Wanted - Pensioner Guides

If you enjoy meeting people and sharing your knowledge of Inco's operations, please contact Karen DeBenedet, 682-5432.

The Public Affairs Department is looking for additional pensioner guides to conduct special tours. "Tours are a very important part of our business," said DeBenedet. "The interest in mining, milling, smelting and refining is growing steadily. The most logical people to guide necessary tours safely through our property are people with experience, pensioners. I believe they are wonderful public relations ambassadors".

Old fire engines never die

Some guys just never grow up, says Phil Izard.

He makes the statement with a vain attempt at indifference, trying to exclude himself from that hidden society of men who rush to their office and shop windows to watch the fire truck race by and lapse into dreams of what might have been.

But as Phil throws 'the old girl' into gear for her last trip as the flagship of Inco's former fire department, he can't quite manage to hide his feelings.

"Sad to see her go," he sighed. "She's done a lot of good work for Inco over the years."



Phil behind the wheel for the last time.

As Inco's fire inspector, Phil had to drive the Class A pumper on her last Inco run to the Nickel Centre fire hall in Garson where she will be pressed into service once more after "just sitting there in storage" at a Froid surplus disposal shed.

Phil figures Inco's donation of the pumper to the Nickel Centre department is all for the best.

"As long as she can still fight fires, she should be used," he said.

The 500-gallon pumper, considered "top of the line" with all the equipment and a 1,050 gallon a minute capability, was purchased by Inco in the 1970's and commandeered for the smelter complex.

"She was brand spanking new when we got her," said Phil. "I've driven her on many calls. It's a thrill when you first start, but after doing it for 28 years, it gets to be old hat."

Old hat maybe, but even Phil admits it's more than that.

"I guess once a fireman," he mused, "always a fireman."

Knuckle-Cruncher

Despite all the years of use the pumper is pretty sound mechanically, he insists, but there's an occasional tug-of-war with a reluctant gearshift that ends only after he slams his fingers between the shift stick and dash.

"She can be a knuckle-cruncher," he said with a smile.

Although Copper Cliff firefighting was taken over by the city about two years ago, said Phil, the pumper saw service within the last year when she was stationed at Inco's Casa Berardi gold mine in northern Quebec to provide fire protection during the construction of the new mine.

The pumper returned in May, only to be put in mothballs at the Froid disposal depot.

From all appearances at an informal transfer of ownership ceremony at the Garson fire hall, Inco's pumper will still command affection.

"We'll have her all checked out and on the road in two weeks," said Nickel Centre fire chief Gus DellaVedova, an Inco pensioner who retired in 1982 as a yard boss after 40 years service at Garson. He plans a paint job for the department's new pumper but won't change the color to match the department's other yellow vehicles.

"We'll keep it red . . . out of tradition" he said.

The new acquisition is a shot in the arm not only for the fire department but for the community, he said.

"It would take over \$150,000 to buy her new, and a small community like ours just doesn't have that kind of money to spend.

Phil just smiles when you ask about the traditional romance surrounding the fireman and his trade, saying only that it is often imbedded in childhood.

"Boyhood dreams, and all that," he said. "Some people don't lose them."



Nickel Centre fire chief Gus DellaVedova looks over truck equipment with Ontario Division President Mike Sopko.

Nickel's in the stars

Even astronomers are getting excited over nickel these days.

Researchers who keep their eyes glued to the bottom end of telescopes have discovered that Shelton 1987A, a supernova or exploding star, is nickel-bearing.

Canadian astronomer Ian Shelton of Toronto threw star gazers into a frenzy last year when he discovered the spectacular explosion of the star and took a picture of it through a telescope at the University of Toronto's Las Campanas mountain observatory in Chile.

It was the first time in almost 300 years that astronomers have been able to view the early stages of the death of a star so close to the Earth.

Recent observations and analysis have identified interstellar nickel as part of the star's make-up, a discovery that has been documented only once before.

First Aid School



A special session of first aid courses was held at Levack High School for family members of employees at the Levack complex. Three 16-hour sessions were held on Sundays as well as weeknights. "About 40 people received their first aid certificates," said general foreman of safety Barry Nicholson. First aid trainer Dave Derochie supplied the instruction for the sessions. Above, students deal with a casualty during one of the sessions.

Inco stack no problem

North Bay breathes easier

North Bay residents suspicious that Inco's tall stack emissions are contaminating their air quality can take a deep and confident breath of fresh air.

A provincial environment ministry report based on 15 years of continuous monitoring shows that emissions from the

stack have little or no effect on air quality in North Bay.

Ray Potvin, chief of air quality with the ministry's regional office in Sudbury, said the concentrations of sulphur dioxide and airborne particles have been low because of the distance to North Bay and the mixing with the air that occurs.

"North Bay has always had some of the best air qualities recorded in the province for a city its size," he said. "The report shows that hasn't changed."

He said the environment ministry's monitoring program was initiated in response to widespread concerns in the com-

munity that the installation of the stack in 1972 would have an adverse effect on the city's ambient air quality.

"Quite a few people were concerned that the stack would just transpose the problem somewhere else," he said.

"It's good news for North Bay. The study gives a very good grade for the city's air quality."

He said the monitoring program, begun in 1971 before the stack was built, covers enough time to measure every conceivable weather condition.

Although the report shows that the stack has the potential of contributing to sulphur levels under unusual weather conditions, these occurrences have been extremely rare.

"Since 1971 it has happened only twice," he said, "and then only for about an hour or two."

Measurements included in the report were taken from 1971 to 1986, and were below both the ministry's daily and yearly criteria, said Mr. Potvin.

He said most other monitoring stations outside of the Sudbury basin were closed down

after years of samplings showed no appreciable increase in contaminants from the stack.

According to North Bay's city administrator Morley Daiter, there have been various complaints over the years that the stack has created problems.

City government has "played it low key" and allowed the environment ministry to "do their stuff," according to Mr. Daiter.

"We have registered no complaints on an official level."

But he doubts if the recently released ministry report will allay the fears of all those in the community who are concerned because many past complaints involved the acid rain issue rather than threats to health.

Although the report doesn't include downwind acid rain effects of Inco's stack, Mr. Potvin said acid rain monitoring since 1980 has revealed little change in levels even when the measurements were taken during lengthy shutdowns at Inco.

The evidence suggests, he said, that the major contribution to the acid rain problem is from across the U.S. border.

Slower pace for Mel . . . for now



Mel Chomiak

After years of holding down a full-time job and spending much of his free time on community work, Mel Chomiak has decided to give himself a break.

Temporarily, that is.

"I plan to get back into it when the kids are through

university," said the Lively resident who retired from the highest rank of the Sudbury area's Knights of Columbus organization.

Mel, a computer systems analyst at Inco's computer services department at Copper

Cliff, rose to the Faithful Navigator rank in his 24 years with the Knights.

The rank is attained at the fourth degree level, the highest degree in the organization that includes performing such duties as honor guards for flag raisings, church processions, funerals and other special events.

Mel plans to spend more time with his family, particularly sons Delvin, 15 and Devin, 16. A daughter Debbie, 20, works for Inco as an accounts payable clerk.

He began his Inco career in Thompson, Manitoba but moved to the Ontario division seven years ago. He's been an enthusiastic member of the Catholic Church's fraternal organization for 24 years, but in the last few years the time involved in performing the duties of his rank has meant many hours away from home.

"There was hardly a night that I didn't spend at least a couple of hours on administrative work," he said.

He's retained his membership in the organization, however, and plans to run for office again when he can give the job the time it deserves. ■

Fish derby lures winners, lunkers

On May 28, 51 members of the utilities department and their guests spread out over Lake Penage in the sixth annual utilities fishing derby. They followed up on hunches, suspicions, rumours and intuitions that took them to the extremities of the huge lake on this cloudless day.

Fishing, we know, is a pastime steeped in myths. One is that you must travel a great distance to get "the big one." The size of the fish you can expect to catch corresponds directly to the distance you travel to catch it, regardless of the fact that everyone else is catching them right in front of your dock.

Another bit of piscatorial folklore is that you don't have much luck on hot, sunny days because fish, like humans, allegedly become lethargic.

One trio of anglers - Walter Lapointe, an Inco pensioner, Roger Martin, a former Inco employee and Roger Lachance of Crean Hill Mine - shattered the myths on derby day. They hit the jackpot within a stone's throw of the marina.

Walter hauled up a lake trout weighing well over nine

pounds that won him the first prize trophy and \$100 in gift certificates. His partners landed fish that won them second and third prizes.

The fishermen from Crean Hill/Creighton Mine proved to be the best and garnered the team trophy for their efforts.

Vegas Trip

The highlight of each utilities derby is the reverse draw. As an individual's name is drawn, he is permitted to select from one of more than 70 prizes available and he is eliminated from the draw. The plum for the last name drawn was a trip for two to Las Vegas and that went to Fred Steward, a guest.

Presentations were followed by a buffet dinner at the Pine Hill Lodge and much discussion centred on more angling mythology . . . the ones that got away.

Gary Delorme and his fellow-organizers once again were applauded for their efforts in organizing a smooth-running, enjoyable affair. They even had the foresight to arrange for perfect weather.

Always looking for ways to improve the derby, the organizing committee is contemplating a new award - the "I-Should-Have-Stayed-in-Bed-This-Morning" Trophy. It would have been won in a waltz this year by Paul Noseworthy of the oxygen plant whose misadventures went above and beyond the call of Jonah.

Paul's streak of misfortune began the night before derby when someone accidentally parked his van in a ditch. Next day he caught the potentially prize-winning fish but managed to miss the weigh-in by at least an hour. Later, for no apparent reason, he tumbled off a dock.

The grand finale in a black day came as he was steaming his way back to the marina. His outboard motor loosened and fell off the back of the boat and bumbled its way to the bottom not far from where Walter landed his lunker.

Better luck next year, Paul. ■

NICKEL CENTRE PARK

Continued from page 7

The park was named in his honor, and in recognition of his community work that ranged from coaching baseball teams to transporting youngsters to and from games.

"It's quite an impressive facility for a small town the size of Nickel Centre," said Mr. Anderson.

More than \$100,000 was raised locally toward the project in donations of money, labor, and equipment. The rest of the

money came from government grants.

As well as the land, Inco donated nickel for a plaque unveiled at the official opening by Mrs. Fran Brady and family.

According to retired Inco employee Phil Bonhomme who served on the official opening committee, more than 150 people in the community got together to complete the project.

He said without Inco's contribution of land and the services

supplied by the town, the project would not have become a reality. ■



Walt Disney's
Magic Kingdom Club.
For information call
Public Affairs
682-5425



In Your Yard . . .

With some innovation, imagination, a lot of enthusiasm and dedication, Inco's agricultural department has managed to grow forests of Jack Pine seedlings underground, and make vegetation grow on what seems like bare rock.

Compared to these near-miracles it should be a piece of cake to make our chrysanthemums healthier so we asked the department's Ellen Heale to give our readers a few tips on how it's done.

This is the first submission in the regular column Ellen has agreed to write for the Triangle.

. . . raspberry canes take two years to reach maturity. New shoots produce leaves the first growing season, the following year these shoots also produce flowers and fruit. At the end of the harvest these fruiting canes die and should be removed. Make cuts close to the ground and destroy canes to help control diseases. Also, prune out any other diseased, damaged or weak raspberry canes.

Powdery mildew is a disease that can be expected after midsummer when humidity is high and nights are cool. Begonia, chrysanthemum, crab apple, delphinium, lilac, phlox, rose, snapdragon and zinnia may be affected. White powdery spots first appear on leaves and stems, leaves may become covered with dusty white to light gray mold - it is easily wiped off the leaf surface. This disease is unsightly but generally does not cause serious damage. Sensitive plants should be grown in sunny locations with good air circulation, avoid overhead watering late in the day.

Light coloured, brown or dead areas in your lawn may or may not be insect related. Damage may be due to many other causes such as disease, drought, low or unbalanced fertility, lack of water or excessive thatch. If you suspect an insect may be the problem you must first locate the pest and identify it.

Chinch bugs suck sap from the stems of grass causing plants to wither and die. Small, bright red immature bugs begin feeding in May but damage does not become apparent until August - with warm temperatures and drought conditions. Severe feeding by the larger grey-coloured adults causes yellowing of grass, in patches, which often turn brown and die. Chinch bugs are very numerous in sunny areas. To determine if they are causing the damage remove the bottom from a metal coffee or juice can and shove it into the soil of the damaged lawn, fill the can with water and check after a few minutes, for chinch bugs floating in the can. After a positive identification is made, and before applying the appropriate insecticide, the lawn should be watered thoroughly. Frequent inspections of your lawn will reduce serious insect damage.

Further information is available in Publication 64 on Insect and Disease Control in the Home Garden from the Ontario Ministry of Agriculture and Food.

Be sure to follow **Basic Rules For Safe Use of Pesticides:**

- Buy and use only a pesticide with a DOMESTIC label.
- Do not use a product marked AGRICULTURAL, COMMERCIAL, INDUSTRIAL or RESTRICTED.
- Store pesticides in a locked place, out of the reach of children and pets.
- Do not leave pesticide containers unguarded while spraying.
- Never transfer the contents to an unlabelled container.
- Pay attention to any symbols indicating "poison", "flammable", or "explosive".
- Apply pesticides only when actually needed.
- Apply only on fruits, vegetables and other plants listed on the label.
- Observe the no-spray interval before harvest for each edible crop.
- Do not use higher rates than recommended, and always measure the quantity - do not guess.
- Do not use milk or soft-drink bottles and kitchen utensils for measuring.
- Discard empty pesticide containers with the garbage.
- Wash hands and face after spraying pesticides and before eating or smoking.
- Do not leave pesticide residues in the sprayer, wash them out after use.
- Read the entire label and follow the directions carefully.

Persons seeking answers to questions on pesticides should call toll free: 1-800-267-6315.

Inco

Reserved Scholarship Completed for Children of Canadian Employees & Pensioners 1989 Awards

Up to twenty scholarships will be awarded in the 1989 competition. The awards have possible tenure of 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. Up to five applicants may also be selected each year to win a \$1,000 finalist award.

ELIGIBILITY Children of Canadian employees, and of pensioners or deceased employees, enrolled in a program of studies required for university admission who will graduate with a secondary school diploma in 1989.

SELECTION An independent committee of high school principals will select award winners on the basis of scholastic records, SAT scores and information supplied by the applicant and the high school. The names of the winners will be announced in mid-August.

APPLICATION Scholarship application forms and SAT registration material may be obtained from the applicant's school or from:

Administrator
Scholarship Program
Inco Limited
P.O. Box 44, Royal Trust Tower
Toronto-Dominion Centre
Toronto, Ontario M5K 1N4
(416) 361-7844

SAT TEST DATES	TEST DATES	REGISTRATION DEADLINES
	November 5, 1988	September 26, 1988
	December 3, 1988	October 24, 1988
	January 28, 1989	December 19, 1988

APPLICATION DEADLINE: MARCH 31, 1989

Sudbury hailed

Sudbury falls short of bucolic beauty but it's suffered a bum rap, according to the magazine *Comments*.

In a feature article on Inco and its hometown in their magazine, Dorval, Quebec-based Atlas Copco found that many circumstances that have contributed to Sudbury's 'ugly duckling' reputation are either exaggerated or being eliminated.

"It is a fact that over most of the area for several miles on each side of the highway, Sudbury has all the amenities of an attractive place to live and raise a family," the article states.

The article's researchers also discovered that if Sudbury were measured point by point against world or Canadian cities with a population of 150,000, it would rate "well up" on the preferred chart.

Slag heaps and waste dumps, a trademark of most mining centres, are being rendered pleasing in appearances and useful, according to Atlas Copco, and offensive gas still rising from the tall smokestacks has that reduced by 70 per cent.

The article admits a rather austere landscape surrounds Sudbury, and says it was caused not only by its volcanic or meteoric origin but also by a major fire several decades ago that took most of the remaining local vegetation that wasn't destroyed by early lumbering.

The problem has been identified, tackled, and will soon be solved, states the article.

SWALLOW FROM CAPISTRANO

Continued from page 11

The person was a bowler who was afflicted with hiccups during his regular bowling nights as well as immediately before and immediately after.

"After talking to him, I found out he was really tired," Jack said. "When I was able to get him to relax, he stopped hiccuping during his Wednesday night bowling games."

Ken Ricker, a Sudbury resident in his sixties, is a Jack Sabourin convert. He said he

undergone for other medical conditions.

"The hiccups would come at the rate of 40 a minute," he said. "I lost my appetite and if I woke up I couldn't get back to sleep."

Since he began working with Jack, Ken says his hiccups have been cured. He's able to enjoy food again after losing 100 pounds over the years of his affliction and is beginning to enjoy life again.

regular basis for more than 12 years, a condition he attributed to extensive surgery he had

continue to work with those who need his help.

BOTTLE SLEUTH

Continued from page 11

"All of it is history," Richard says. "I spend as much time in historical research as I do in collecting."

And on one recent trip to Winnipeg, he spent a week getting there, a week in Manitoba and a week on the way back. All the time he was looking for bottles to add to his collection.

Because of the relative lack of material on bottle making in this country, his research often requires a painstaking amount of detective work. At the Steelworkers Hall, he told the members of the Northern Ontario Relic and Treasurer Hunters and Metal Detecting Club of one recent find.

It was a bottle from a North Bay business that was destroyed by fire and thus he had no history on it. "I will be embarking on a search to determine its background," he said.

Buys Collections

Richard has evolved from rummaging through old garbage pits and dump sites to buying new acquisitions from individuals or at bottle shows or

barbers with fellow collectors. Sometimes, he'll buy entire collections.

Most of his bottles range in price from 50 cents to \$10. But they can be more expensive with some in the \$100 price range. He says there are some collectors who'll pay up to \$4,000 for American historical flasks dating to the 1700's.

Like most collector's items, the condition of a bottle, its colour, rareness and historical significance determine its value.

The oldest bottle in his collection is a gin bottle, circulated in the 1700's and believed to be from Holland.

Bottle making in Canada doesn't have an extremely extensive history, he says. It's doubtful if any glass or pottery bottles were produced in Canada on a commercial basis until the early 19th century.

There is little evidence to suggest that any factory existed before 1800. Bottles were brought in from England, Ireland and the United States for druggists, brewers and distillers.

Richard, of course, has become more selective in his col-

lection as the collection has grown. "I used to go out and come back with boxes full of bottles. On my last trip I came back with a total of seven bottles."

He would not estimate the value of his collection, except to say that it's worth thousands and "I haven't lost money on a bottle yet."

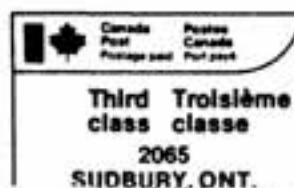
Inco funds research

Strengthening the links between the metallurgical industry and university researchers is the aim of a new research chair funded by Inco and the Natural Sciences and Engineering Research Council.

The new Inco/NSERC Industrial Research Chair in Chemical Process Metallurgy will provide a higher profile for research related to the resource industry and will emphasize nickel converting chemistry and production of light metals.

Grants from both Inco and NSERC totalling \$450,000 will also cover the cost of two junior chairs in chemical process metallurgy.

The research programs will be conducted under the auspices of the Centre for Chemical Process Metallurgy, a university-industry research organization founded by Inco, Laurentian University and the University of Toronto.



Manager Public Affairs
Jerry L. Rogers

Publications Editor
John Gast

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Letters and comments are welcomed and should be addressed to the editor at Inco Limited, Public Affairs Department, Copper Cliff, Ontario P0M 1N0. Phone 705-682-5429.