

# INCO Triangle

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Little on the young side to be sent to the mines? See page 7 for pictures and story.

## 30,000 acres of Inco land go on the block this fall

Inco is in the process of disposing of about 30,000 acres of land, most of it in the Sudbury area.

Property Management Superintendent Don Taylor said the intricate task of identifying which parcels of the 250,000 acres of Inco land the company will sell has taken two years.

With only a few exceptions, the 232 parcels identified as surplus to requirements represent mainly vacant land. Only a few parcels are considered to be "desirable land," some with water-frontage and a few parcels suitable for residential or industrial uses.

"You ever heard of moose?" joked Don. "Much of it is good for moose pasture."

Still, the company is selling off surface rights only. In cases where there are tenants the company will offer them first chance at the land. All those who have

already expressed an interest in lands that will now go on the market will also be given a chance to make an offer.

"We are now waiting for the land appraisals," said Mr. Taylor.

The task of identifying sale properties began with township maps showing the location of Inco lands. Requirements ranging from transportation, mining, utilities corridors, land buffers for surface plants were initially considered. A list of the remaining properties not identified as being required by Inco was then circulated to all pertinent departments within the company and then to the property policy committee.

### 232 parcels

The land to be sold represents just over 13 per cent of Inco holdings consisting of

232 parcels that range from less than five acres to blocks of more than 300 acres. To ensure no properties are landlocked, some are packaged together.

A professional land appraiser has been hired, and after a fair market value has been established the parcels will be tendered through the Sudbury Real Estate Board for a listing agent to list the properties on the Multiple Listing Service.

Although Don expects no major cash infusion from the land sale, the company will realize some financial advantages through a reduction in municipal taxes and liability costs.

The land should be on the market by the end of this month, he said.



### The men behind the mask

Resembling high-tech astronauts, Dave Souder, left, and Gilles Gagnon cut a dashing swath at the Port Colborne Refinery. Operators in the cobalt hydrate and electro-cobalt refinery. They are just two refinery employees trained in gas emergency procedures. The refinery's emergency measures response is just one reason why the refinery has won an Inco four-star rating this year for the first time. For a closer look at the team, please see page 12.

## 4th annual Nickel Refinery Family Day a hit as 900 attend



Astrid Brown gets a paint job from her mother, Shirley, a crane operator at the plant while friend Marisa Gagne (right) shows off her new face.

It was more than coffee and donuts at the Copper Cliff Nickel Refinery's Family Safety Day in September.

According to Art Hayden, the refinery's fourth annual event serves a multitude of purposes, ranging from giving employee family members a first-hand look at what goes on at the plant to providing a social

event for employees and pensioners alike.

"We expected between 700 and 800 people to attend but over 900 people turned out," said Art. He served as general foreman of safety and training at the refinery until October when he took over as general foreman of surface plants.

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## Marshall, new V.P. Mining Kossatz to Inco Gold

A new vice-president of mining in Inco's Ontario Division is one of three major appointments announced by Inco.

Gerald D. Marshall moves into the position in Copper Cliff from Manitoba. He succeeds M.C. (Eric) Kossatz who becomes Vice-President of Production at Inco Gold Management Inc. in Toronto.

Creighton Mines Complex Manager James W. Ashcroft assumes new duties as Vice-President, Mining of the Manitoba Division in Thompson, Manitoba. His successor at

the Creighton complex will be announced later.

A civil engineering graduate of the Nova Scotia Technical College, Mr. Marshall joined Inco's Manitoba Division in 1964. He was appointed division vice-president in 1986. In his new position, he will be responsible for all mines production, mines engineering, mines research, and mines exploration activities in the Ontario Division and will report to Ontario Division President Mr. Michael Sopko.

Mr. Kossatz, who will relocate to Toronto to oversee

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Inco's Christmas shopping list — page 3

Song of the Spanish pages 8, 9 & 10

Inco people tuned in page 11

# Nickel Refinery Family Day a success



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It was the nickel products' department that hosted the event this year, part of a nickel refinery strategy to allow each department within the refinery to organize and run the Family Day celebrations.

As well as the usual goodies for the kids and a barbeque for everybody, there were tours of the Nickel Products Department, games and draws for prizes.

"It's a great social occasion, particularly for some of the people who have retired and want to keep in touch with what's happening," said Art. "We had a good turnout of pensioners."

He said the event is a good public relations venture, providing an insight into the refinery's operations.

"That's not an opportunity you get very often in an industrial setting like this one," he added.



A heat shield suit proves to be a little big for refinery tourist.



Phil Lachance takes a breather after trying to keep up with niece Samantha Lachance.

## New clinic attracts top back doctor

A new Sudbury physiotherapy clinic run by one of the world's foremost experts in back ailments will be a valuable additional resource for Inco's rehabilitation program.

Toronto orthopedic surgeon Dr. Hamilton Hall, better known as "The Back Doctor" and renowned for his successful treatment of back ailments, has opened up a branch of the Canadian Back Institute here and Inco employees will be among his first patients.

The new facility won't replace the services of Sudbury Occupational and Sports Physiotherapy Clinic, according to Hank Derks of Inco Occupational Health and Environment department, but it will be a welcome addition to a program that is already becoming an industry leader.

Not only will Dr. Hall's clinic treat Inco employees, but Dr. Hall is being scheduled to visit miners at the worksite after he accepted an Inco invitation to

take an underground tour at Creighton Mine.

As chief first aid coordinator, Hank sees the visit as another way of ensuring the continuing effectiveness of an aggressive program to get treatment for injured employees immediately.

"We've had a back rehabilitation program for some time but when Doctor Bob Francis (Inco's medical director) took over about three years ago the program took a more ambitious approach," said Hank. "We are emphasizing immediate treatment and individual case management."

### No delay

He said the program ensures that there is no delay in treatment with the patient under a physician's care right away.

Within a few days, he said, an injured employee can be undergoing physiotherapy treatment.

The program involves more than simply handing the

employee over to the therapists, he said. Facilities and experts are in place to follow the employee through the entire rehabilitation process, from initial assessment to the eventual return to work.

The program has available physicians, occupational and physio-therapists, occupational health nurses and support staff.

"And the program is open-ended," he said. "If a problem develops after the rehabilitation process the employee can come back and be treated."

The routine, beginning with early assessment, moves from physiotherapy through muscle strengthening and eventually to occupational therapy that will hopefully bring the patient back to an active and productive life.

To get the best results, each case is tailored for the individual.

Although the program has had excellent results, its success can be best seen on an individual basis rather than statistically.

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## 'Lettuce' pray veggie idea blooms in Sudbury

Inco's success with growing underground 'veggies' at Creighton Mine has led some Sudburians to get their heads together.

2,500 heads . . . per day.

The agricultural department's experiment in growing cucumbers and tomatoes underground is one reason for the expected success of a hydroponic lettuce factory that will provide fresher, better quality northern-grown lettuce for the Sudbury consumer.

Gro Systems Inc. president Walter Lukawski said the half-million dollar hydroponic factory can work, a fact proven in part by Inco's underground experiment.

The company will combine several technologies that will yield 16 to 18 crops of high quality lettuce every year, about 2,500 heads of Boston and Kentucky Limestone Bibb lettuce each day.

"We're more advanced at growing vegetables indoors than NASA and the United States Navy are right now," he said.

The Sudbury location of the factory is ideal for northern distribution and the market for locally-grown lettuce in Northern Ontario is excellent since imported lettuce can be high priced and of substandard quality especially during winter.



# The perfect gift for the perfect customer

With the annual search for that perfect Christmas gift about to begin, you might want to peruse Inco's Surplus New and Used Equipment catalogue.

For the household handyman, there's your handy Model 61R drill, complete with 250-foot drill rod and crawler transporter for getting to those hard-to-reach places.

Expecting a cold winter?

How about treating your shivering family with an eight million BTU, 10-ton capacity gas-fired furnace. For your

wife's afternoon coffee clutch, there's a 500-gallon, ceramic-lined kettle.

For the parent tired of battery-operated, flimsy toys that don't last through Boxing Day, there's a pair of eight-ton, 24-inch gauge locomotives.

To get it all under the Christmas tree, there's a mobile floor crane that will lift up to 4,400 pounds and a 122-foot conveyor system.

There are about 250 items ranging from roof ventilators to ball mills listed for sale at any

one time, according to Inco's supervisor of Investment Recovery, Jim Elliott. That's not counting many more items valued under \$1,000 that aren't included in the catalogue.

About 500 copies of the catalogues are circulated worldwide, primarily to major mining companies and equipment dealers. Annual sales have been as high as \$4 million and as low as \$1 million, with the bulk of the sales to mining companies.

## Offbeat sale stems

But there have been some unusual items up for sale since the program began in the early '70s. An aircraft used for geological surveys was sold three years ago and Jim believes it ended up towing targets for the U.S. military. When the Copper Cliff Club bowling alley closed recently, it was Investment Recovery that sold the pin setters.

But the sale of mining equipment brings in the most business, that's not surprising

since savings to Inco customers will often be 50 per cent over buying new equipment.

There is an added advantage in buying used, an advantage that can be more valuable to the purchaser than just the dollars saved.

"It can take up to a year for the delivery of new equipment," said Jim. "When the price of ore is up, you have to move fast and get your equipment in place. By buying used, you can get the equipment right away."

Not only equipment is sold. When Inco switched to oil as the prime source of fuel, three shiploads of coal were sold for \$440,000.

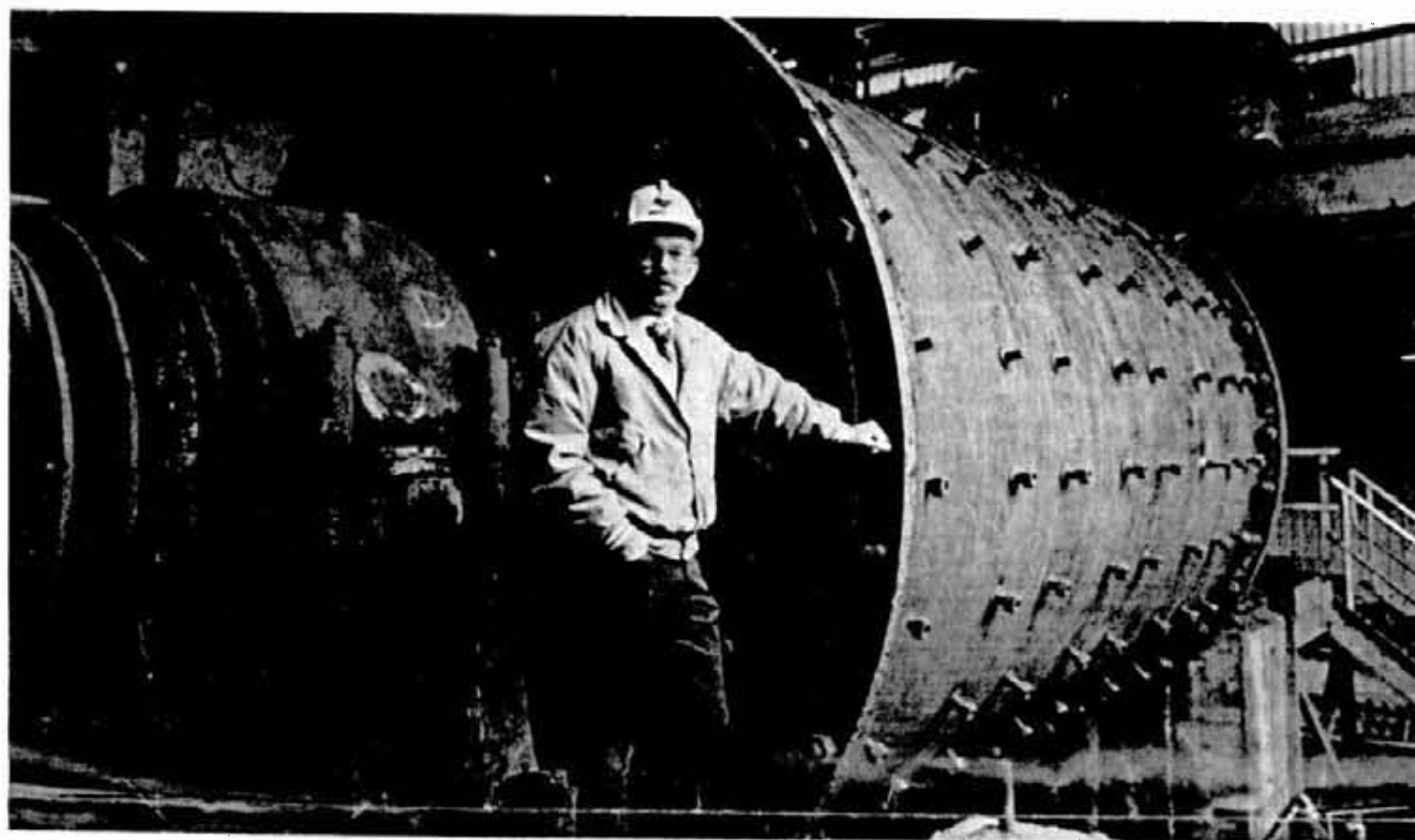
All items offered for sale are not only on an "as is" basis but most are on a "where is" basis as well.

"It is up to the customer to remove the equipment and take it away" the only guarantee might be five minutes or five feet, whichever comes first," he joked.

Sometimes removing the item from Inco property can be more expensive than the equipment. The 60-ton rotary dryer Inco has been trying to sell for 10 years is a case in point.

"Ordinarily it wouldn't be hard to sell," he said. "But it is located 80 feet off the ground, enclosed in a brick building in the top floor of the Levack mill. Removing it would cost tens of thousands of dollars, perhaps more than the cost of new equipment."

In fact, the advantage of some sales isn't in the cash earned. In some transactions Inco avoids the heavy disposal costs of equipment or material it no longer needs.



Jim Elliott with ball mill sold to Philippines mining company.

## Tony Cirillo still gets a kick out of Canadian soccer

It doesn't attract the big money, the big names and the high profile of the more homegrown North American sports, but Tony Cirillo is undaunted in his life-long pursuit to bring Canadian soccer the recognition it deserves.

"It's even more difficult in the Sudbury area where the season is even shorter than it is

down south," said the 42-year-old Divisional Shop machinist who has been involved in the sport for 35 years.

Tony first kicked a soccer ball after his family immigrated to Sudbury from Italy when he was five years old. He began with the Italian Flyers in Sudbury before he was 10 and he's played, coached, refereed and

generally promoted the sport ever since.

Today, he plays for the Sudbury Masters, an old-timers team for players over 35.

Refereeing since the early '70s, Tony has officiated at Toronto Blizzard games such as the one with the Laurentian University Vees in September, Ontario Cup games, national

and Toronto and District league games.

"It's how I get to travel for free," he joked.

As well as a player and referee, he's a provincial assessor and trainer of new referees. For four years he coached the Sudbury Hawks, a junior league soccer team that won the Ontario Cup in their

division as well as the championships and playoffs.

He plays hockey as well and suggests that soccer and hockey go hand-in-hand.

"Soccer is an excellent way for a hockey player to train in the off-season. There are obvious similarities."

Yet he laments the fact that soccer doesn't draw the support enjoyed by hockey and other sports.

He describes the problem facing soccer as a Catch-22 situation.

"You need the backing to become popular and you need the popularity to get the backing."

He notes that in areas where the sport is promoted such as in high schools and universities, competition is so keen that there are waiting lists to get on teams.

There are other problems, too, such as the lack of good coaches.

Yet soccer still provides what is becoming rare in high profile, big money and high-pressure sports. Fun.

"It's the cheapest sport to play and because in Canada there is little chance of reaching the big money and fame of sports like hockey, you get a different kind of kid involved in soccer," said Tony.

Youngsters who turn out for soccer come for the love of the game, he said.



Referee Tony Cirillo (dark uniform) keeps a sharp eye on the play during a Toronto Blizzards game against the Laurentian University team.



Reunion proceeds will go to Creighton Museum at Anderson farm.

## Creighton reunion needs helpers for summer '89 event

Creighton's reunion may be more than six months away but organizers are already knee-deep planning for the event that could attract up to 10,000 people.

"Promotion for the event got going this Spring," said program coordinator Allan Massey. "Thousands of announcements were distributed throughout the Walden community."

Although there has been no effort so far to advertise the event in the media, the response has been promising. Former Creightonites from as far away as Newfoundland, British Columbia and even the United States have answered.

"It's been mainly word-of-mouth so far," said the Divi-

sional Shops controller. "Word has gotten out through family contacts."

An advertisement was placed in the Triangle to reach a wider audience, but Allan said it was too early to gauge its results.

Even more important than reaching former family and friends of Creighton residents is the need for volunteers to help with the mountain of work that has to be done not only in preparing for the event but also in running the three-day reunion next July.

An initial meeting to recruit volunteers was held at the Walden arena on Oct. 13 and a second meeting will be held there on Nov. 30 at 7 p.m.

### Volunteers needed

Investigations of other reunions held in the area have revealed that many volunteers will be required to make the event successful.

"We are hoping for a good response," said Allan. "The more volunteers we get, the more detailed the planning. At the meeting we will provide information on the planning stage so far, where we are going, what we are going to do."

There will probably be more meetings in the future, he said. There have already been some fund-raising events such as a Walden Arena dance in September that raised approximately \$600.

"Just a drop in the bucket," said Allan, "but it's a start."

Another dance at the Walden Arena is scheduled for Feb. 25.

Funds raised in the reunion will go toward developing a Creighton Museum as part of the Anderson Farm facility in Walden.

He urged people to register early to ensure a place on such things as tournaments, dances and other special events. A package describing what events will be held will be sent out to all applicants.

Some special events have already been designated such as the installation of a plaque that may include a time capsule that will be dug up at a future reunion.

"We won't make it too far into the future. Perhaps 20 years," Allan added. ■



## Ballooning workload?

Accounting Secretary Diane Flynn ignored the distraction as she worked away at her computer in the comptroller's department in the General Offices Building on October 11. The display of balloons was a gift from fellow employee June Stelmack to celebrate Diane's birthday.

## Question: What can we do to improve safety at Inco?



**Jay Ayres**, labourer at the Port Colborne Refinery: "Once the front-line supervisor has held the monthly meetings, there should be more follow-through on the topics we discussed, more action taken . . . Management should follow through on employees' reporting of conditions. I don't just want meetings held in the lunch rooms and just left there."



**Todd Reeves**, garage mechanic at South Mine: "What the company is doing now is more than enough. Where I was before, they had no orientation meetings and safety meetings were rare. One of the first things I noticed when I came to Inco 2 1/2 months ago was that they did a lot for safety."



**Oscar Gionet**, diesel mechanic at South Mine: "The co-operation between the higher rank of supervisor to our immediate supervisor seems to be great. But when it comes to our immediate supervisor, the pressure seems to be between production and safety and safety seems to be pushed aside. But in the last 10 years, safety's improved tremendously. The last five years showed a great improvement on both parts. You can actually see the results. You look at the board and you can see longer days without an accident."



**Claude Kerr**, superintendent of Central Utilities: "You're talking to a guy whose department hasn't had a lost time accident since July 1, 1985 . . . The individual has to be aware of his own surroundings. You have to know what to do before going onto a job and be prepared. We do that in our area. Safety is the number one issue here but, imposed, safety doesn't work. People have to know why they're doing things. And they also have to know management is interested in safety. Safety also has to be approached in a positive vein, not negative. We should work even harder in putting the emphasis on the positive aspects of safety."



**Dan Carriere**, bus driver with Transportation and Traffic: "The issue here is always safety. We're around gas and dangerous chemicals. We always talk safety in transportation. Safety's improved. It's getting there. The company can't do everything. It's everybody's responsibility, let's face it."



**Eric Butler**, labourer at the Port Colborne Refinery: "That's a hard question. I'd like to see them follow their own rules. We complain about something. They know about it. They're slow in acting on it. But things are getting better or else we wouldn't have a four-star rating here. From the time I started 'til now, I'd say it's about 95 per cent different. No helmets, no safety glasses, no ear plugs, no safety boots, the obvious things."



**Tom Robertson**, in-the-hole driller at South Mine: "There could be a little better planning on some of the jobs. . . It's better today but with this in-the-hole blasting, they're opening up an awful lot of ground. It increases the stress on the walls and the ground. Safety's left up more to the individual now. Before, you went around with someone leading you."

**Keith Robinson**, design engineer with General Engineering: "From an engineering point of view, we look at a lot of Failsafe audits and clean plant designs and what I find missing personally is that the orientations (of the operations) aren't the best. In another area, we're really making an effort to educate people (about safety). You have to look at the safety aspects all the time. The one thing that's being drummed into us is that in our plant designs we should make sure of all the safety considerations."



**Gilles Huneault**, mobile technician with Safety, Occupational Health, and Environmental Control: "Safety is more talked about today than ever before at Inco. Safety's an issue that both the company and the individual must constantly monitor for the employee's own good. Mining is more hazardous than working on the street so we all have to be as safety conscious as possible."



# Failsafe catches defects, saves lives and money

What if?

It hardly seems like a lifesaver, but that's the central question in an Inco program that's designed to prevent accidents before they happen.

A safety program pioneered in the chemical industry and now adopted to the mining industry by Inco, Failsafe urges employees to play the devil's advocate by coming up with as many "what ifs" as possible in order to catch potential hazards in procedures, equipment, and personnel.

Graham Ross describes the program as an investigative tool, a challenge of the integrity of a device, system, process or procedure.

"The idea is to look at something and ask what will result if something unexpected happens," said the company's Safety, Occupational Health and Environmental Control director.

"What if the heat should rise? What if the power went off? What if a switch failed? Try to ask yourself every conceivable question, and if you come up with an answer that creates a danger for somebody, you have identified a problem that has to be solved," he said.

In the chemical industry, where the risk of an explosion or release of toxic gasses is possible, he said the "what if" principle has been used to anticipate mishaps for years. But it wasn't until the nickel refinery was built in Sudbury in the early '70s that Inco became aware of the benefits of the program.

"Our new plant was the first time the carbonyl process had been used on a production scale in Canada," he said. "The technically-advanced method of producing pure nickel uses toxic gasses, and we wanted to make the plant as safe as it could possibly be."

Although the plant when built was the most up-to-date in methods and features, application of the "what if" principle led to several improvements.

## Never ending

In fact, says refinery manager Allan Bale, the process of finding new ways to make improvements isn't over yet and will probably never be completed.

"It's an ongoing thing," he said. "Things change all the time, and new developments bring new problems so you have to be on top of it."

The refinery's acid plant, one of four systems in the Nickel Refinery complex "failsafed" so far, has just been completed. The emphasis will next turn to the xanthate operation that produces a key reagent for the milling process.

But even when all systems have been checked, chances are the work will begin all over again.

So effective has the program been that Inco has applied it to all of their operations, chemical or not. The Mines Accident Prevention Association of Ontario has adopted the program and is offering a Failsafe course as part of its educational program.

With the union approached and supportive, Inco first moved to establish priorities in each of the participating sites. Mines, for example, began with the shafts.

## High-risk areas

"You have to start somewhere," said Graham. "First things first, and you have to begin in the high-risk areas and work your way along."

In many cases, finding the hazards was more expensive



Guard rails for working on tanker cars were installed

than eliminating them. A group of people had to be gathered at each location, people who knew the operation and understood the Failsafe concept, and were technically knowledgeable in applying it.

"The solutions themselves aren't necessarily expensive to implement," said Graham. "Sometimes it was a matter of a 10 cent solution to a million dollar problem."

Allan Bale agrees.

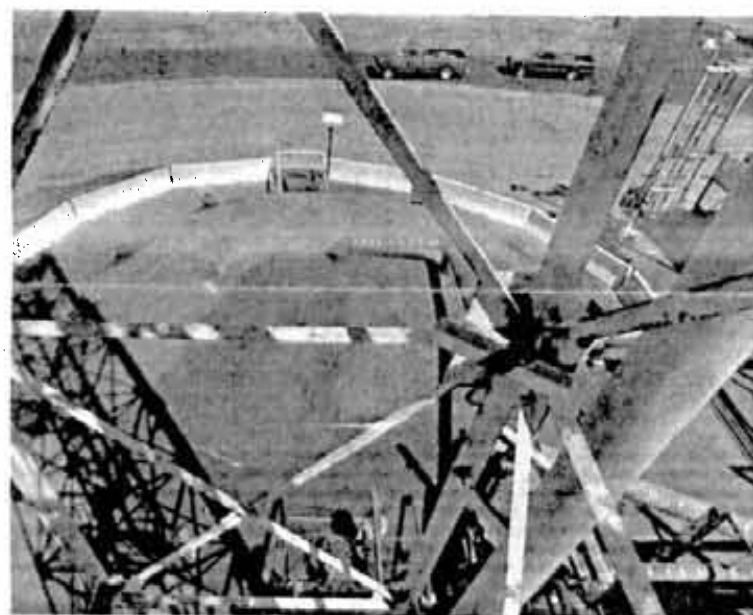
"Over 90 per cent of the problems identified do not require a lot of money to repair. In these cases, it's simply a matter of retraining, altering procedures or making minor adjustments," he said.

But the program's enthusiasts say Inco has demonstrated it will spend money to rectify shortcomings that are discovered such as the approximately \$500,000 spent to build a gas flare at the nickel refinery to burn off any escaping gasses.

For Allan Bale, the biggest advantage of the program is the active participation of employees.

"We've had a super response from our people," he said. "The most knowledgeable

guys about our operations are the people on the job. They have to live with the warts in the system and now we are encouraging them to bring them to the table."



Barriers around underground tank build



Port Colborne Cocktail

If you have to ask the price of Port Colborne Refinery's little known 'platinum liquor', then you can't afford it. But, for the record, the glass that process assistant Rick Lanneval is filling is worth approximately \$600. Inco sells the platinum liquor to an Ontario customer for use in catalytic converters in vehicles.

## New paging system sought for better communication

Inco's aging paging system is being reviewed for replacement to take advantage of new technology.

According to office communications coordinator Mary Sitko, the existing system was purchased in 1977 and is at the limits of its life expectancy in technological terms.

The proposed new system uses compact paging units which would be accessed directly from any telephone at any location. A central dispatch will be used only for transmitting messages to alpha numeric pagers and as an information centre for paging numbers.

Recently purchased pagers will be converted so they are compatible with the new system.

Overcoming reliability, repair and range problems, the

new system will boost coverage to a wider area, ensuring good coverage to such areas as Levack and Crean Hill.

The new units will be configured to suit user needs, with options like tone/voice paging, alpha-numeric display for noisy areas, a vibration feature for noisy areas and a memory to store messages.

Mrs. Sitko is urging users to contact her if there are any problems or unique applications with their pagers so the system can be adapted to solve the problems. In all other cases, a standard tone/voice pager will be the normal replacement.

About 140 pagers are in use to fill a variety of communication needs by Inco.





### Taking a (safe) bow

The approximately 160 people in Division Two at South Mine have managed to go 365 days without a lost-time injury, setting a record for the mine. South Mine safety foreman Gerry "Bucky" Buchanan said those involved, from miners to production personnel, worked hard. "There's no luck involved in this accomplishment," he said. "It takes a conscious effort on everyone's part to do something like this."

## Nutritionists seek seniors for health promotion

The Sudbury and District Health Unit seeks Inco pensioners to serve as peer educators in a new project designed to reach seniors with vital information about diet, nutrition, food and health.

Called The Nutrition Link, the project will test the peer education concept as a viable method of health promotion in a group identified in the Sudbury and Manitoulin District as one of the top three having unfulfilled nutritional needs.

Volunteer peer educators called Community Nutrition Workers will be trained in basic nutrition, food, listening and

helping skills. They will also serve as a liaison with health unit nutritionists and help present group sessions, visit house-bound seniors, set up displays in malls, seniors' clubs and apartments and even organize a grocery shopping service for seniors.

Modelled after a successful seniors' peer counselling program in Alberta, Nutrition Link will also serve to increase social interaction among seniors in the community while encouraging seniors to assume more responsibility for their own health.

Training sessions were planned to start in October and other

sessions will be organized for seniors after the New Year.

Public Health Nutritionist and project coordinator Nancy Guppy is looking for volunteers who are 55 years of age or older. Also requested is information about house-bound seniors who would benefit from the Nutrition Link program or seniors' clubs or apartments willing to offer sessions.

To volunteer, contact Nancy Guppy at 522-9200 (ext. 229) or Darlene Labelle (ext. 251) or write to The Nutrition Link, Sudbury and District Health Unit, 1300 Paris Cres., Sudbury, P3E 3A3.

## Sudbury economy doing fine, thank you very much

A rapid growth despite the gradual loss of thousands of mining jobs is revealing that Sudbury's economy is diversifying.

According to Sudbury Regional Development Corporation, the Sudbury labor force grew a startling eight per cent in a ten-year period that at the same time saw the loss of more than 11,000 mining jobs.

Inco and Falconbridge employed just under 22,000 workers in 1976, or about 33 per cent of the community's workforce. But 10 years later the two mining giants employed just 16 per cent of the total labor force. Surprisingly, the overall

labor force grew by more than 5,000.

Sudbury's adult population remained virtually unchanged over the same period, actually increasing nominally in 1976 versus 1986.

But the number of households over the same period has risen, from 47,410 in 1976 to well over 51,000 by 1986 despite the recession of the early 1980's.

Although the SRDC forecasts mining as a continuing important factor in the Sudbury economy, the process of diversification of the community into a commercial, government, Northern Ontario medical and major tourist centre will continue.





Chad Dussiaume: One good-looking minor miner



Grandpa Gilbert and grandson

## Grandson is called chip off the old rock

Chad Dussiaume wants to be a miner like grandpa.

It's not that the four-year-old knows exactly what a miner does: "Grampa worked in a hole in the ground," he says as he sucks on a popsicle.

Yet the youngster already has the international reputation of being the best-looking hard rock miner working the Sudbury basin.

Grandpa Gilbert Methot, 61, retired from Inco's Stobie Mine this January after 33 years as a miner so it was only natural that grandson Chad should pick a miner's outfit in the costume category of an international baby pageant.

After winning regional, provincial and national competitions of the Sunburst Baby Pageant last year, he travelled to Florida recently to capture five trophies in the international finals.

"They wanted a costume that represented the area, community, province or state," said mother Mireille Dussiaume. "So we decided to represent the Sudbury miner."

With some adjustments, grandpa's hard hat, belt, lunch

pail and safety glasses were pressed into service.

"We had to cut the belt to make it fit," said Gilbert.

The entire family, including grandparents, went to Florida to watch Chad collect trophies that ranged from costume to photogenic categories.

The family is understandably proud of their good-looking boy, although it isn't going to get the best of them.

"It would be fun to go for a modeling career," said Mireille, "but I work and there wouldn't be enough time to do all the running around."

Nor is there any sign of a swelling head from Chad. Asked about his new-found fame as he drags a pillow to his favorite spot in front of the television, Chad gives another drag on the popsicle and shrugs his shoulders.

On the other hand, Gilbert can't hide the pride in his grandson.

"Besides," he joked, "the baby sitter said he takes after me."

## Welder sets record, never late, sick or hurt in 37 years

For Peter Diakow, almost four decades without a lost time injury is just part of the story.

Not only has the 58-year-old welder and Welding Shop coordinator worked safely for 37 years, he's never booked off a single day.

And there's more.

He's never been late for work.

Honest.

A case for Ripley's Believe It or Not? The Guinness Book of World Records?

Perhaps, but Peter hardly takes notice.

"I never think about it," he says. "Hard to believe all that time has passed."

Asked if he's never had the urge, when on a cold, miserable day in February he looked out his bedroom window while slipping on his work clothes, to phone the office and crawl back into a warm bed, Peter just laughs.

"No, not that I can remember. There's too much to do here. In fact, I usually get to work at least a half hour early.

"You never know," he said. "I may get sick one of these days and I may have to take a day off, so why fake it?"

It goes almost without being said that a record like Peter's demands enjoyment of work and the people with whom he works.

"I always did like my work and I enjoy the people here," he said. "I guess I'm enthusiastic."

Having good colleagues, he admits, is a good 50 per cent of any job.

### Flabbergasted

He's had some friends gape in amazement at his record yet he finds nothing unusual about it. Asked to reflect on the

record, he's amazed only at the number of years that have gone by and how quickly they have passed.

Asked why some others aren't as enthusiastic about their work, he suggests it's a matter of attitude.

"Some people don't think their job is important or it's a dirty job. To me, every job is important and has to be done."



Peter Diakow hasn't been late for work in 37 years

Boredom or a lack of enthusiasm on the job breeds sickness, he suggests, and keeping busy keeps any job interesting.

He's sure his employer appreciates the record, although he thinks that's just a side benefit of enjoying what you do for a living.

Safety has always been a consideration, he said. "It's something I keep in mind all the time. I'd feel terrible after all these years if I hurt myself and couldn't go to work."

While he's had a cold or two in his lifetime, he's never been sick enough to stay home.

"That's a matter of luck," too," he said.

Peter denies he spends his weekends resting up for the following week. "I get up just about the same time as on weekdays," he said. "I have a coffee and get at all the things that have to be done around the house."

"I like to keep busy," he added.



# On the Spanish, we're all in the



Big Eddy plant converts Spanish flow into hydro

## Running the Spanish: a delicate balance

Bathed in the soft orange light of a setting sun that breaks and scatters in the pines along a desolate stretch of Lake Agnew shoreline, it's not hard to understand those who feel man's intrusion here would be a travesty.

Yet the sentiment would be ironic. Lake Agnew is man-made.

"I doubt if many people who use the lake realize it wouldn't exist if Inco had not built a dam," said former Inco superintendent of power Joe Harris.

As part of the job of managing the company's power con-

cerns, he said he tried to get to know everyone on the Spanish River system before he retired in 1982.

"There are a lot of people today who want to leave things the way they are or return them to their natural state, but I doubt if they realize what the drawbacks are," said Joe.

He's back as a consultant for Inco compiling a history of the last 15 years of Inco management on the Spanish River water resource. The history will form part of a water management plan Inco will submit to the Ministry of Natural Resources by 1989.

The ministry will provide direction for water control structures in the river basin under its own Spanish River Special Area Plan.

Responsible management of the 23,000 acre system that stretches from Espanola 80 miles north to the junction of Highways 144 and 560 will have to take into account the increasing environmental concerns of a widening number of often conflicting interests.

"It will be harder," admits Joe, "to keep everybody happy."

### Increased sensitivity

"These days the government is much more sensitive to the needs of the tourist, the cottager, the camper and canoeist," he said. "And the company is trying to reflect that increased sensitivity."

Although Inco's major interest is the hydro power it generates from the 11 dams along the system, he said, the company tries to accommodate the environmental and recreational concerns of its neighbours on the river.

Inco's emphasis in managing the system exemplifies the company's wider concern, with the protection of life and property listed ahead of hydro generation in the order of priority. Fishing and recreation are also major considerations.

"One of the biggest problems is getting people to look at the system in its entirety and not as the lake in front of their cottage or the river where they canoe," he said. "Increasing the flow of a river may be a solution

for the canoeist but not for the cottager on the lake from where the water is diverted."

Even fish populations are taken into consideration and the control of the water flow is based at least in part on fishery concerns.

He considers the different interests a "natural conflict" that must be addressed before any long-term solutions are found.

"Never tell a canoeist that a dam is a good idea anywhere," he said, recalling one public meeting where Greenpeace and Canoe Ontario representatives argued continually about the issue.

Inco is in a good position to help in any co-operative effort, he said. "We have a pretty good relationship with the people on the river, and we hope to improve it even more in the future."

### Public hearing

"We are required to show the government how we propose to manage the system," he said, "and the government will take the plan to the public."

The Spanish has an intriguing past.

The lumber industry controlled the watershed until the turn of the Century when mining and pulp and paper industries constructed dams on the river to generate electricity.

The Huronian Power Company, a subsidiary of International Nickel Company of Canada, built a power plant at High Falls in 1905 and the Nairn

and Big Eddy plants were built later by Lorne and Huronian Power companies.

Today, Inco derives about 17 per cent of its hydroelectric needs from the system under a provincial water agreement and licence of occupation.

An intricate Ontario Hydro billing system escalates hydro costs at peak periods, and Inco uses its own power as a kind of "peak control" to reduce consumption when costs are highest.

"The nature of Inco's consumption is great peaks and valleys," said Joe. "The more we can chop off, the better."

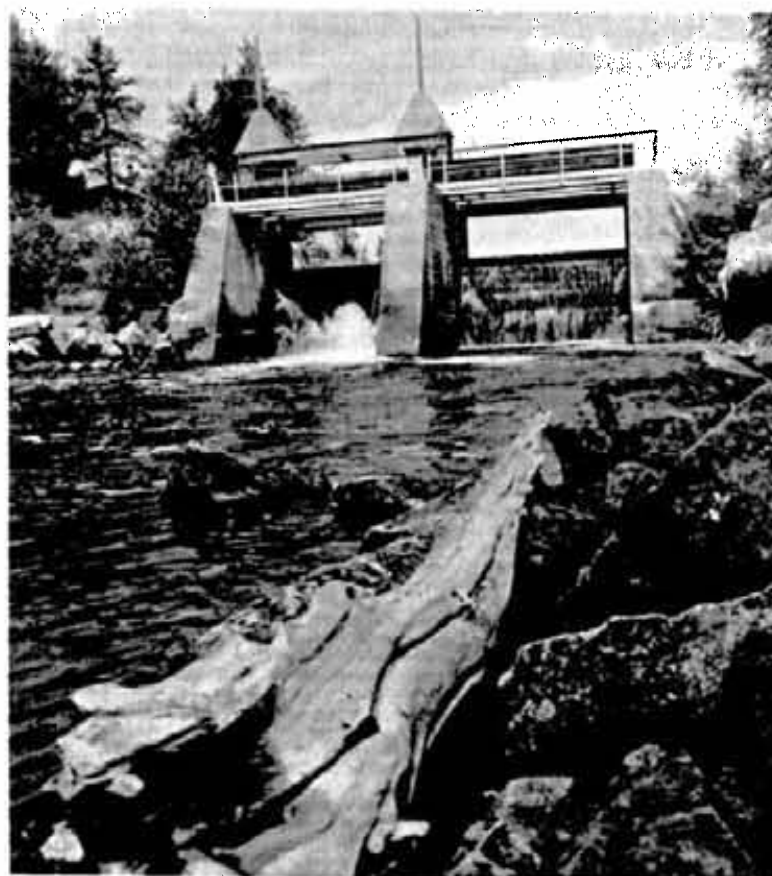
In its plans for the watershed, the province calls for industry to be "more efficient" in recognition of water's increasing resource value, a goal shared by Inco.

"In fact," said Joe, "many of our interests are parallel to those of most other users of the system. We minimized generation of hydro in 1987 to conserve water and that was in the interest of everyone."

### Guesswork gone

Today, computers help Inco take some of the guesswork out of forecasting and controlling the system. The computer program, fed with information on temperature, rainfall, snow depth and water content, lake levels and other data, allows Inco to predict the amount of water that will have to be managed.

"We are getting some pretty accurate information from the model as we get better at putting good accurate information in," he said.



One of Inco's dams on the system



# e same boat



Aerial view of dam that helps control water levels

## From highway to hydro, the Spanish River rolls on

Inco hydroelectric dams and plants along the 80 miles of lakes and rivers that make up the Spanish River watershed may look impressive, but they are only the latest signs of man's 7,000 years on the waterway.

Only his signature, reflecting the technology of the day, bears witness to his presence.

A legacy of rock paintings called pictographs created by native peoples who frequented the area survive, perhaps a prehistoric version of the "John loves Mary" salutation painted on rocks along today's highways.

The watershed has always been more a highway than a

place to live, a brief intrusion to do some hunting, fishing, logging, or camping.

Following the early explorers and missionaries, the voyageurs and fur traders between the 1700's and 1800's travelled the river as a secondary route between the Hudson's Bay Company post on Lake Huron and the major fur trading centers on James Bay.

As today, when less than 50 people temporarily reside on the river during the hunting, trapping and outdoor recreation season, only a few small fur posts were developed on the Spanish River itself.

Temporary communities sprang up in the watershed in 1884 to service crews on the Canadian Pacific Railway line in the north end of the watershed. There is still some evidence today of the itinerant logging camps that were based along the river and the railroad as late as the 1960's.

### Logging artifacts

An overland supply route by rail and water transportation made large-scale logging operations viable. The remains of the dams, booms, sluices and long flumes that loggers built to facilitate the river drives are a major portion of the cultural artifacts found within the watershed.

Resource competition began early this century when the pulp and paper industries developed dams to generate hydro and ended the industry's monopoly of the watershed.

Three hydro plants built in the first 30 years of the century were taken over by Inco when the plants' owner, the Huronian Company, was dissolved and the assets turned over to Inco.

Today Inco controls the flow in the Spanish River, although Eddy Forest Company plays a major role in managing three lakes in the watershed.

A water controller is employed by Inco to manage the fluctuation of lake levels that generate electricity for the company.

The early philosophy of operating the watershed to save the water in the event of a dry season was considered inefficient because of frequent bypassing of water around the



Lowlands are particularly vulnerable to water levels

plants to provide room in the lakes during periods of heavy rainfall.

With the escalating power costs, today's philosophy is to use water in case of an abundance of rainfall. It has prompted better control of the lakes to maximize energy production and minimize flooding.

### Multiple users

But unlike earlier times when single interests had a free hand on the waterway, Inco is attempting to work with many neighbours on the system ranging from fisheries authorities to campers and cottagers.

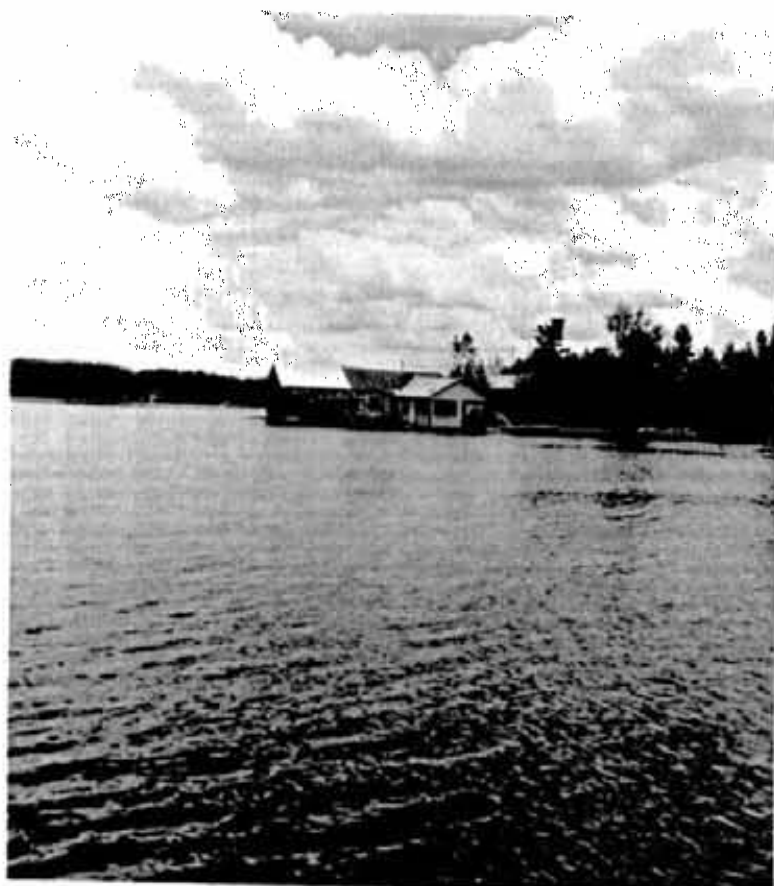
Today's growing competition for waterway resources has the potential to create friction, a fact not lost on the provincial

natural resources ministry which is preparing a land use plan to provide direction up to the year 2000.

Initially considered and then dropped by the ministry as a potential provincial park site, the area was instead designated a Special Area in order to establish a framework for cooperative multiple use.

The purpose of the designation was to realize long-term benefits for the people of Ontario from both industrial and recreational use on the river.

Inco will submit a water management plan for the river basin designed to minimize impacts from water level fluctuations on fish and wildlife habitat and to optimize existing user requirements.



Residents of homes and cabins depend on Inco's water control

# In search of harmony on the lake

Getting ore to the crusher or fish in the net may sound incongruous, but Inco will have to deal with both if it wants to keep its neighbours on the Spanish River watershed happy.

"It's hard to keep our customers coming back if they don't catch any fish," said

Agnew Lake Lodge operator Cathie Turcott who claims the company's management of lake water levels could make or break her business.

"Just a couple years of getting it wrong could be disaster for us," she said.

In her family for more than half a century, the lodge is located on the west end of a 22-mile lake created by Inco's Big Eddy power dam.

Although hunting black bear, grouse and moose as well as sightseeing and winter activities are offered, fishing remains the lodge's major attraction. When clients return with

empty creels, suspicions turn to Inco's monitoring of lake water levels.

Mrs. Turcott said she had no problems with this year's annual spring adjustment of water levels but she claims that in some years the rapid lowering and raising of water levels has been devastating to fish populations.

Like most others on the system, she's concerned that the adjustments interfere with fish spawning and wants Inco to adjust the timing to minimize the impact.

"I'll admit that we can't blame Inco for everything," she said. "There are other factors involved such as water temperature, increasing fishing pressure and other things."

## Good fishing

She also points out that "good fishing" is a relative term and that some fishermen who bring in a load of fish may still think fishing could be better.

Realizing that her interests and Inco's are similar in many ways, she's willing to be accommodating.

"People ask me if something like repairs on the dam won't affect my business," she said. "Of course it will, but I'd rather it cause some inconvenience now

rather than have it all fall apart and the lake return to a river. If they didn't fix it I suppose we could lose everything."

She joins others who want better communications between Inco and operators on the lake.

"Last year when I asked them to drop the water level, they (Inco) did," she said. "But I'm not sure my call had anything to do with it."

She said getting Inco to listen to their concerns as well as getting notification from Inco on upcoming changes has met with only mixed success.

According to her husband, Mitch, pressure on Inco will mount as the lake continues to be developed. "There are new people coming here every year," he said.

Retired Inco miner John Gosselin has only been operating Leson's Portage Lodge on Lake Agnew's Espanola Bay since May but he's been made aware of the problem at several cottagers' meetings.

"I wasn't really aware of the problem and I guess I'm in no position to make any judgments, but Inco took quite a lot of flack from cottagers," he said. "Fish spawning seems to be the major concern."

His small lodge with its six cottages, store, snack bar, trailer hookups, boat slips and storage and camping area depends

heavily on good fishing.

"That's the first thing people ask about," said Mr. Gosselin who retired in February after 30 years mining for Inco.

Operating Sand Bay Camp with its housekeeping cottages, 75 campsites and store, Walter Squires is convinced that Inco's willingness to listen to local operators means a solution satisfying mutual interests can be reached.

Retiring as Inco's Nairn power plant operator four years ago, he is in a better position than most to understand problems from both sides.

"The lake can come up very quickly with heavy spring runoff and heavy rains," he said.

Spawning is disrupted, say people on the lake, by the rapid downward adjustment of lake water levels in anticipation of the increased flow followed by the rapid, rebounding rise in the water level.

## Computer analysis

Inco has a computer model in place that calculates temperature, rainfall, snow depth and water content. Using the model, the company will be able to make more and more accurate predictions of the amount of water to be dealt with during the spring thaw.



Walter Squires feels solution will come through cooperation.

# Biscotasing's survival hinges on good water management

Garry Stevens once knew every face in Biscotasing.

"There are only about 20 or 25 permanent residents here," said Inco's water controller for the Spanish River system. "But with the growing number of tourists coming here every year, there are more and more people I don't recognize."

With its three outfitters and one general store, Biscotasing is hardly a major tourist centre, yet the gradual but steady in-

crease in the number of summer visitors holds the only economic promise for this tiny outpost located on the northern-most point on the watershed.

Garry's job of controlling the water flow through 11 dams on the 80 miles of lakes and rivers that make up the system headquarters him and his family at the village from April to October every year.

While water control helps to maximize hydroelectric power

drawn by Inco from three power plants along the system, it also benefits the village and the hundreds of cottagers, tourist outfitters, sportsmen and sightseers who visit the area every summer.

"Bisco Lake is the main attraction here," said Garry, "and proper management of the lake and the system is very important to the community. Done improperly, it could ruin tourism."

That would mean disaster, according to residents who say as much as 80 per cent of business in the community depends on tourism. With only 20 permanent residents here, it wouldn't be possible to operate a business in Biscotasing.

But most are encouraged by a steady increase in the number of visitors to the community over the past three years alone and the new cottages going in every year.

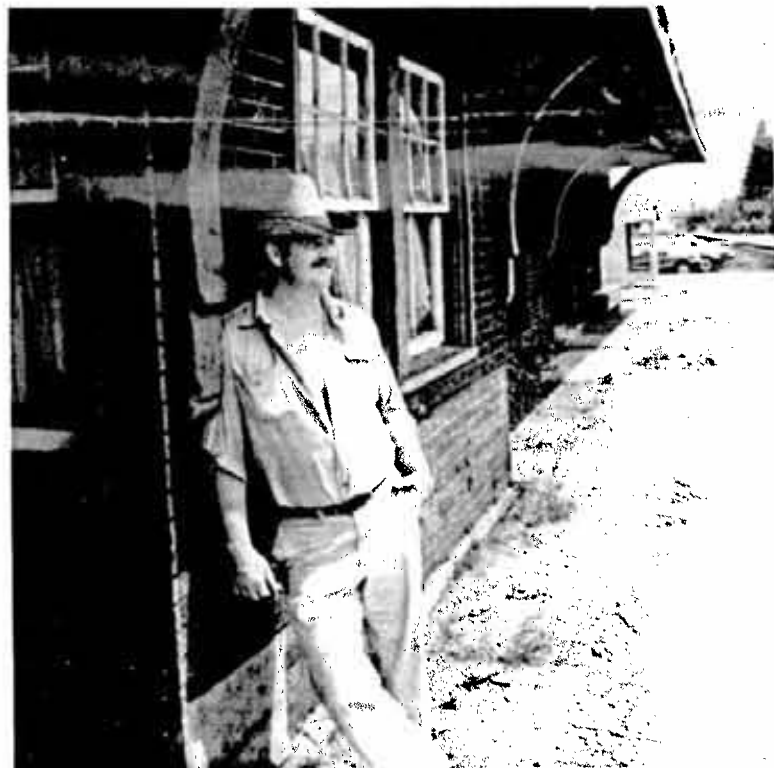
## Entrepreneurship flourishes

The community's potential has kindled the entrepreneurial spirit of others. Shirley Legace opened a guest house this year that offers bed and breakfast for overnight or weekend visitors.

She saw a need for service because much of the accommodation available was for extended vacations.

"Considering that we haven't advertised yet, business has been not bad so far," she said.

Garry Stevens would like to see the village prosper. Although a seasonal citizen, he is involved



Garry Stevens at the old Biscotasing railroad station

in the community by sitting on the Biscotasing Citizens' Committee.

"There is virtually no employment in the area," he said. "When a resources ministry air base pulled out of here about 20 years ago there was nothing left. Tourism took over as the single economic potential of the town."

"We (Inco) take our lumps from time to time," he said. "If there's no rain and the water level is too low we get blamed. If there's too much we get blamed for the flooding."

But attempts over the years to work with other users of the system have minimized friction, he said, and the general increase in public awareness of the problems in running the system should help to eliminate future discord.

"People are generally pleased at the way things are being

done," he said. "We try to take into account that there are others on the system."

When a dam is to be lowered or raised, operators along that section of the system are notified in advance.

## Good neighbour

"It's kind of a courtesy thing," said Garry. "Let them know that it's coming so they can prepare."

Inco's good neighbour attitude has even helped others on the waterway out of a tight spot, such as the time one outfitter got one of his boats stuck in rapids.

"We closed the dam for three days so he could get his boat out," said Garry.

The best public relations, according to Garry, is to treat the public fairly. "It's the little things that make all the difference," he said.



Aerial view of Biscotasing



# Zing went the strings of Sam's heart on hearing the skirl of the bagpipes

Whether the wail of the bagpipes loosen your heart strings or your fillings, is a matter of ethnic background, some people contend.

Not so, says pensioner Sam Laderoute whose 41 years with Inco is surpassed only by the years he's spent making music on an instrument he claims has international appeal.

"The pipes were played by the Greeks," he said. "Even Caesar had the pipes, and he spread them to many other countries. The Scots only updated and refined them, adopting them as part of their national identity."

The Copper Cliff resident admits that at one time negative reactions to the pipes were more common. Having a sense of humor, he said, was a definite plus for pipers.

The public turnaround today isn't so much a matter of tolerance as it is education, he said. "There is a greater appreciation of music . . . all kinds of music," he said.

Not that a sense of humor isn't required anymore. When he took his pipes to Guatemala to perform at an official opening, airport security officials nearly panicked when they opened his pipes case and saw the bagpipes for the first time.

"I guess they saw something that had barrels coming out of it. They must have figured it was some kind of a new sub-machine gun, because the sargeant blew his whistle and before I knew it there were six or seven security people tearing over to us."

## First love

Sam has been dancing, drumming, and playing the bagpipes since he was a youngster. He enjoyed his years "working his way through the entire

Inco operation" until retiring in 1978 as a tour coordinator in the Public Affairs Department but he admits the pipes are his first love.

He began teaching dancing, the pipes, and drumming in 1950. His students have earned numerous national and provincial championships. He was instructor for the Copper Cliff Highlanders cadet corps until 1978 when he switched to the civilian Copper Cliff Highland Band.

His students, he points out, aren't necessarily of Scottish descent.

"We have Italian, Finnish, Polish and kids of many other backgrounds," he said. "Even a Jewish boy playing drums."

He describes himself as an experimentalist when it comes to music and avoids getting too heavily embedded in tradition.

"Music should be fun," he said.

His unusual adaptations of the instrument include the combination of trumpet, accordion, and bagpipes in a group that plays at weddings and other events.

As a piper, Sam has travelled to Europe, the United States and all over Canada. It's a good way, he said, to travel and get the red carpet treatment wherever you go.

There is a mischievous side to Sam and he'll chuckle about the time he marched through Ottawa's Chateau Laurier Hotel hallways at seven in the morning, playing reveille for convention delegates.

"I made it through two floors before the switchboard started lighting up," he said.

Sam practices at least 30 minutes a day and performs at least twice a week at weddings, meetings, funerals, political events and other events.

"There's no better way to meet people," he said.



Sam Laderoute at the pipes

# Paddy's Patriots: you don't have to be Irish but it helps

You get the distinct impression that Paddy, George, Ernie and Jim don't take themselves all too seriously as they tune up their instruments for another session of knee-slapping, foot-stomping Irish folk songs.

You can't tell by the music. The members of Paddy's Patriots are accomplished musicians who have developed their talents through a grassroots feeling for the music rather than through the academic route.

Perhaps it's the constant peppering of Irish wit that flies back and forth when guitars and accordions are set down for a few minutes as they take another draw from a warming beer.

"How did he get into the

band?" deadpanned George Courtney, referring to Ernie St. Jean, the only non-Irish member of the band.

"Very, very carefully. We screened him first."

Scratch under the surface,

and it's easy to see why the initial mistaken impression. Paddy's Patriots take their music very seriously, with pride, tradition, and that dyed-in-the-wool love of the "auld sod."

It's themselves they don't take too seriously.

"We play music to have a good time," said Paddy Walsh, 43, a Frood Mine shaft pipeman who has been at Inco for 21 years. "If it stopped being fun, we'd pack it in."

Paddy's been playing accordion since he was six years old and enjoys listening to Irish music almost as much as playing it.

## Dublin-born

Lead singer George Courtney, a 41-year-old copper refinery tankhouse foreman, has been singing all of his 17 years at Inco and most of his life before that. He played in a band at home in Dublin and brought his talent with him when he emigrated to Canada in '69.

Fellow Patriots describe him as a "happy vocalist," whose personality can keep any group going.

Creighton Mine storeman Ernie St. Jean, 49, is perhaps the most musically diversified. He not only taught himself guitar, mandolin, tin whistle, banjo and



Ernie St. Jean, George Courtney, Paddy Walsh, and Jim Simpson warm up their Irish repertoire.



## Emergency team unveiled

Dave Souder, left, a 12 1/2-year Inco veteran at the Port Colborne refinery and buddy Gilles Gagnon who has 24 years of Inco service take a break from demonstrating the refinery's gas emergency response plan.

## Path of Discovery tours on the rise

Science North's Path of Discovery tour program is searching for ways to accommodate rapidly increasing attendance over the past few years through such measures as increasing seating capacity on buses and lengthening the tour season.

According to Big Nickel Mine manager Monique Pilkington, indications are that the solid growth pattern will continue to develop next year and that the public tours are reaching operating capacity.

This year, the public tours which are offered from June 27 to Sept. 5 experienced a 24 per cent increase over the same period in 1987.

Rate of operation based on capacity for the public tours continued to increase this year. It increased by 28 per cent in 1988, slightly less than the 40 per cent increase the year before.

Science North and Inco work closely together to ensure a safe and successful season and any future expansion in the program

will demand even greater cooperation.

Inco's public affairs coordinator Karen DeBenedet said the program not only helps Science North but provides an excellent public education program about Inco and Inco operations for the public at large.

"It provides visitors access to Inco in an organized, safe fashion," she said.

Pensioner tour guides are Inco's biggest contribution to the program although support also involves a contribution of 6,000 Sudbury basin maps and 4,000 "Inco Discovery" pamphlets.

### Pensioner support

Established in 1987, the pensioner program is run by Inco's Public Affairs Department. Pensioners serve as support for the Path tour guides by offering encouragement and information, moral support, safety

awareness, and assisting in the guiding of tour groups through Inco property and plants.

"These are the best people for the job," said Ms. DeBenedet. "They have intimate knowledge of our operations and requirements, the safety procedures and precautions. We could not have better public relations representatives."

The excellent cooperation by Inco plant managers and supervisors who act as hosts for the tours is due in part to the trust placed in the experienced and knowledgeable pensioners who act as Inco representatives on each tour.

A post-season meeting will be held between Inco and Science North representatives to evaluate the 1988 season and determine if any adjustments should be made to the tour. Discussions with Inco will also include feedback regarding the pensioner program and other aspects of the program. ■

## Paddy's Patriots play music for fun

*Continued from page 11*

harmonica but he repairs musical instruments in his evenings and sells instruments on weekends in a booth at the Exhibition Centre on Falconbridge Road.

You don't have to be Irish to enjoy Irish music, he'll tell you, and he points to the hundreds of people ranging from miners to white collar types who are among the band's fans.

Vocalist and guitar player Jim Simpson, 42, is a Falconbridge safety supervisor who began singing in a choir at six

and sang with a band back in Ireland before coming to Canada in 1972.

Irish music, he claims, flows through his veins.

The band is backed up by alternate base players Rick Meilleur and Jett Landry and sound man Denis Larocque.

The original band was something of an accidental creation, thrown together at the last minute for an amateur night.

They placed second in the competition.

### Instant following

Their second public appearance came at a 1978 Wintario draw at Laurentian University, a performance that created an instant following. Since then, every St. Patrick's Day has found the group at various popular locations throughout Northern Ontario.

In fact, the group had to apply the brakes to the ever-growing number of 'gigs' that threatened to take the fun out of their music.

"We were performing just about every weekend," said Jim Simpson, "so we sat back and took a good hard look at

ourselves. It was getting too much like work."

The group did, and still does, a lot of charity appearances but hopes to keep appearances down to between eight and twelve a year.

The band has been offered the opportunity to tour but declined.

"We're not starry-eyed kids anymore," said Ernie.

After 10 years of making music together, it takes only a couple of minutes to warm up, even after long breaks in practice sessions.

Because they enjoy playing music as much as their audiences like hearing it, the band researches future engagements to make sure they don't end up playing for an audience that expects something else.

"You don't want to end up playing Irish music for people expecting rock and roll," said Paddy.

While the group's repertoire of more than 120 songs is mainly Irish, their following isn't restricted to those from the old country itself. Their music also includes Scottish, Canadian and other folk tunes as well. ■



Ernie St. Jean on the tin whistle



## In Your Yard . . .

Protection of plants at this time of year will prevent excessive damage over the winter.

Grass should be left 2.5 to 4 cm in length above the normal cutting height. Do not allow grass to grow unusually long (above 8 to 10 cm). Your lawn mower should be properly cleaned and winterized for storage. Have the blade sharpened and any worn or broken parts repaired or replaced.

During cold winter months, thin, smooth-barked young trees such as maple, ash, crabapples and linden are susceptible to damage from sudden exposure to the sun. Frost cracks may develop on the south and west sides of tree trunks.

During winters of heavy snowfall these trees may also be damaged by rodents such as field mice, feeding on the bark. To protect the trees wrap trunks up to the first limb using strips of burlap or plastic tree guards. Start wrapping at the base of the trunk, overlapping on each turn and secure the top of the wrap with twine, if necessary.

Winter injury of roses results from the wood drying out and freezing and thawing. Insulation (snow is the best) is needed against winds and temperature fluctuations. Protect the base of the rose by mounding additional soil around the stems to a depth of 20 to 25 cm. Once the ground has frozen, cover the roses with evergreen branches to hold the snow. Where leaves are used for insulation mice may cause considerable damage.

To enjoy hyacinth, narcissus or amaryllis blooms early in the new year, bulbs may be forced to flower. Containers must have a drainage hole and be twice as deep as the bulb. Prepare a well-drained soil mixture using equal parts of potting soil, peat moss and sand. Fill the container half full of soil and set the bulbs on top with their tips just below the rim. Cover small bulbs with soil but leave tips of large bulbs uncovered. Label containers and water well until all the soil is moist. Bulbs require 12 weeks of cold storage (between 5 and 10° c) and complete darkness in a cool cellar, garage or outdoor shed. Pots must not be allowed to freeze or dry out during the rooting period. When roots are well developed and shoots are 5 to 10 cm high, move containers into a cool, dimly lit place in the house. After a week move bulbs to a warm, sunny spot to bloom and water regularly.

### Wood tips

Stocking up the woodpile for the winter?

Be sure to maintain your chain saw in top operating condition. From the Farm Safety Association Inc. and Landscape Ontario Horticultural Trades Association, here are some handy reminders:

- read the operator's manual;
- a sharp, properly tensioned chain is essential. Use the recommended filling guides to sharpen the chain's cutting teeth and use a depth gauge tool when filling depth gauges to specifications;
- ensure the correct chain tension. Let the chain cool before adjusting the tension. Never adjust the bar or chain while the motor is running;
- adjust the carburetor so that the chain does not move when the motor is idling;
- turn the bar over after each full day of use;
- keep the entire unit well-oiled and cleaned, especially the bar groove, fins, air filter, muffler and hand grips, on a regular basis;
- inspect the entire unit regularly, replace damaged or worn parts;
- always use a chain guard while transporting a saw;
- when carrying the saw, hold it firmly at your side with the cutting bar to the rear and chain to the outside;
- never transport the chain saw in the passenger area of your vehicle;
- avoid vaporization and reduce fire hazard when transporting a chain saw. It should be either completely drained or completely filled.

The majority of chain saw injuries are caused by kickback. The drive force kicks the bar carrying the chain outward in a direction opposite to that in which the chain is being driven. In normal cutting, most kickbacks occur when the nose of the bar strikes an object. So make certain the nose of the bar is clear and remove all obstructions.

Wear the proper protective equipment, safety headwear, eye and hearing protection, well-fitted clothing, gloves and pants with ballistic nylon pads and protective footwear. Keep both hands on the saw while cutting and make certain of a firm footing, in a balanced position.

Ellen L. Heale, P.Ag.





Bob Peters lines up with some of his creations.

## Bob's gallery a sign of safe times

Some artists languish in garrets. Some flourish in baronial splendour. Bob Peters thrives in the affectionately named "the dungeon," a long, low basement haunt beneath Creighton Mine's general office.

A portable radio suspended from overhead waterpipes cuts the din created by the constant drone of a nearby furnace. Stacks of styrofoam emblazoned with slogans such as "Do Not Drive Or Walk Under Conveyor" and "Danger, Lifelines Must Be Worn On Grizzly" stand neatly against wooden sawhorses.

For a dozen years now, this has been the dayshift home for the 62-year-old Peters, Inco's extraordinary artist underground in Sudbury.

For most of his days, he's kept busy producing the myriad signs that are crucial in reinforcing the safety performance of Creighton miners. One of Inco's richest mines, the Creighton Mine is also the future site for an international neutrino observatory 6,800 feet underground.

Although he's committed to signpainting's demands, he lavishes his real talent on the portraits of his fellow miners whose long years of safe working are enshrined in his unof-

ficial Safety Hall of Fame.

In the 'warm' room where they change from street clothes to their underground gear, the

Peter Sydor. Their names are revered at Creighton and they've joined dozens of others over the years in having their portraits

without an accident. Not even a mishap as minor as a cut. Retirement - or worse, an accident - is the only way to quit the special club.

"I would have liked that, being a commercial artist. I'm strictly self-taught. But I get a kick out of doing the portraits," says Bob, a tall, rawboned man with the broad, bony hands of the carpenter he once was when he first joined Inco in 1950 fresh off his father's southern Ontario fruit farm. "The sign work is a lot of hurry-up work, rush jobs. The portraits are something different. Some are harder than others. And there's always the odd guy you find - whether it's a feeling or not - that you can't get to the guy's character."

Having displayed a flair for drawing since childhood, he backed into his career as a signpainter and portrait artist by accident.

In his spare time while working on construction underground, he used to paint pictures on Creighton's flat rocks. He sometimes wonders if some are still there like the early cavemen's drawings. However, his skill caught the eye of a shift boss who mentioned him to the foreman. In those days, foremen

were expected to come up with at least one fresh idea a month.

Since a picture is said to be worth a thousand words, Bob's designs to illustrate his boss' ideas captured everybody's attention.

In the 1970s, while working underground as a visual aids coordinator, Bob made Creighton's first aid office his unofficial headquarters.

### Never injured

"I never had an injury all those years. Been lucky, I guess. And working around first aid, I got curious to see how many people in the mine didn't have an injury either," he recalls.

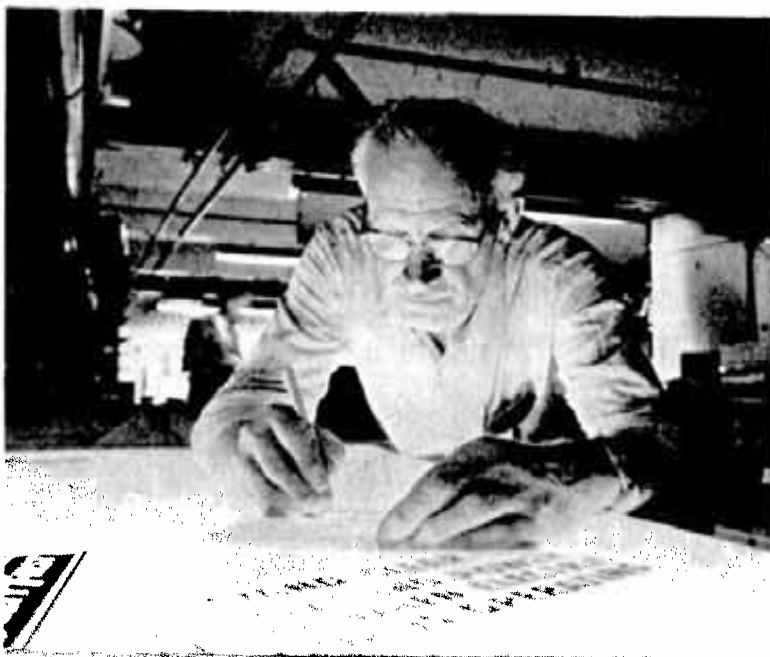
From that observation evolved the Safety Hall of Fame. He started with photographs but decided on pencil portraits on the hardest miners, initially with men with at least 25 years of safe performance.

He's lost count on how many portraits he's painted.

"When the guys retire, generally I give them the portrait as a going-away present. Some people like them. Some couldn't care less. I guess I liked them enough or I wouldn't still be doing them."

His art in the workplace has rubbed off in his other life, too.

"Art was always something I wanted to do as a kid and I finally got to do it for a living," he says. "And art is now No. 1 in my future in retirement." ■



Bob Peters at the light table.

miners daily pass a gallery of their legendary colleagues who boast distinguished safety records.

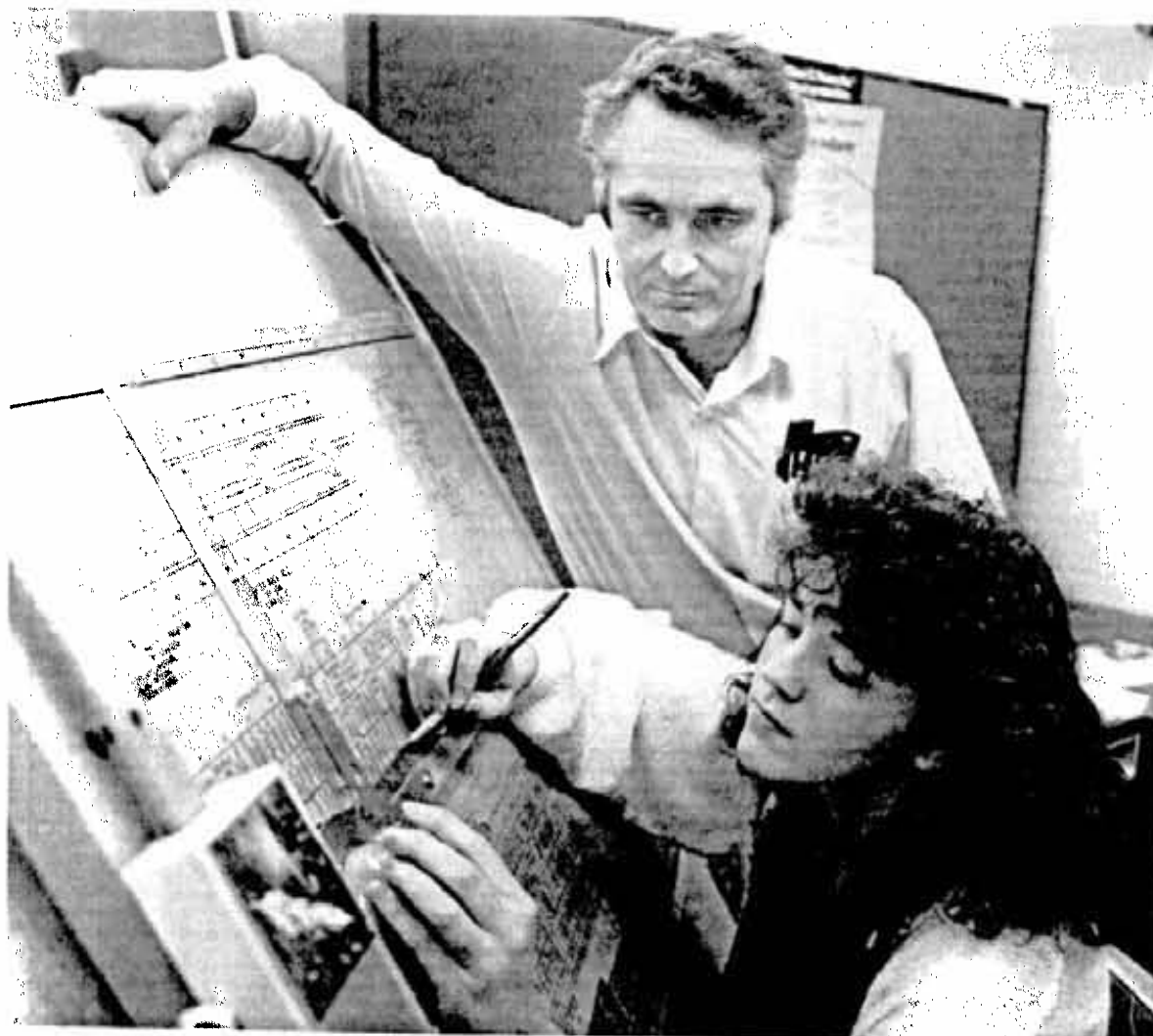
Stan Kaminski, Romeo Ducharme, Camille Ethier,

grace the warm room.

### Select company

The only qualification for entry to the select circle is at least 15 years of Inco service

## Inco is schoolroom for student Melissa Campbell



Electrical designer Bob Dunsford looks on while Melissa Campbell works on drawing.

High school student Melissa Campbell said Inco is one of her favorite classes.

"There are things I learn here that would be impossible to pick up at school," said the Grade 12 Nickel District High School student as she glanced at piles of blueprints and drawings on her desk in the General Engineering Building.

Melissa is taking part in a co-operative education program for secondary schools that allows students to get hands-on experience in their chosen field.

According to Inco's superintendent of design engineering Erik Aikia, participants in the program are not only learning but "are actually contributing to our requirements."

"She's the third student we've had with us," he said, "and they've proven hard working, eager to learn and from our point of view, very mature."

While the students are given minor design tasks, the advantage in the program could mean well-trained future employees for Inco.

"With the calibre of students coming here, I wouldn't hesitate to consider them for future employment," said Erik.

Melissa has been drafting in high school for three years, a course she initially took "on a whim."

But she still has to figure out which branch of the drafting field she wants to specialize in, and she hopes the Inco experience will provide some of the answers.

Women in the drafting field are still a minority, she said, but it doesn't bother her. "I like to think of myself as independent," she said.

She spends mornings at regular classes and goes to work for Inco in the afternoons, and the September to January on-the-job training will give her two credits.

Perhaps the best part of the program, she said, is that she feels like she's contributing. "They (Inco) are allowing me to get involved, to contribute here," she said. They keep me busy."

She said she's being treated well at Inco, and ironically, that makes her somewhat suspicious.

"Sometimes I feel too protected here," she said. "There are very few women in this department, and I have a feeling sometimes that I'm being treated too well. I'd like to be treated like everyone else." ■

# Walden library named after late Earl Mumford

It is with no little justification that Walden's new community library will be dedicated to Earl Mumford.

The Inco employee who died in 1974 not only believed in giving his best at work but con-

tributed to the community in which he lived.

It was Earl's responsibility, participation and enthusiasm for the community that was honored in a ceremony last month when the new Walden

library branch was officially opened.

Starting his mining career as a drill helper in 1927, Earl carried on the tradition of his father, Bill Mumford, who became a highly-respected

superintendent in his efforts to promote safety at Inco.

Earl's 22-year tenure as superintendent at Creighton led to many award-winning accident prevention performances.

It was no wonder that the Italian Club at Copper Cliff was packed to capacity at his retirement party in 1969 with fellow workers from all ranks as well as many people from the Creighton community where he lived.

Born in 1907 in the mining town of Victoria Mine, he lived all his life in the Sudbury area. The only boy among 12 sisters, Earl raised three children in the community with his wife, Aino, who feels "just great" about Walden's remembrance of her husband.

It isn't the first time that the community has honored the family. The street leading into Inco's Canadian Alloys Plant (the rolling mill) in Walden was named Mumford Street by the Sudbury Region in honor of Earl's contribution to making Creighton a better place to live.

## Tradition survives

The family tradition of community and Inco involvement is

continuing. Son Bill works in Inco's accounting department and Earl Jr. worked for Inco for three years.

Earl Jr. today works for the consulting firm that contributed to the structural design of the library dedicated in his father's memory.

Daughter Pat works for the City of Sudbury.

Always interested in providing activities for young people, Earl was an active supporter of sports, particularly baseball.

Well respected within the company, Earl worked his way up from engineering assistant at Frood Mine to area superintendent of the Creighton complex.

Despite his involvement at work and in the community, Earl always found time to spend with his family. Bill still has the railroad he and his father built in the basement of their home, a project that took three years.

"It's a wonderful recognition for my father and the contribution he made," said Bill. "I wish he could be alive to see it."

Inco contributed \$75,000 toward the library and seniors' centre fund-raising campaign. ■



Aino Mumford, wife of the late Earl Mumford, and sons Earl, (left) and Bill attended the library's official opening last month.

## Pollution: us-versus-them said changing

Inco is among the leading Canadian industries and businesses that are taking environmental issues seriously.

Inco executive vice-president Roy Aitken is one of several industrial and business leaders who sees a change from the "us-versus-them" approach in industry's dealings with environmentalists.

"When you look at the polls that say 80 per cent of Canadians are unhappy about the environment and want something

done about it and 85 per cent say they want corporate executives thrown in jail if they don't behave themselves, and 78 per cent even say they're prepared to pay something for cleaning up, you'd better pay attention," said Mr. Aitken.

According to a survey taken by The Financial Post, the wide chasm that once existed between business and anti-pollution groups has narrowed considerably and the environment is higher priority for business today than it ever has been. ■



## Inco Recapitalization Launched

In simultaneous news conferences in Sudbury and in Toronto, top Inco Limited officials early last month unveiled a \$1.05 billion (U.S.) re-capitalization plan designed to discourage a hostile takeover and reward shareholders and employees. Executive vice-president Dr. Walter Curlook, left, and Ontario division president Michael D. Sopko told the Sudbury news media the re-capitalization which includes a \$10-a-share dividend and an employee share award was the best way to address its growing cash surplus. The re-capitalization calls for Inco to borrow \$500 million to pay a \$10 dividend on each of its 105 million shares. Inco plans to promote its proposed re-capitalization by holding several meetings with major U.S. and Canadian shareholder groups this month. The shareholder vote on the plan will take place in early December.



## Swift Analysis

The Port Colborne Refinery's precious metals laboratory boasts Inco's first automated retrieval system that will provide swift, computerized scientific analysis. With the old sheet distribution system in binders in front of his work station, lab analyst Arn Craddock takes a print-out of the latest assay analysis.

## 100 employees take orientation

A tour program to give new employees an insight into Inco's overall operation began this fall with almost 100 employees participating.

"The idea behind the program is to provide our newer employees with some idea of the scope of Inco's operation here," said Karen DeBenedet of the Public Affairs department. "A better idea of what the company is all about would undoubtedly help them function more effectively as employees."

More than a quick drive-around, the all-day bus tour includes a visit underground as well as a tour of refining,

smelting and milling operations, a video presentation and lunch.

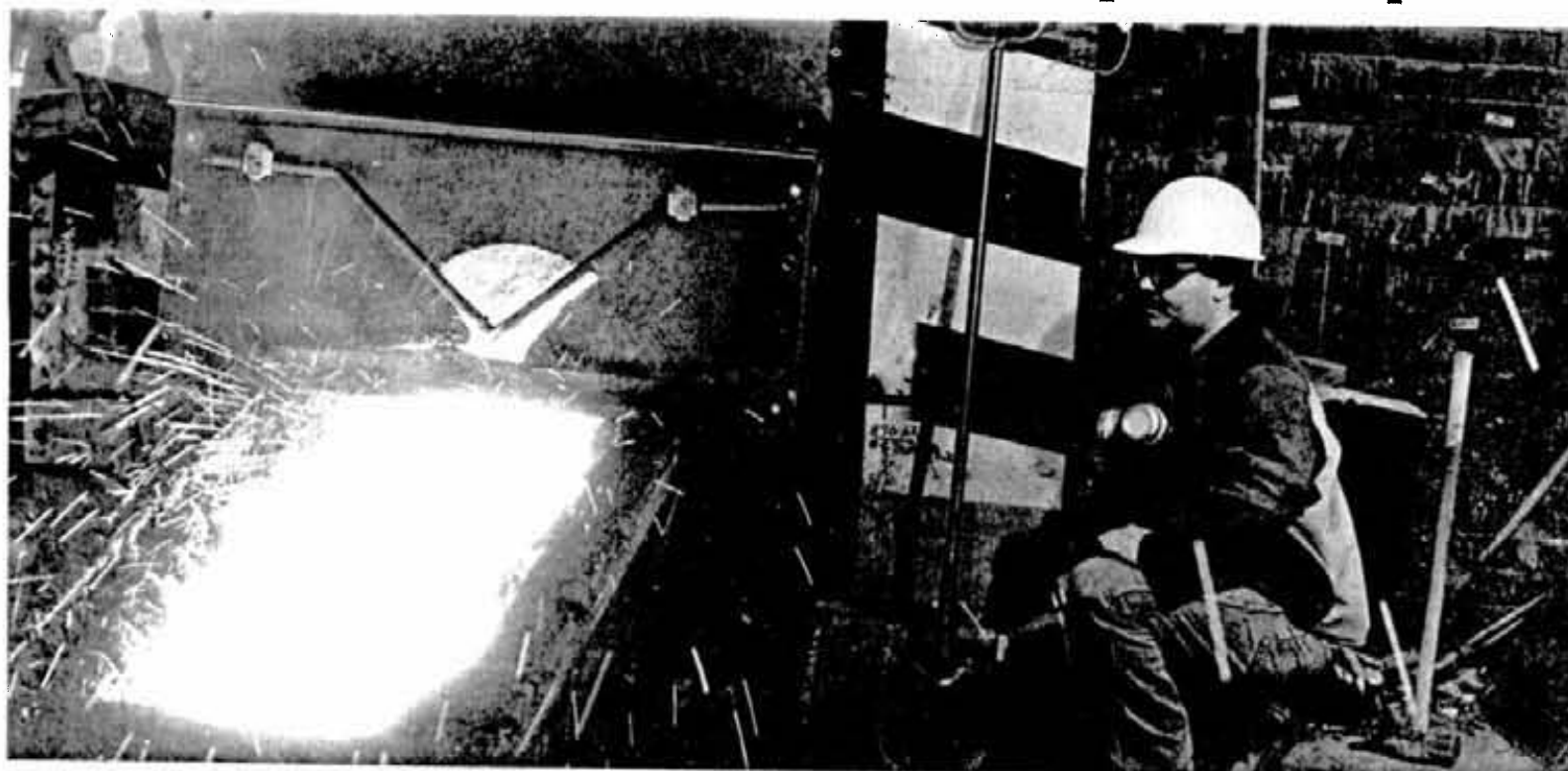
Prompted by the first major hiring program in recent memory, two tours were conducted in September. With another two tours scheduled for November, a total of about 90 new employees will have participated.

"The response so far from the tours was excellent," said Ms. DeBenedet. "The tours have prompted a waiting list."

Although the recent mass hirings probably won't be repeated for some time, there should be a need for further tours, possibly next spring or fall. ■



# More than cash behind top workplace ideas



Pino Filice on the job. . . and keeping his eyes open for ideas.

## Odillo earns Refinery's first \$10,000 prize

Odillo Turchetti plans to buy himself a new toy.

"A new car, maybe," said the Port Colborne pensioner.

A presentation of a \$10,000 suggestion plan award last month rounded out the automatic sheet operator's retirement and won him the honor of being the first Port Colborne employee to earn the Suggestion Plan's maximum award.

"Maybe that's why I retired so early," he joked.

An Inco veteran with 31 years at Inco's Port Colborne complex, he retired last summer after submitting a suggestion that created a new automatic shear program, resulting in the elimination of the pre-trimming process on pure nickel electrocathodes.

Initially trimmed on a manual shear, the pre-trimmed cathodes were then transferred to the auto shear.

According to yard shipping and shearing department supervisor Dave Stremlaw, the manual shear is now available for other work.

"The maximum award is sure to boost enthusiasm around here," said Mr. Stremlaw.

Odillo, 54, said he's submitted lots of ideas before and has earned several awards, although not "the big one".

"You work on a job for so long and you look around and ask yourself if there isn't an easier way," he said. "I was thinking out loud about the idea one day and somebody suggested I put it down on paper."

It's not necessarily the money that motivates the guys to submit ideas to Inco's suggestion plan.

"Often we just get fed up with a dirty job and want to do something about it to get rid of it," said Pino Filice, a machine operator in the smelter furnace department.

It was just one of those bright ideas that got rid of one of the dirtiest jobs in the furnace

room that earned Pino a \$3,910 cash award from the company.

Pino's new procedure of simplifying the involved process of getting furnace flue dust from the furnace room to the truck not only earned him hard cash but it eliminates the clouds of dust that went along with the handling of the material.

"Before we handled it twice, once when the flue dust was dumped in the pit, and then

once again when a payloader would scoop it up and load it on a truck waiting outside."

Every time somebody handled the material, particularly when the outside door had to be opened to load the truck, wind would blow the dust throughout the building.

Under Pino's procedural change, the dust is piled next to the flue and loaded directly onto a truck that is now brought inside the building. The procedure eliminates the payloader, easily the dirtiest part of the operation.

### Simple idea

The idea is simple, requiring no new equipment, personnel, or adaptations. In fact, the new method no longer requires the loader rented for the weekly job.

A second idea he's come up with, although providing under \$500 in award money, saves two fellow employees from the backbreaking, hot job of regularly removing two tapping blocks from the furnace.

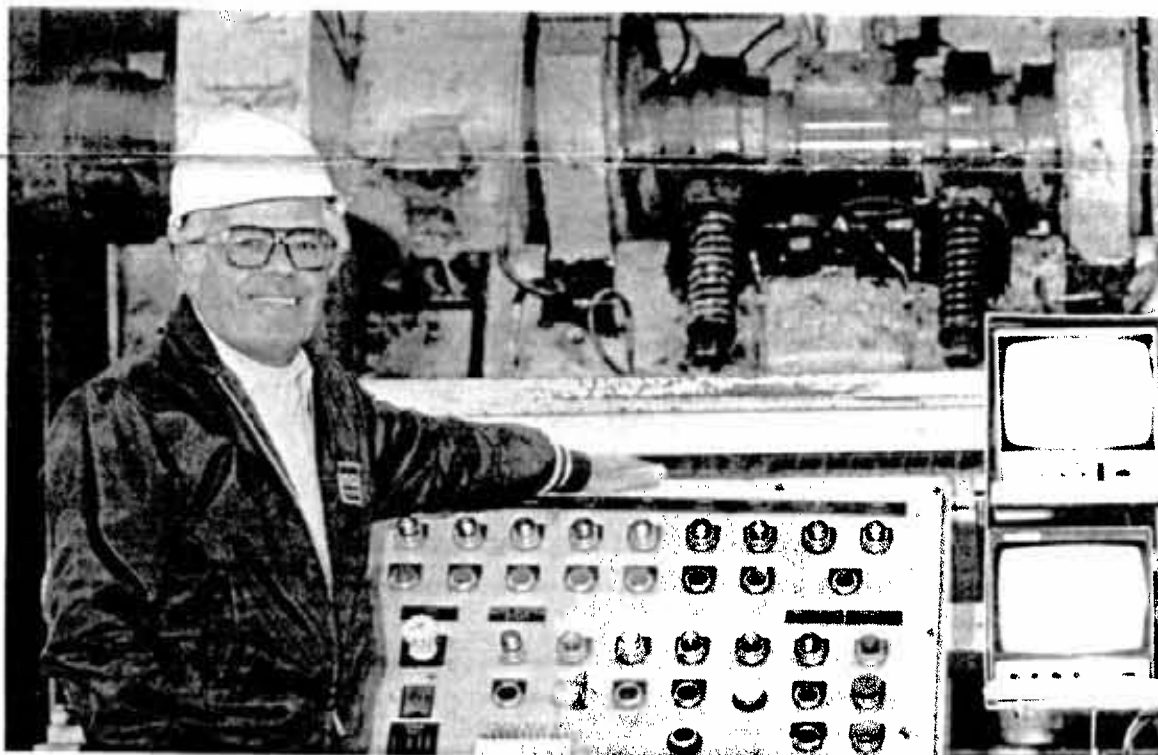
While motorized equipment was used to hammer out part of the block, the rest of the block could only be removed manually because access for the mobile hammer was obstructed by two chutes.

Pino's idea?

A ramp over the chutes. ■



**Your  
SUGGESTION  
can  
lead  
to  
our  
company's  
Growth!**



Odillo Turchetti at the controls of his \$10,000 suggestion

## Drilling six miles deep to yield scientific, mining answers

Inco's involvement with a proposed project to drill deep into the Sudbury basin could provide the company more than just the answer to a scientific puzzle.

Inco geologist Walter Peredery said the project to drill six miles into the earth's crust could provide information of practical as well as scientific value.

"It wouldn't be exactly an exploration effort, rather a scientific one," he said. "But depending on what we find it could have many practical applications."

The main focus of the proposed project suggested by a committee of industry, academics and government is to help solve a puzzle about the origins of the Sudbury basin that has kept the experts debating for

years.

Drilling a hole into the earth's crust and removing core samples would go a long way toward providing information about whether the basin was formed by a giant meteorite or by volcanic activity.

Although the project is in its very early stages, the committee hopes eventually to make a concrete proposal to the National Research Council for funding the more than \$100 million the project is expected to cost.

According to Walter, Inco's involvement in such a project would be a definite advantage.

"The technological aspects of drilling the bore hole could form new expertise," he said. "It'll be done under our very noses, so there should be no reason why we can't look over

their shoulders as the work is being done."

### Better understanding

Possible benefits, he said, range from learning new technologies to getting a better understanding of the lower configuration of the basin.

"If we know how it originated, then we will know how the orebody was formed and that has a direct application to exploring for new orebodies."

Unlike oil companies that routinely drill deeper, the Sudbury project would involve the removal of core samples from deep inside the earth's crust.

According to Mr. Peredery, the techniques involved would not only stretch existing

technologies but may add to developing new methods.

He said Soviet Union, Swedish and West German researchers have drilled holes deep into the earth but the developing technologies are kept secret.

What do researchers expect to find here?

"Well I suspect that if we found a big chunk of meteorite it would silence a lot of people but the chances of that are almost zero," he said. "What we would like to find are certain formations that would reveal one way or another how the basin was formed."

Scientists already have some idea about conditions they will discover at the bottom of the hole.

### Boiling hot

"It's very warm down there, between 200 to 300 degrees Centigrade. It would take no time at all to boil an egg."

The committee studying the project consists of representatives from Inco, Falconbridge, Laurentian University, the Ontario Geological Survey, the Department of Energy, Mines and Resources, the Ontario Ministry of Northern Development and Mines, the University of Arizona and Rochester University.

The committee has been studying the project for about a year. At least another year of finetuning is expected before the NRC can be approached for funding. ■

# Murray Mine site joins select historical company

The designation of the Sudbury district orebody as a historical site puts the Murray Mine site in select company of only 57 other landmarks that represent major milestones in the history of metallurgy and metalworking.

In a brief ceremony this month at the site located along Highway 144 across from the Clarabelle open pit, ASM International presented Inco with a Historical Landmark Award, a plaque honouring the site of what would later become the

world's greatest single source of nickel. ASM International associate director David Moffatt said the Inco site joins an impressive list of historical events and places, including the first all-metal aircraft, the Statue of Liberty, the

world's first iron bridge in Telford, England, and the birthplace of the basic steel process in Blainavon, Wales. ASM landmarks are located in 19 states of the United States, the District of Columbia, two provinces in Canada, two states of Mexico, as well as Japan, England, Spain and Wales.

"The roster of ASM Historical Landmarks is a chronicle of the ingenuity of man in wresting ores from the earth and converting them - ever more creatively - into tools, machines, and products that have led to the advancement of civilization for hundreds of years," said Mr. Moffatt.

Dr. Brian Ives, past president of ASM who made the presentation of the plaque said that it was the abundance of unexpected mineral wealth that assured the Sudbury area of a future.

He said that in 1884, when a claim was staked for what later would become the Murray Mine, nickel was a little known commodity, and scientists did not know how to separate it from copper and other elements.

It was a naval armaments race that provided a market for nickel, he said, and the United States Navy was the first customer.

With the resulting technological breakthroughs in the separation of nickel from copper that followed, the race created mining and smelting jobs in Sudbury.

Ontario Division president Mike Sopko said the company's success has helped fuel both the aspirations of Inco and the community.

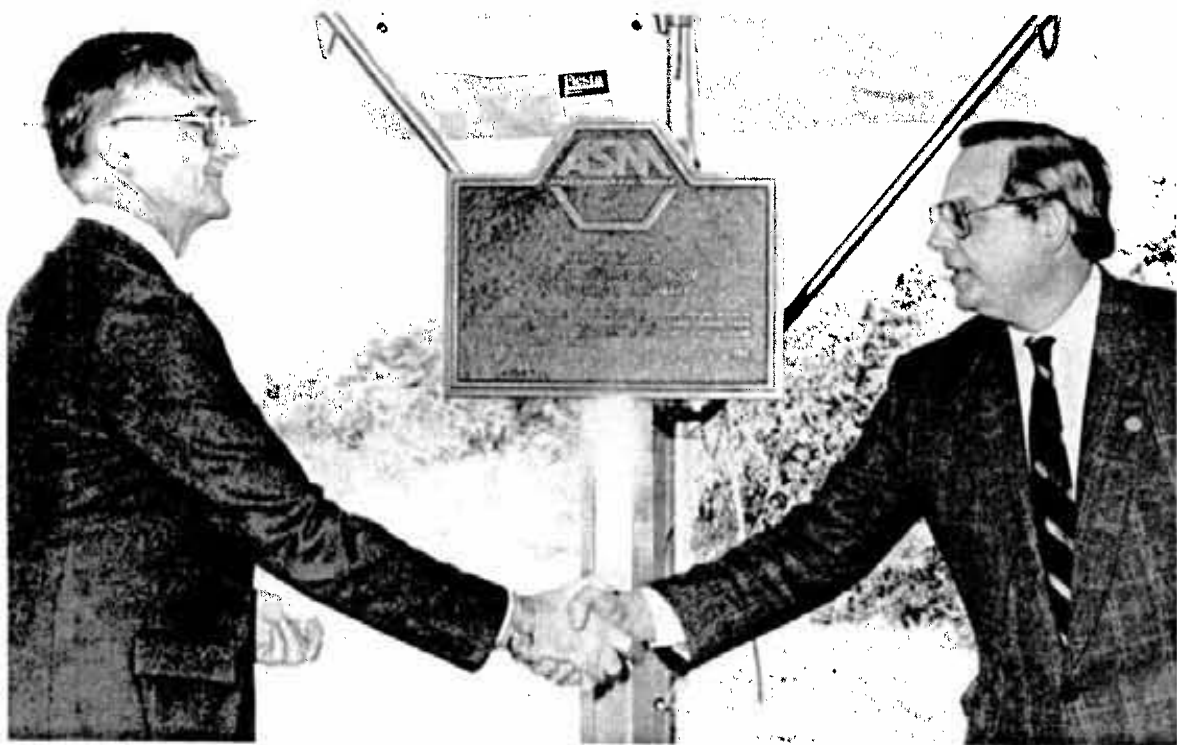
"It is a well-acknowledged fact that the mining industry and especially the nickel sector has undergone a dramatic transformation in the last few years. The same can be said for the Sudbury Region," he said.

Dr. Sopko pointed to Inco's wider interests that include the environment, both air and land.

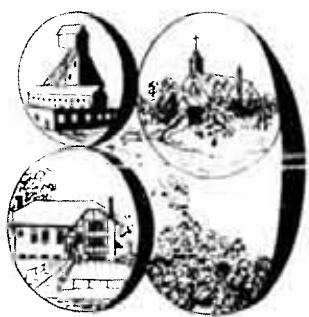
"As you can see all around you, we didn't forget the environment," he said. "The Greening of Sudbury is a very good example of how all sectors of the community have worked together to turn Sudbury into one of the cleanest cities in this whole country."

He said Inco's contribution toward clean air by the reduction of sulphur emissions has helped give Sudburians cleaner air than the industrial south.

"And we are working feverishly to increase that (existing 70 per cent reduction) to 90 per cent by 1994."



Dr. Michael D. Sopko, President, Ontario Division of Inco Limited (right), accepts the ASM International Historical Landmark plaque from Dr. Brian Ives, Past President ASM International, declaring the Sudbury District Orebody as the world's greatest single source of nickel sulphide ore. The official unveiling ceremony took place in October.



## Creighton Shines in '89

P.O. BOX 40, LIVELY, ONTARIO P0M 2E0  
Creighton Mine Reunion

**COME and SHARE** *the memories and the spirit on.* July 14, 15, & 16, 1989.

CONTINUOUS Social & Sporting events for ALL, to be held in Creighton and Lively areas with a Homecoming Dance as the

### Grande Finale . . .

*"Come share a dream to come  
A friend, a face, a smile.  
Along life's road, you find them all.  
To make your life worthwhile."*

*Franca.*

Those interested in attending and sharing in these good times, please fill in the lower portion and mail to the above address. An information and registration card will be mailed to you upon receipt of your registration fee.

PLEASE DETACH and mail to Reunion, P.O. Box 40, Lively, Ont. P0M 2E0

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TELEPHONE \_\_\_\_\_

NUMBER ATTENDING \_\_\_\_ ADULTS \_\_\_\_ CHILDREN \_\_\_\_

PLEASE ENCLOSE \$5 REGISTRATION FEE PER ADULT.  
MAKE CHEQUES TO "Creighton Shines in '89"

### BACK DOCTOR

*Continued from page 2*

"The bottom line of course is to get people active and back to work," he said. "But it is very difficult to gauge the success of the program by comparing percentages and statistics."

Individually, he said, a lot of success can be seen.

"We get a lot of positive feedback from people on the program."

Perhaps one of the biggest reasons for success is that the initial distrust of company motives for the program has been overcome.

"Generally speaking, people trust the program and are convinced that we have their genuine interest at heart," he said.

Since June, 1987, more than 150 employees were involved in the on-site occupational therapy, being provided with everything from functional assessment, pain management to methods of self-therapy.

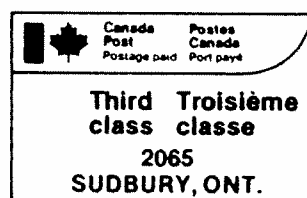
### NEW VICE-PRESIDENT

*Continued from page 1*

all production activities at Inco's Gold properties and interests worldwide, joined Inco in 1953 after graduating from the University of Toronto with a Bachelor of Science Degree. He has held various supervisory positions of increasing responsibility in the Ontario Division's mines and safety areas. He became vice-president of mining in 1982.

Mr. Ashcroft joined Inco in 1968 as a survey assistant in the Mines Engineering Department. Before his Creighton Complex position, he held a wide variety of jobs, ranging from mine engineer to safety superintendent.

As the new Manitoba Division vice-president, he will be responsible for mines production, mines engineering research and technology, mines exploration, and division maintenance and transportation.



Jerry L. Rogers

John Gast

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