

# INCO Triangle

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What's Central Mills manager Peter Ryan doing with the horse blinders? See Page 16.



## Pearly White Christmas

All I want for Christmas is my two front teeth, the song goes. Although we didn't get close enough to hear what Angela Bisschops whispered into Santa's ear, that could be what she wanted. She's the daughter of Richard Walker of Matte Processing Services and she snuggled up to Santa at the Copper Cliff Smelter Christmas Party. For more pictures, see page 13.

## Inco to spend up to \$500 million to reduce sulphur dioxide emissions

Inco Limited has advised the Ontario Government that it will spend nearly \$500 million over the next five years to reduce sulphur dioxide (SO<sub>2</sub>) emissions from its Sudbury, Ontario smelter complex. Emissions will be reduced by some 60 per cent to a level of 265 thousand tonnes per year by 1994, as called for under the Ontario Ministry of the Environment's "Count-down Acid Rain" regulation.

Details of the SO<sub>2</sub> abatement program are set out in the last of six semi-annual reports to the Ministry, submitted by the Company at year-end 1988.

The total cost of the program is estimated at \$494 million, comprising a previously announced expenditure of \$69 million to consolidate and modify milling and concentrating operations and \$425 million for smelter SO<sub>2</sub> abatement. The smelter program calls for new oxygen flash smelting

furnaces, a new sulphuric acid plant, an additional oxygen plant and other plant modifications.

The reduction in SO<sub>2</sub> emissions under the Inco initiative will be achieved principally through the implementation of two key changes in process technology. First, new milling technology will permit the rejection of additional amounts of pyrrhotite, the high sulphur-bearing portion of the ore, prior to smelting. Secondly, bulk copper-nickel concentrate, rather than separate concentrates, will be produced and smelted in Inco-developed oxygen flash furnaces, which will replace existing reverberatory furnaces. This will permit the production and capture of high-strength SO<sub>2</sub> gas, which can be converted to sulphuric acid. In total, 90 per cent of the sulphur content of Inco's Sudbury ore

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## Highest five-star mark ever

# Shooting for the stars at the Copper Refinery

Few people expected the Copper Refinery reach for the stars to stretch quite so far.

"The refinery was given a score of 96.6 in our safety audit and that's the highest we've ever given out," said Mines Accident Prevention Association of Ontario safety auditor John Pelland when he presented a plaque and flag to refinery representatives in recognition of the refinery's five-star safety rating.

"Included in that was a 94.6 mark for compliance to safety standards," he said. "That's way above average."

The MAPAO's audit followed Inco's own safety audit completed earlier this year. Although the earlier audit earned a tentative five star rating, it proved conservative.

"The MAPAO audit surpassed the over-all rating of your own in-house audit," said Mr. Pelland. "That's quite an accomplishment and you can't do something like that without the co-operation of all the people in the plant."

He cautioned employees, however, that the most difficult job is still ahead.

"If you think it was hard to achieve this level, wait until you try to maintain it," he said. "It is something you have to keep

working on. You can't relax."

He said that in the last two five-star awards made by the MAPAO, there were fatalities

within six months after the designation.

"It isn't a matter of only achieving this level," he said.

"Now you have to keep it and the work cannot be stopped. You have to be diligent." ■



This flag designating the copper refinery a Five Star safety rating will fly over the Copper refinery.



### Future Curler

Seven-month-old Michaeline McGuinty got in some early instruction on the curling broom under the watchful eye of mother Jennifer McGuinty. The McGuinty family of Kirkland Lake attended the Foot and Hanging Wall Association bonspiel at the Copper Cliff Curling Club recently.

### INCO TO SPEND \$500 MILLION TO REDUCE EMISSIONS

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will be contained when the project is completed.

The \$69 million milling portion of the project will be a stand-alone economic program, with an estimated discounted cash flow of return of 22.5 per cent. Financial evaluation of the \$425 million smelter SO<sub>2</sub> abatement portion of the project indicates a discounted cash flow rate of return of 5.9 per cent, justifiable only as a means to reduce SO<sub>2</sub> emissions. Nevertheless, Mr. Roy Aitken, Executive Vice President of Inco Limited, responsible for environmental affairs, reiterated today that the Company will not request financial assistance from either the Federal or Provincial Governments to implement the project. He added: "We do expect, however, that any tax incentives or other considerations applicable to environmental installations or improvements will be fully available to the project, which is a major element in Canada's program to meet and hopefully better its target for reduction of SO<sub>2</sub> emissions by 1994."

Mr. Aitken stressed that the project schedule is tight, and that work has already begun on detailed design engineering and procurement. Construction must get underway early this year in order to meet the 1994 target date. Provided that construction of the first of two furnaces for smelting the bulk concentrate is completed as planned by late 1991, along with the new

acid plant and additional oxygen plant, a significant reduction in SO<sub>2</sub> emissions, about 100-thousand tonnes per year, could be realized earlier than 1994.

He said that Inco is "relentlessly dedicated to achieving still further emission reductions" beyond the 1994 target, and is continuing to study ways to reduce emissions from the Sudbury smelter to 175-thousand tonnes per year, as requested by the Ontario Government. The Company has applied to the Federal Department of Industry, Science and Technology for funding assistance to conduct research and development at its Port Colborne, Ontario research stations on innovative new Inco technology for matte converting to achieve further reductions.

Mr. Aitken credited the Company's strong, well funded research and development effort for achieving the optimum solution to the problems posed by the 1994 emissions reduction requirement. "I am very happy that Inco's SO<sub>2</sub> abatement program fully reflects the twin values of sound environmental planning and sustainable economic development, the principal messages of the National Task Force on Environment and Economy, on which I was privileged to serve," he said.

## Any New Year's resolutions?



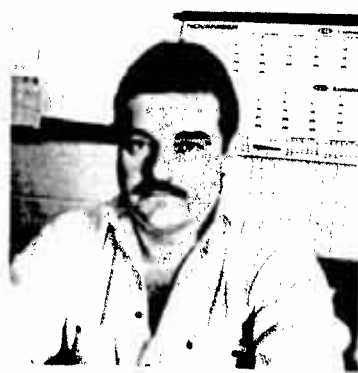
Tom Moland, Plant Protection Officer, Clarabelle; "Yes, I'll make one. It didn't work in past years, but maybe this time I'll drop a little weight."



Ed Reynold, Murray shop electrical assembler: "I've quit smoking a half dozen times at New Years. I lasted six months once. Why I never succeed I don't know. I suppose I don't have enough will power. I'll try again this year. From talking to other people, I'm not sure New Year's resolutions ever work."



Ed Lew, process formman at Clarabelle; "I've tried in the past, but it never worked. I tried to stop eating so much, but that lasted only a month or so. I know a lot of people who've made resolutions, but very few who have stuck to them."



Richard Miron, drill fitter at North Mine: "Let's see, what can I stop doing. I drink only moderately and I don't smoke, so I can't think of anything. Perhaps spend more time with the kids in the new year. I've never made a New Year's resolution. Never saw the need for one. Perhaps a good one would be to work safely in the new year."



Joe Dippong, Superintendent, Safety and Administration, Central Mills; "I've resolved this year not to make any New Year's resolutions because I don't keep 'em anyway. Stop gaining weight, quit smoking, drink less beer . . . I've tried them all. I quit eating candies once for a month, that's the best performance I can think of."



Lloyd Harvey, storeman, Copper Cliff warehouse; "First resolution I ever made was to spend only a year at Inco and move on. That was 23 years ago."



Unidentified, maintenance mechanic; "Why should I? I'm perfect!"

Howard Maitland, laboratory technician, Inco Gold: "I've tried them, but they don't work so there's no point to doing it. I've tried different things, not just quitting to smoke. The longest they've ever worked for me is a couple of months, and I've never heard of anyone else ever succeeding at a New Year's resolution."



Norman Rowlands, laboratory analyst, Field Exploration: "Damn right I'll make one, the same one I make every year. I'm going to lose some weight, about 60 pounds. But then I'll probably break it like all the times, probably the first time I'm invited out for dinner. But maybe this year it'll work."



Tom Finlayson, warehouse storeman, Copper Cliff Warehouse; "I tried to quit smoking once, and I lasted for six weeks. Then I started again. I guess you have to have more will power than I got."





# It's a bird, it's a plane. No, it's Shirley in the crane.

The massive 100-tons of crane moves along the overhead track at the Nickel Refinery, manoeuvring 30-ton ladles containing 35-tons of molten metal high over the refinery floor. The heavy weight responds smoothly, almost effortlessly, like a well-oiled constructor set creation. From below, you can make out only the outline of the operator in the small cabin-like unit that houses the crane's controls.

Shirley's on the job.

Up close, the coveralls and work boots don't hide the fact that the smiling face under the hard hat belongs to a woman.

She's adamant that working at a non-traditional job doesn't have to make her a non-traditional woman.

"I think a lot of people who haven't met me expect me to look like a Mac truck," said the attractive, 35-year-old Levack native. "Yet I feel I can be as feminine as I want to be, no matter what my job is."

Shirley grew up around miners and the mining business. Her father and grandfather worked for Inco, as did her mother and grandmother during World War II when the men went overseas.

Ironically, she's the only one among six brothers and five sisters who works for Inco.

"A few of them worked here during the summers," she said. "I'm the only one who is working here full time."

She applied for a laborer's job with Inco in 1974, a period when "non-traditional" careers for women were even less of a consideration than today.

## Roughing it

"I wasn't intimidated," she said. "Besides, I worked in a hardware store where I got my hands dirty and had to do a lot of lifting."

On the other hand, the family's familiarity with most of the people at Levack at the time meant that few of her new colleagues were shocked when she stepped in and began shovelling feed.

"It was kind of a family atmosphere at Levack," she said.

A crane operator job was posted a year later and she was the senior person to bid for it.

She's never regretted the decision.

"I've been accepted by everyone," she said. "I've been elected three times to the executive board of the union. I think that's a good sign that I've been accepted."

In fact, she recalls only once when her qualifications came into question.

"A new foreman said there was no way he'd have his men working underneath while I'm operating the crane. He was over-ridden and when he saw what I could do he came up later and apologized."

## School talks

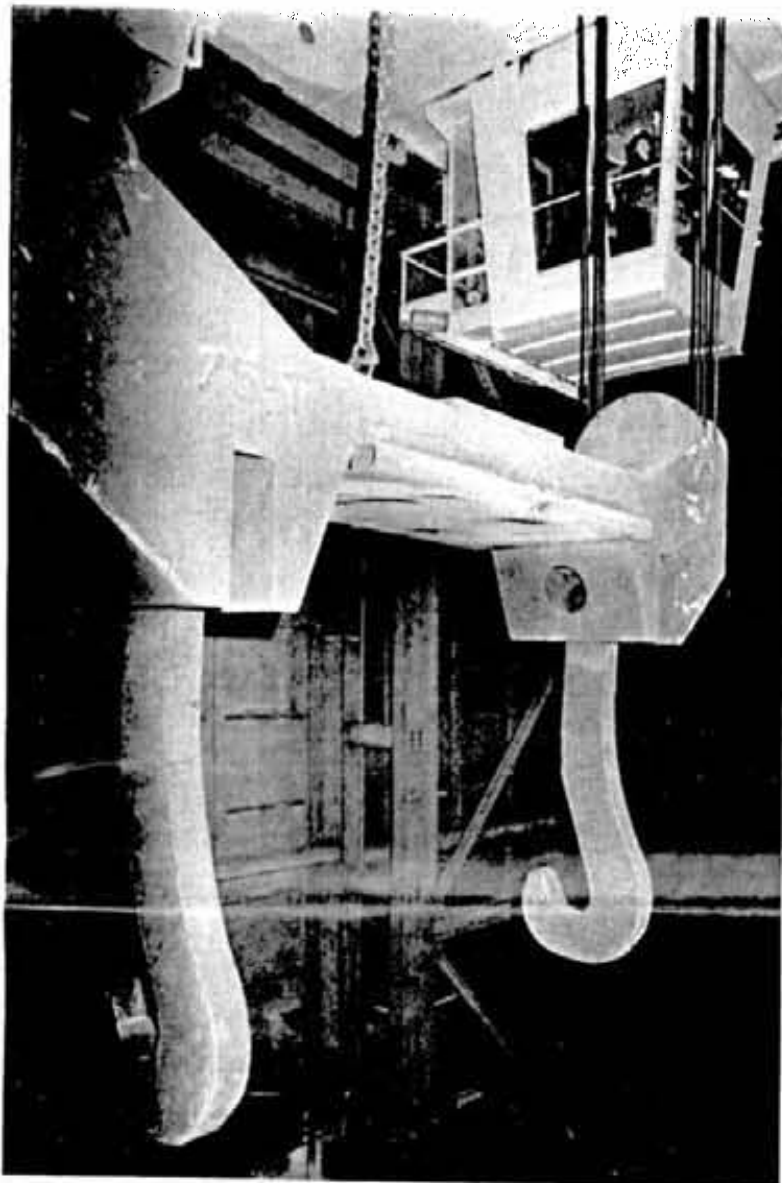
Although not a "women's libber," she's proud of what she's accomplished and doesn't hide it. In fact, she visits schools to talk to youngsters about the opportunities in non-traditional fields.

She still occasionally gets the line that "wouldn't you really be happier in a dress in an office?" But it is a question she answers with an emphatic "no."

"I don't have to worry about expensive clothes and makeup for work. I just put on my coveralls, boots and hard hat and go to work. I would hate to work at keeping up with the fashions at the office."

Working around men most of the time has taught her to think differently about "women's issues," she said.

"I think more like one of the guys, and that's good, because I see both sides of the issue now."



Shirley Brown at her "desk" (top) and in her "office" (right)



# Lynne's cutting it as first female apprentice



Maintenance Mechanic apprentice Lynne Descary enjoys her own dry at Clarabelle.

*A man rushes his son, fatally bleeding from an injury, to a downtown hospital. But as the youngster is rolled into the operating room the head surgeon looks at the boy and cries out: "I can't operate. This boy is my son!"*

Sociologists often use this puzzle to prove our innate social conditioning, bias, and prejudice by showing that an inordinate number of even the most experienced puzzle-solvers miss the easy and straightforward answer.

The surgeon is a woman, the boy's mother!

Surgeons can be mothers, and Lynne Descary may be on her way to becoming one of the best damned wrench-wielding, grease-to-the-armpit, knuckle-skinning maintenance mechanics at Inco.

"I was always that way, non-traditional," said the 25-year-old blond in the hard hat and safety glasses. "Given the choice between helping Mom in the kitchen with the dishes or outside with Dad ripping the engine out of an old truck, I'd be outside in a flash."

Inco's first female apprentice maintenance mechanic feels right at home at the Clarabelle Mill shop where she works and insists she prefers working with men.

"Women are competing all the time. Men co-operate. It's more relaxed around men."

In the few weeks she's been with the Clarabelle all-male crew, she's had no complaints and she's determined not to give her co-workers anything to gripe about.

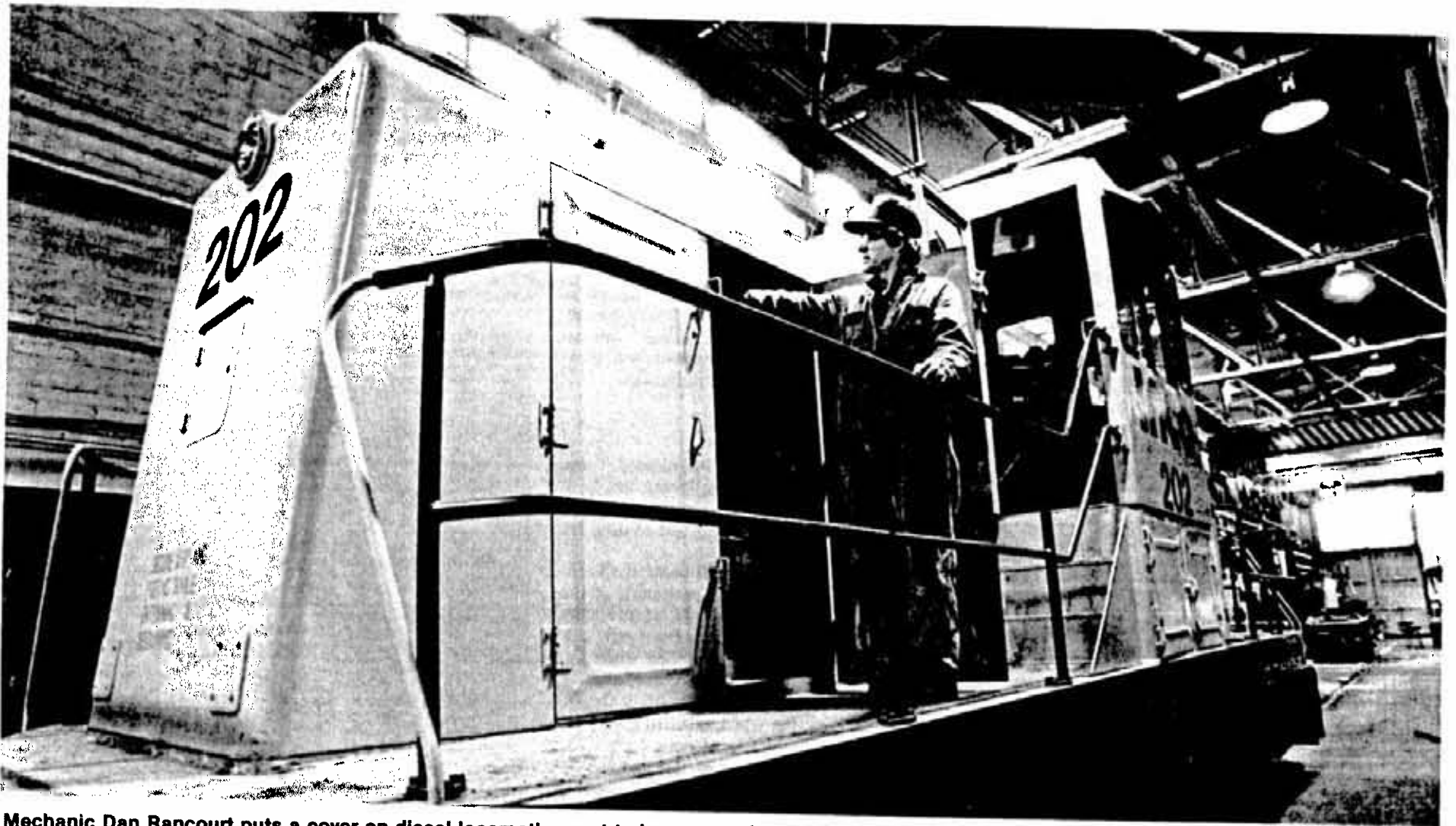
## Treated as equal

"I don't want any extra favors. I just want to be treated like one of the guys, and that's how I'm getting treated. I figure they've accepted me without any reservations. If they have any, they're not showing it."

The single parent lost her job as a store manager when the owners left town, then stayed at home for a year to raise her new child.

"But I didn't want to end up on welfare so I took an introductory course in non-

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Mechanic Dan Rancourt puts a cover on diesel locomotive vent to keep snow from engine parts.

### *The little engines that do*

## Neither sleet nor snow slow Inco rail

It happens every winter.

With the first bad storm or freeze-up, most of us become procrastinators, we abandon the stalled family car in the driveway and head for the nearest garage for new snow tires or gallons of anti-freeze.

Not so Inco's railroad operation. These men haven't been caught with their tracks down yet.

"Winterizing here begins in early October," says Morris "Moe" Bertrand, general foreman of rail operations. "We start by marking structures that might be buried in snow later when the plowing starts."

With a "dusting off" of the snow plan emphasizing modification of methods and schedule to accommodate new ambulance, fire, and other emergency routes, crews ready equipment such as the "Jordan Spreader".

It's a huge track-mounted plow that helps keep clear the 78 miles of track at Inco's plants and mines and keeps the 21 operating locomotives and some 550 rail cars hauling the 32,000 tons of ore every day.

There's no adjustment for weather, he said.

Rain or shine, freezing snow or blistering heat, the ore moves.

He admits there is the inevitable grumbling, however, and explains that his operation is the same as any other.

"We have priorities and we can't respond to a major snowfall everywhere instantly."

### Finest details

Prevention is the key, and Moe said even the smallest detail is caught in an effort to anticipate winter hazards. As well as the regular anti-freeze for the operation's 40 vehicles, moisture is removed from the trains' brake air systems. In the winter, the moisture condenses and problems can result.

The 400 track switches along the miles of track are checked and air curtains, that blow air across switches during a snowfall to keep them clear, are tested.

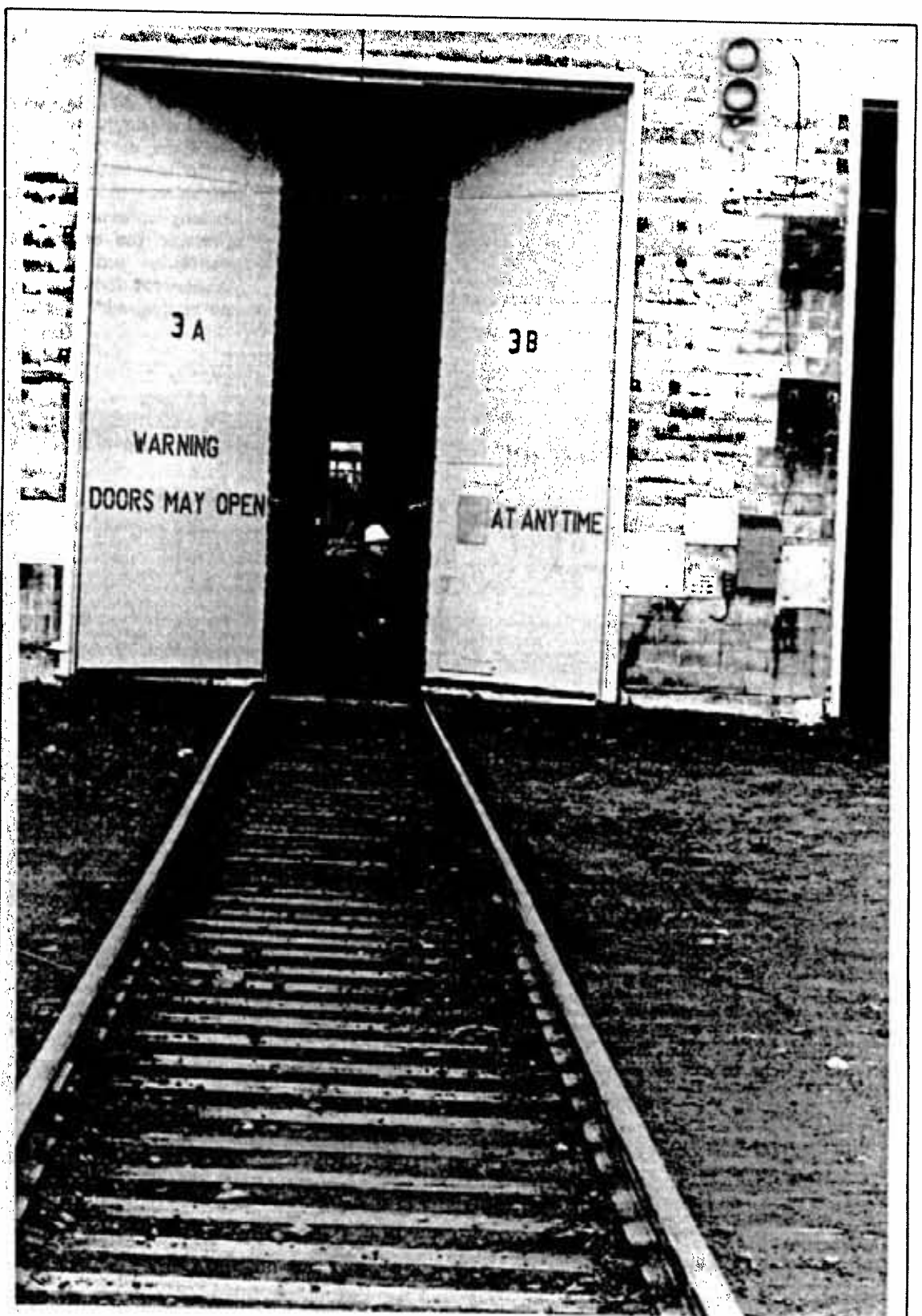
Also tested are thaw sheds housing 12 furnaces that blow 160-degree blasts of air onto as many as 100 cars of frozen ore at one time.

"Our biggest problem is extreme cold and heavy snowfalls. We've never folded up, never closed down operations due to extreme cold," he added.

Perhaps as inevitable as the first snowfall is the almost traditional thump to one of the many doors used by the locomotives.

"They're left open all summer, but when it gets cold people close them to keep warm. It seems that no matter what precautions are taken, the inevitable happens.

"It's a herald of the official start of winter here when we cream our first door," he said. "We usually hit one before we get it right."



One of the huge bays in thaw shed used in winter to thaw frozen ore.

### Correction

In the Christmas goodies section on Page 7 of the December Triangle, the ingredients for June Stelmack's Light Fruit Cake should have read candied cherries and pineapple, not canned.

Our apologies to June and those who may have had to "can" the entire fruit cake.



# Clem probes life's mysteries in the 'mystery' of the violin's unique acoustics

You'd think Clem Gareau would take on something easier ... like going to the moon.

After all, just about everything has been tried. It's been cooked in water, soaked in

wine, microwaved, smoked and impregnated by molds. Yet in more than 200 years of experimentation, its perfect voice is still as much of a mystery as the day it went into the grave

with its creators.

Clem is a violin buff.

The Copper Cliff Computer analyst is in good company. Einstein was an aficionado of the violin. So was Galileo and

countless musicians, scientists, chemists and mystery lovers ever since.

"It's art, it's craftsmanship, and it's science. And it's a mystery," says Clem. "And it's fascinating."

Not that he's attempting to create a modern-day version of the Stradivarius, the prized "perfect" violin made by the Italian master A. Stradivari and his sons more than 250 years ago.

Clem's aims are less lofty. He just wants to coax the best sound out of the more than 100 violins he's repaired in the past five years.

"I've worked on just about every piece of the violin over the years," he said. "I haven't constructed an entire instrument yet but that's next."

A violin collector friend got him interested. He's been so taken by the hobby he's in his Christina Court basement until after midnight.

"I've spent over 40 hours a week at it some weeks," he said.

## Passable Player

He's not an accomplished violinist and says he can play enough to make a fairly expert value of the sound.

That's no small accomplishment, considering the intricacies

of the "voice" of the violin.

"A violin can be compared to a piece of art created with a box of crayons," he said. "A cheap, factory-made violin is made of a box of eight colored crayons while a good one is made of a box of 200 colors."

Many people think an old instrument is automatically a good instrument. Not true, he says. "They made junk back then, too."

Experience and experimentation help, he said, and there is a possibility of simply "stumbling" across a beautiful-sounding instrument.

But accidentally creating a violin approaching a Stradivarius is virtually impossible, he says.

The differences between an instrument such as the violin and the computer systems he works with aren't all that different.

"A good violin," he says, "is a very complicated mathematical equation. In fact, I'm hoping eventually to create a computer model of the violin."

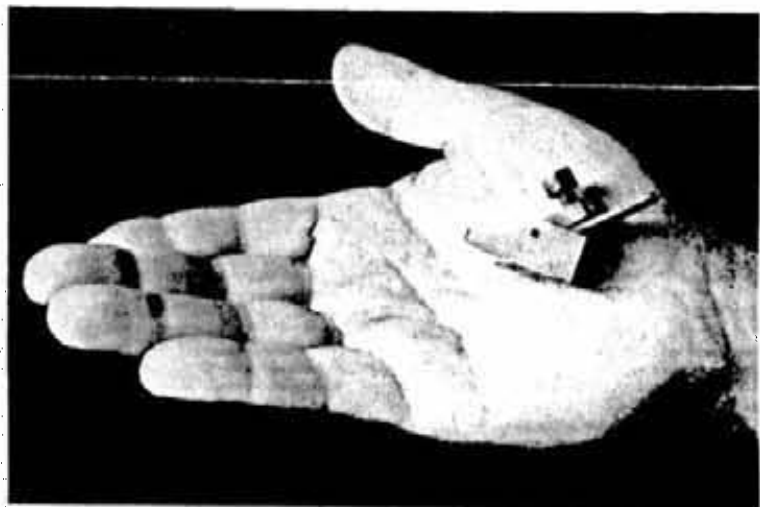
For Clem, his hobby is an escape, challenge and adventure that provides a little mystery and a lot of surprises.

"Use exactly the same kind of materials, put it all together exactly the same way, and you will get a different sound every

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Clem Gareau listens to the sound of one of his restored violins.



A tiny plane used for working on violins.

## Spunky Stacey Bouchard



Stacey Bouchard and pal

Spunky Stacey Bouchard has refused to knuckle under to the baffling disease which left her incapable of walking normally since birth - but, as 1988's "Tammy", her courage was a testament to handicapped Easter Seal children everywhere.

The vivacious, outgoing eight-year-old from Coniston is a constant bundle of energy as she enthusiastically tackles her academic and recreational pursuits with unbridled vigor, her parents say.

Summertime may find her in Brownies, enjoying skipping with pals, playing baseball or swimming at camp with brother Jamie, five, Mom Karen and Dad Bob, who is employed with Inco's construction division in Copper Cliff.

Her winter activities include skating and taking modelling lessons at the Charm Plus studio in Sudbury.

"Of all the things I do, I

think I like modelling best, it's fun," says Stacey, adding she would like someday to participate in fashion shows. A bilingual Grade 3 pupil at L'Ecole Notre Dame de la Merci, she enjoys art and reading short stories.

Stacey's accomplishments come in spite of the mysterious disease "Spina-Bifida" which attacked her spinal column, retarding the muscle development in her lower right leg and forcing her to wear a support brace between her knee and heel.

The spinal growth was surgically removed shortly after her birth at the Hospital for Sick Children in Toronto. Further surgery was required to reconstruct the lower leg muscles and fit Stacey for a walking brace.

Bob says there is a possibility the brace will be eliminated in Stacey's late teens and replaced with an orthopedic shoe. Meanwhile, she periodically attends the Hugh McMillan Clinic in Toronto where her brace is ad-

justed to her growth.

Stacey was elected as "Tammy" by the Sudbury Easter Seal district nursing office on behalf of the Nickel District Easter Seal committee to represent 220 Easter Seal children in the Regional Municipality of Sudbury.

Bob and Karen agree Stacey displays a "go for it" outlook on life, refusing to let her handicap stand in her way.

"Stacey's the type of person who likes to do a lot of things," says Karen. "We don't push her to do anything ... there's nothing holding her back."

"Whatever she wants to do, we do that. I can't think of any major setbacks," Karen adds.

Bob says Stacey is a normal child in all respects, but can't walk as much as some other children.

"As far as kids are affected by that disease, Stacey's done quite well," he says. "Whatever she wants to do, she can try it. We try and keep her into as many things as she cares for." ■

# Company work demands spur job training at Inco

Inco employees will get even more opportunities to increase their skills next year if the company's emphasis on training keeps expanding.

And it likely will, according to Employee Training and Development Supervisor John Moland who points to this year's First Line Supervisors Task Force that identified training as one area, along with communication and safety, that demands even more company attention.

Inco is in the midst of a major training expansion that includes everything from electrical, electronics, mechanical trades to management skills.

With Inco's new "lean and mean" profile that translates into fewer people on the job, Inco employees must work at full capacity within their trades.

"We will still need specialists in select fields," said John. "But our people today require a wider range of skills than ever before."

In fact, Inco's in-house training programs are bursting.

"We're at the point now where we can't handle all the training demands and we are augmenting our programs with courses run by outside facilities such as Cambrian College."

Besides the usual apprenticeship training programs that are shared with outside educational institutions, there will be more than 100 people graduating from upgrading courses in outside trades.

## Cross-Pollination

"We have construction mechanics taking welding and maintenance mechanics taking blueprint reading," he said.

Inco has few problems motivating employees.

"Most tradesmen recognize the need for learning new skills," he said. "A lot of the time they come to us and ask for additional training."

One good example of the expanding training opportunities

farmed out to outside institutions is in the computer field. In the past year, about 500 seats on computer courses at Cambrian College have been taken up by Inco people.

"The days of the one-shot training program are over," said John. "We consider our training programs an ongoing thing. Virtually every occupation has a training program, and I see that continuing."



Glen Eady checks the level while Wilfred Budgell tightens the bolt in welded pipe section, a procedure that's part of Inco's apprenticeship training.



Rigger leader George Lebeau watches as crew Wayne Kerr (top) and Gerry Taillefer rehearse "drifting" a tank as part of their maintenance mechanic apprenticeship training.



Students Ernesto Contino and Garth Smith get a little help from Instructor Bruno Rebellato.

## Back to school after 10 years on the job

For Ernesto Contino and Garth Smith, school isn't at all the way they remember it.

"And that's probably more due to attitude," said Garth, a smelter maintenance mechanic apprentice who is one of scores of Inco employees involved in educational programs offered by Inco.

Garth is just one of Inco's tradespersons taking a blueprint reading course at Cambrian College and he admits school is a lot easier "the second time around."

"As you get a little older, you get a little wiser," said the 14-year Inco veteran. "It was hard to adjust at first but now it's going well."

Because the apprenticeship

program he began in 1986 involves a periodic return to the classroom, he's more familiar with school than many taking part in upgrading programs.

Some, such as fellow blueprint reading course student Ernesto Contino, have been out of school for more than 40 years.

"It's been 40 years since I was in school so I had a hard time adjusting at first," said the plate worker at Little Stobie. "But I like it now. It's a good way to better yourself. I'd take other courses if they are offered. What could be better than to improve your education and skills and get paid for it?"

Learning new skills will also help him on the job, he figures.





Time to turn in.

It's pitch-black outside, the late movie on TV looks lousy, and your eyelids are starting to sag a little. You check the doors one last time, maybe chuck the cat out, turn off the lights, climb into bed and snuggle under the warm covers.

Not so for many of your co-workers on evening and midnight shift. By the time your head hits the pillow they're working up a full head of steam for a good night's work, everything from cleaning the daytime mess you left in the office to transporting the ore you dug from the ground.

You might call it mining the midnight ore, and many love it.

"It's quiet, peaceful at night. You can relax a little, get some time to yourself to think," said slag dump leader Ron Duffy, one of four people that man the 20 by 8 foot trailer that sits under a lightpole in a sea of blackness at the slag dump.

"I wouldn't rule out doing midnight shift full-time," he said. "You can get a lot of things done around the house during the day when you're on the night shift."

As it is, he works 10 night shifts a month, four afternoon and six day shifts. His biological clock is spinning, he said, but he claims he adjusts quickly.

For some like Plant Protection Officer Reg Gareau, the midnight shift suits their personalities. A loner by nature, he gets time on the shift to finish paperwork, organize and plan.

"I like graveyard," he said. "I'm comfortable by myself. I can catch up on some reading as well. That's okay as long as the

job that I'm supposed to be doing gets done and gets done right."

He wouldn't volunteer to do the shift permanently. "I have a family," he said. "It would be too hard on them."

A truck weigher at the transport truck scales at the Smelter complex, Cleo Gascon gets to go home on the same day he goes to work. But not until 11:30 p.m.

"I've been on evening shift for nine years and I like it," he said. "A lot of people think you don't work as hard at night, but that's not true."

He doesn't mind the shift. "It's more peaceful at night. It's kind of nice". He takes pride in the work, and even decorated the weigh scale office with Christmas lights at his own expense.

Copper Cliff Mill filterman Thomas Miller claims he grew up with night shifts, so he doesn't mind them at all. "It has its advantages," he said. It doesn't bother me at all."

Providing cleaning services at the Copper Cliff general office, Adele Stepanich claims 18 years at the evening job has turned Inco into a "second home."

"I like it here," she said. "People respect what we do and we aren't looked down upon. After all, we're the engineers of cleaning," she said with a smile.

Train dispatcher Dale Brown likes his job of helping to move Inco trains to their various locations, but he's glad he gets the night shift only every three weeks.

"It's more relaxed at night, but I don't prefer it. You'd have to be nuts to like to work at night," he joked.



North Mine's version of the Northern Lights.



Slag dump trailer, office for Ron Duffy.



Adele Stepanchich goes to work at general offices.



The midnight bus transporting work



Reg Gareau at the smelter's main gatehouse.



Cleo Gascon sees to the weighing of trucks at the smelter weigh





to their jobs.



Thomas Miller waits for bus ride to work.



es.

Dispatcher Dale Brown, engineer Bob Moore and conductor Wayne Bennett discuss rail movements.

# Drilling: getting to the heart of the matter

Mines Research is into holes. Big and deep ones.

"People said it couldn't be done," says Mines Research engineer Gerry Potvin, "but we are drilling holes today that would have been impossible just a few years ago."

That's an understatement.

With a lot of modification, adaptation, imagination and dogged determination, a group of experimenters including North Mine production drillers Ron Storm and Mike Kerstens and underground research miner Rolly Fortin have come up (or down) with what might be considered a super-hole.

"About 600 feet down, reamed out to about 17½ inches," Gerry said. "That's quite an advance on what we can do with an underground in-the-hole drill."

The standard drilling in the past has been a 6½-inch hole drilled to about 200 feet. But

four years ago researchers began drilling 8½-inch hole to greater and greater depths.

Last year drilling was completed to a depth of approximately 400 feet, and this year drillers reached the 600-foot level.

"It says quite a bit for a machine to be able to do that," said Gerry. "There are some enormous forces that are in effect at the bottom of the hole. The ground shakes with the drilling."

As the drilling forged ahead during the collaring of the hole with the addition of each five-foot section of the rod, the equipment gets heavier. At 600 feet, there are six tons of equipment in the hole attached to a 125-pound piston that strikes 1600 blows a minute with a 350 pounds per square inch pressure.

## Technically demanding

The technical problems involved were significant. With 600 feet of pipe down the hole, the danger loomed that the drill "string" would start to cork-screw. The pounding at the bit end sheared off large retaining bolts, and the drill guide or "pilot" would literally unscrew itself from the bit with the vibration.

To do the job, just about everything had to be modified or

adapted, from the drill pipe to a special shock absorber to reduce the "earth-shaking" vibrations.

Drill pipe had to be made larger, yet no heavier.

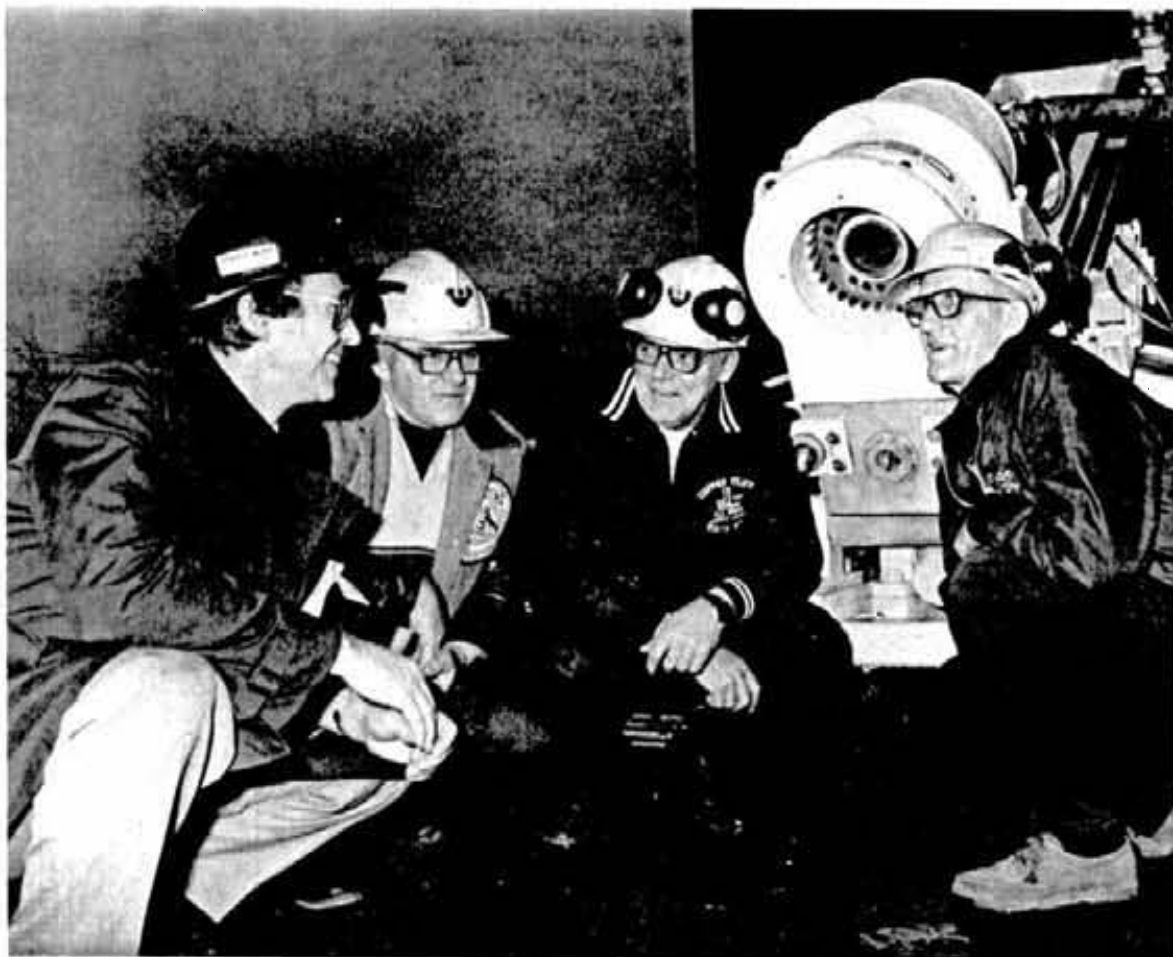
One of the major improvements -- a special kind of thread for connecting pipe that is easier to break yet just as strong -- is being applied to all ITH drills. Called LT 425, the low torque thread design was a co-operative effort with Drillex, a supplier of the drill pipe.

Also a joint Inco/Drillex/NCA design is the modification of a shock absorber that was shortened to 18 inches from 32 inches and incorporated into the hammer. Not only does the absorber effectively control vibrations but it increases penetration by 20 per cent. The time-consuming task of attaching and removing the absorber has also been eliminated.

Bigger holes mean all kinds of benefits and spin-offs, according to Jerry, such as backfilling stopes with slag or crushed rock without the usual sandfill system through systems of pipes from the surface.

Gerry figures the CMS ITH drills have proven to be drills that do what was formerly expected to be impossible.

"A real selling feature," he said, "is that much of this technology is marketable." ■



Jerry Potvin, Rolly Fortin, Ron Storms and Mike Kerstens: Deep in the hole.

## Lynne's cutting it

Continued from page 3

traditional occupations for women at Cambrian College.

"I figure I have lots of skills but no papers to prove it so I had to get them."

To describe Lynne as determined would be an understatement. Confident would be more fitting, even pigheaded.

"When I went for maintenance mechanic, everybody said I'd never make it. Being as pigheaded as I am, that made me even more determined."

"But I'm not here to prove a point," she added. "I'm here because I want to be. This is what I want to be."

She describes herself as ambitious, focused, with all the drive and will necessary to make it and points to high-80s average in her college courses.

"I've never failed at anything I've tried and I'm not going to start now."

She doubts whether the novelty status in the profession helped her get the job. Even if it did, she said, it isn't going to keep her job too long if she doesn't qualify.

## No feminist

She swears she's not a

feminist, at least not in the traditional mode.

"Feminists do too much complaining. They can't ask for things. They have to take it, to go ahead and do it."

But she's not afraid to be female either.

"If the guys want to open doors for me or clean up their language when I'm around, that's okay, too. It doesn't bother me either way. I like to wear fancy dresses and put on make-up to look good like any other woman. I can be as feminine as the next girl. If you saw me at a dance, you'd never recognize me."

According to Clarabelle maintenance supervisor Ted Boyd, Lynne has been pulling her weight.

"Most of the guys take a wait-and-see attitude, like they would any new person," he said.

Lynne fits in well at Clarabelle, considering the mill has a women's dry that's never been used for the purpose it was built. Installed four years ago after a female job applicant had to be rejected because there were no washroom facilities, it hasn't been used (as a dry) since.

Lynne may be the only Inco employee with her own shower. ■

## Just when you thought it was safe to go to the supermarket

Scooptrams, cranes, in-the-hole drills, blasting powder and rockbursts.

Sounds threatening, doesn't it?

That's nothing compared to a little old lady with a shopping cart.

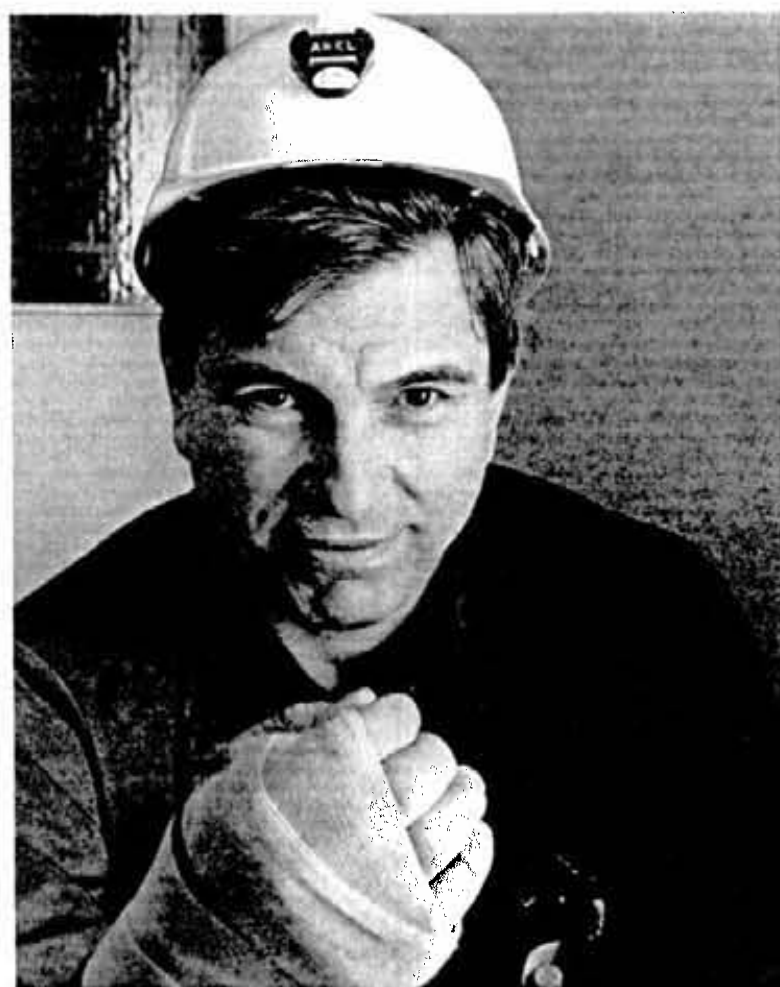
At least, that's what smelter Chief Foreman Abel Gallo seems to have discovered on a recent shopping trip at a Sudbury supermarket.

You would be hard-pressed to find anyone more safety conscious than the copper converter specialist. According to his crew, Abel is such a stickler for safety that he regularly reminds them about the hazards of the workplace before the shift starts. He's proud that he's never had a lost-time accident and says he takes it almost personally when one of his crew suffers even a minor injury.

"I'm always on the lookout for small things, problems that may not have caused an accident but have the potential of injury."

So why is Abel's right hand in bandages?

It seems he was navigating the meat counter at a crowded shopping mall when an elderly lady slipped on the wet floor. As she fell, her shopping cart shot ahead and jammed into Abel's wrist.



Abel Gallo: Supermarket Dangers.

He later discovered he had broken a bone. He also said he learned that safety is a concern

not only at work but everywhere else.

Ouch. ■



# War book finds light side of dark subject

"The reason hardly anybody tells the truth is that hardly anybody wants to hear it."

The quotation, clipped from a newspaper, is taped on the cone-shaped lampshade that perches over the drafting table in Eero "Eric" Mansikka's small office in the Engineering building.

It signals the senior engineering technician's bent in life: a sense of humor, a collector, and perhaps a tendency to dig around and save what most of us overlook.

It was probably his unique sense of value and determination that not only led Eric to write a book, but to finish it.

Everybody may have a book in him, he admits, but few have the pure stubbornness to go ahead and write it.

"Pack Up Your Troubles," a book about Canadian war humor, has already sold more than 5,000 copies since hitting bookshelves a year ago.

Eric, a survey party leader with Central Utilities, claims he's always had an inventive bent.

"I have three different patents in my name but they haven't made me much money," he said somewhat sheepishly.

He laughs when he talks about them: a submersible heater for hot coffee and a comb/applicator for hair cream (when hair cream was fashionable, he says.)

He says an inventive mind is one thing you need to write a book.

He denies any great literacy skills, referring to himself as a compiler rather than much of a writer.

## Years researching

"In the five years it took to bring the book from an idea to the publisher, about 80 per cent of the book was research," he said.

He scrounged in musty attics, basements, and anywhere else he could find newspapers,

magazines, bulletins, journals, pamphlets and other written materials that might contain touches of wartime humor.

"You shouldn't be allergic to dust or mildew if you're going to do something like this," he said.

Born in Finland during the war years, Eric has always been interested in things military. He has few biases and figures that Germany must have had her own share of humor to enable her young men to face the terrors of war.

"Writing a book like this helps you to understand a little better how they felt," he said. "You can't go through something like this without it opening up something in your own feelings."

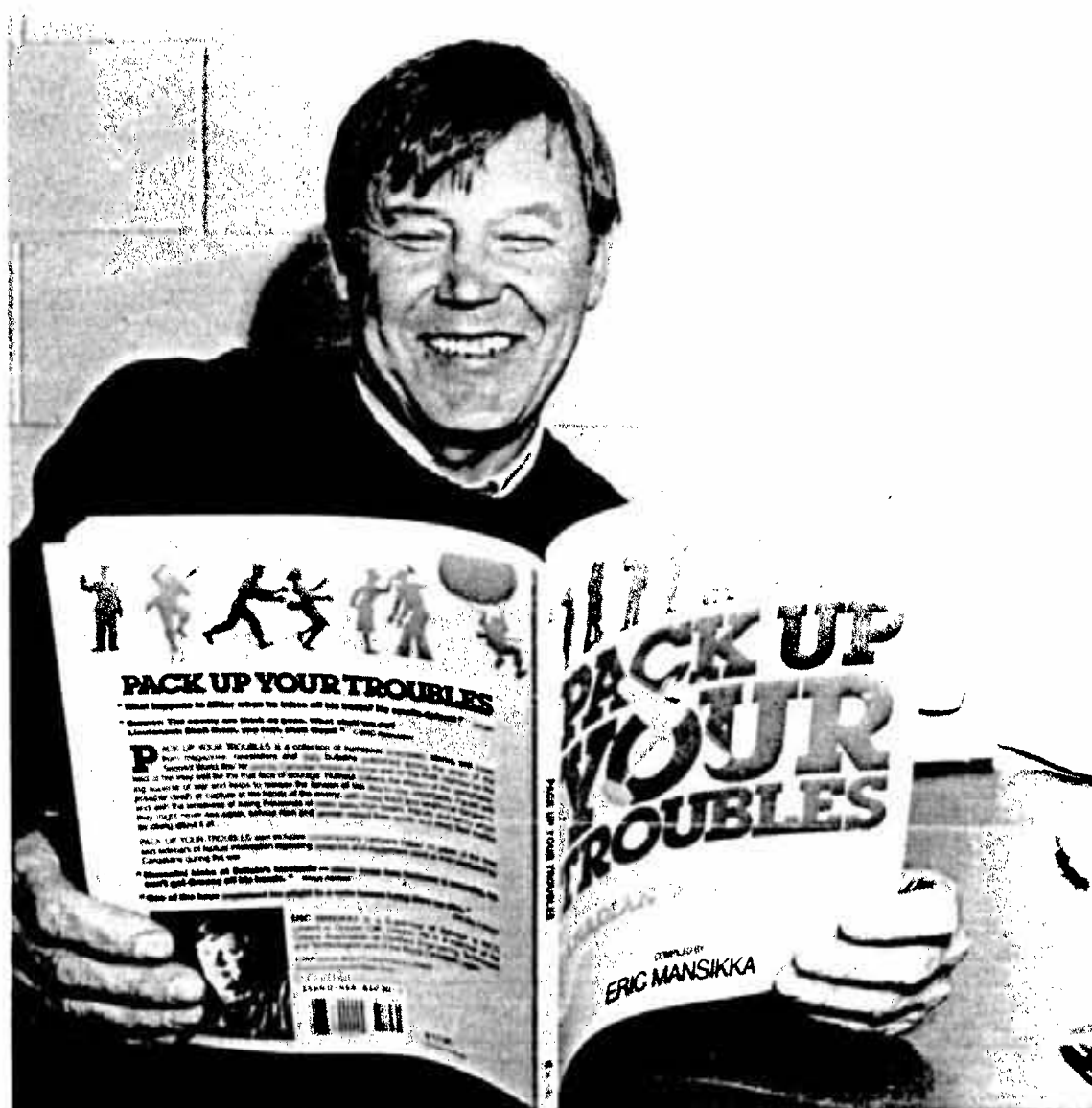
"I think humor is a good measure of a person or an institution. In wartime, it was a way of dealing with the uncertainties, a means of survival."

He'll never make a million at writing, he figures.

"But then, I don't expect to. I do it for the satisfaction, a creative outlet, perhaps leaving something behind, making a mark in the world before you go."

Eric is currently working on his second "mark".

An American version of wartime humor is on the way, and much of the research is completed already. He expects to get the book on the market this year.



Author Eric Mansikka leafs through the book of military humor he wrote.



"My sergeant says I'm a first class idiot. I wonder if that is better than a second lieutenant."



Strategy is when you don't let the enemy know you are out of ammunition but keep on firing.

# At long last, shares

The dramatic improvement in the nickel industry in the past year and a half has given Inco's management the financial flexibility to do something it has wanted to do since the early 1980s -- give employees the opportunity to own and accumulate Inco shares.

"By owning a piece of the company, employees will have a tangible reason to be vitally interested in its financial results, progress and prosperity," states Jim Guiry, Inco Limited's Vice President of Human Resources.

"Our people are our most important resource and the only component of the Company that has unlimited potential for progress and development," he said in an interview. "We want employees to align their objectives more closely with those of our traditional shareholders."

An employee Share Award Plan, which was put in place after the special meeting of shareholders on December 9 at which Inco's recapitalization plan was approved, gives shares to eligible employees -- virtually all full-time employees -- in February 1989 and February 1990. Years of service was chosen as the measurement in determining the number of shares awarded -- 10 shares given all recipients plus one additional share for each year of service -- because "we believe that people with a long history with Inco have contributed to a great extent to the company's position today," Guiry said.

The share award program has been initiated as a company-paid benefit plan rather than the more conventional employee purchase program. Share purchase programs are used by many companies, and this concept was considered by Inco, Guiry said. However, he noted, the purchase programs take time to develop; every employee in such a program must make a personal investment decision, and many don't make that decision at the outset. Also, the recent history of the Inco share price during the years when the nickel markets were in disarray would not encourage new investors. The company considered it important to give all employees the opportunity to hold shares and to learn about the shareholders' view of Inco, the Human Resources V.P. stressed.

"In our case," he noted, "we are interested in bringing as many employees as possible into shareholder status as quickly as possible." The best way to accomplish that end, it



J.D. Guiry, V.P. Human Resources

was decided, was to make the awards a gift.

The length of the plan -- two years -- was designed to give employees and management a suitable period of time to see how it is perceived and accepted. "We are really asking the employees to tell us, by the way they handle the shares awarded to them, whether they are interested in accumulating stock over time. Or, will they view the share award as another part of annual compensation and convert them to cash," Guiry asked. "The answer to that question and others will determine whether we go ahead with a longer-term program and what form that program would take."

As an incentive to hold onto the shares, employees who retain all of the shares awarded to them in the first year will also receive ten shares plus one share for each year of service in the second year. If some are sold during the first year, the employee will receive half the amount awarded in the first year, plus half the amount retained, plus one share for the additional year of service. For example, an employee who was awarded 30 shares and held 20 of those shares at the end of 1989 would receive half of the first award, or 15, in the second year, 1990, plus half of what was still held, or 10, as well as one share for the additional year of service for a total of 26. If all the 30 shares in the 1989 award were sold in the first year, the award in 1990 would be half of the 1989 award, or 15, plus one share for

the additional year for a total of 16.

The Company will hold the shares in the names of the employees and will handle the administration details. However, if an employee decides to take on that responsibility, a share certificate can be requested from the Shareholder Services Department. A share certificate request form is available from the Employee Relations Department.

If Shareholder Services holds the shares, the shares can be sold through the Company. Employees who obtain their certificate can sell their shares through a bank or broker. The fee plus commission would probably be substantially higher than the broker fee charged by selling the shares through the Company.

"It is our hope -- and, indeed, the intent of the program -- that employees will recognize the benefits of holding onto their shares and realize the full potential of share ownership, not only as a personal investment and an opportunity to receive regular financial reports but as a stake in the fortunes of Inco," Guiry stated.

The cost of the Share Award Plan -- potentially a total of some U.S. \$30 million over two years -- is deemed to be an appropriate and prudent amount given Inco's overall financial requirements as determined by the recapitalization plan.

Finally, employees should be aware that the shares awarded are regarded by tax authorities as taxable income in most jurisdictions, and if the shares are sold at a future date at a higher price, they may be subject to capital gains tax. Dividends -- any regular quarterly and special dividends that may be approved -- are automatically reinvested in additional Inco shares, although dividends can be taken in cash upon request.

More detailed information on the program will be issued with the share awards. Any questions that employees may still have about the plan at the time can be directed to the Employee Relations Department.



Donald J. Phillips, President and Chief Executive Officer, chaired recapitalization meeting.



## In Your Yard . . .

A good garden starts with a plan. This is the time to begin operations for the next growing season. Many excellent reference books are available from your local library or bookstore, including the Reader's Digest . . . Practical Guide to Home Landscaping, Illustrated Guide to Gardening in Canada and Creative Gardening.

Bedding plants are available in the spring from your local nurseries and garden centres. However, if you are considering growing some of your own plant material now is the time to order seed. Seed catalogues offer a wide variety of annuals and perennials, in addition to vegetable seeds.

Annuals are plants that grow, flower, produce seed and die in one growing season. Annuals provide a long-lasting display of colour, but must be seeded or planted every year. Impatiens, geraniums, coleus and marigolds are a few of the species that may be seeded indoors. Individual requirements and time of planting are outlined on the seed package. In the spring, seeds of some plants, like cornflowers and calendula can be sown directly outdoors.

Perennials come up every year. They are economical plants in the landscape and provide a variety of colour and texture. With planning you can have a continual display of bloom throughout the season. Purchased perennial seed will produce true seedlings, whereas collected seed from cultivated plants may vary. Columbine, dianthus, lupine, perennial sweat peas, violas, etc., may be grown indoors from seed for planting out in the spring.

Three things are needed for starting seed indoors: adequate light, sterilized growing mix and the proper temperature. An artificial light source is usually necessary, 40 watt fluorescent tubes are economical -- use a mixture of cool white and warm white tubes. Tubes are also available especially formulated for plant growth. Start with 4 tubes, increase as the number of plants increase. Connect the lights to a timer, placed on for 14 to 16 hours per day. Germinating seeds should be within 15 cm of the lights, as plants mature move the lights up 20 to 30 cm above the tops. A few varieties of seeds require total darkness in order to germinate.

Sterilized potting soil developed for starting seeds is available. You can also mix your own using equal parts of peatmoss, vermiculite and perlite. Plants grown in the latter mix will require fertilizer once the seedlings become established.

Many seeds require temperatures of 21 to 24°C to germinate and then reduced temperatures (10 to 16°C) for growth. Slow growing seedlings like Impatiens and geraniums must be seeded in February, 3 or 4 months before planting out. Many other varieties are seeded 6 to 8 weeks before planting in the spring. Be sure to follow the individual package directions.

Sow each variety of seed in a shallow pot -- make sure it has a drainage hole. Label the pot with the name of the variety and the date seeded. Fill the pot with the soil mix to within 3cm of the top, water thoroughly and let drain. Carefully sprinkle the seeds over the surface -- they may or may not require a thin covering of soil. Gently mist the soil surface and cover the pot with plastic or glass. As soon as the seeds germinate remove the cover.

When 3 or 4 leaves are visible seedlings should be transplanted so that each seedling has 3 to 5cm of room. This may be put into large flats or individual small containers. When transplanting make sure the soil is moist, loosen the soil and gently remove the seedling -- do not pull. Hold the seedling by a leaf, be careful not to pinch the stem and do not let the seedling dry out.

Water thoroughly as required, the soil may dry between watering but not to the point where seedlings wilt. Next issue -- care of your house plants.

Ellen L. Heale, P.Ag.



# Inco Christmas parties captured in photos



Katrina Lisa Pisan: Putting the bite on Christmas



James Wiemer: A little bribery



Stephanie Marshall: Eating on the go



Amanda Malvaso gets a tip from the Cookie Monster



Laurel Muldoon tries to get the attention of Megan Kenyon

# Dr. Francis: retraining key to helping injured workers

Floater, he calls them.

Employees who, recovering from an on-the-job injury, are set adrift by a system that is at best, backlogged and, at worst, indifferent to the frustration, demoralization and helplessness of a screeching halt to a productive life.

Bob Francis is helping to change all that.

"We are getting tremendously involved in the rehabilitation process," said the medical doctor who counts Inco among the corporate clients of his Toronto consulting company, MedCan.

As Inco's medical director, Dr. Francis sees his position more as an employee advocate than the traditional "company doctor" and he insists there will be no choosing between the interests of the employer and the health needs of employees.

He works with Inco on a contract basis, an arrangement that he says guarantees that he will not have to compromise on health issues.

"I'll walk (resign) if it comes to that," he said.

Two of his former clients have already discovered that he means what he says.

Inco isn't one of them. In fact, he says Inco is leading the way not only in rehabilitation programs but also in long-term efforts such as job site modifications to allow people to return to productive lives.

"Inco has taken the initiative and gone well beyond the minimums set by government in meeting the health and safety needs of their employees, with emphasis on preventive medicine," he said.

The project was off and running shortly after he offered his services to Inco three years ago and already the ambitious program is in its fourth stage.

## Fourth Stage

"Now we want to help those people who haven't been able to overcome their disabilities, who can't take advantage of modifications on the job," he said. "What we are offering at this stage is a retraining program, either for jobs within Inco or for other jobs outside the company."

He said employers in the past washed their hands of the problems of injured employees because they were hesitant to interfere with family doctors, family efforts or the Workers' Compensation Board.

"These people were allowed to float," he said. "Everybody thought somebody else was giving the help but sometimes these people had to wait two, sometimes three years before the board (WCB) got around to assessing them."

The long waiting period was often devastating to the employee and family.

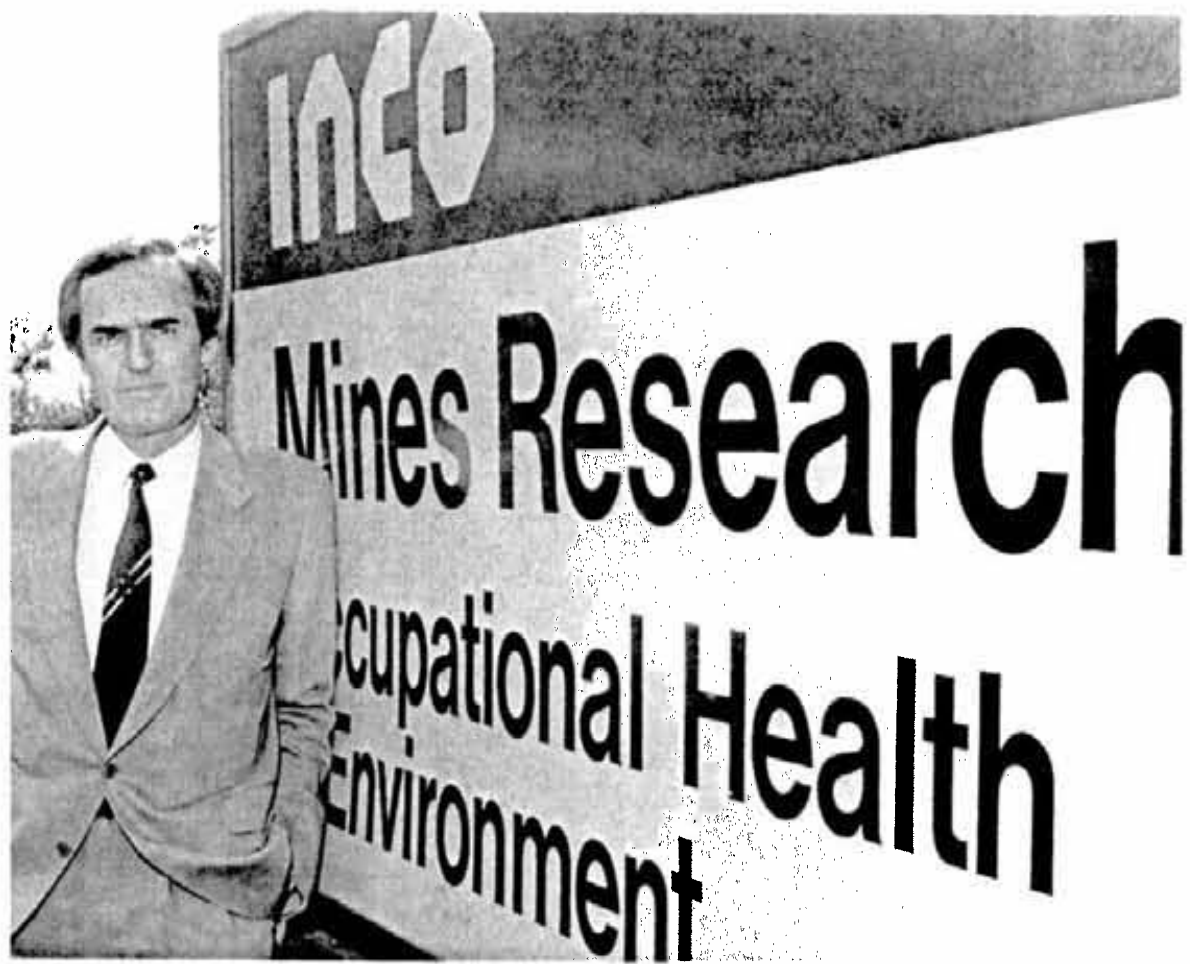
"People became disillusioned, and sometimes this resulted in family breakups, family conflict and alcoholism."

"We won't let that happen," he said. "We want to work with the individual, his family doctors, and the compensation board to speed things up, to provide the help when it is needed."

"If an employee is temporarily disabled, let's get him treatment. If the disability is permanent, let's modify the job to fit the disability. Either way, let's get that person the help that's needed."

## Co-operation sought

The basis of the new emphasis is a willingness to co-operate with family doctors, the WCB, and the individual. Efforts have been made here to



meet local doctors, and the physicians have been invited to visit Inco plants to see for themselves how certain jobs are done.

Inco's programs are run by more than a dozen people in the Occupational Health and Environment department here, headed by supervisor Bill Elliott. There are four nurses on full-time and other support staff who help run programs from back care to case management and preventive programs.

There is even an occupational therapist available to go to the workplace with the employee to ensure he is capable of doing the job. An Inco subsidized physiotherapy treatment program ensures priority access for employees.

Prevention of health problems is a major focus and computerized medical data being compiled will help the department plot trends.

"We don't want to be reactive here but proactive."

Dr. Francis is a strong believer in prevention and rehabilitation, and faults the WCB with an oversight that often leads to misinterpretation.

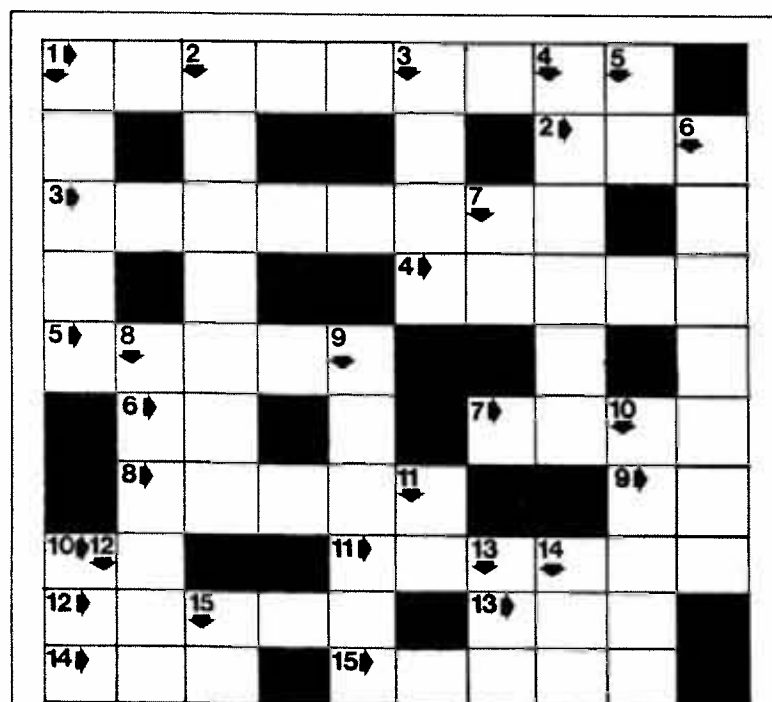
"I think it was wrongly named," he said. "It should include rehabilitation in the title."

He expects the program of prevention, monitoring and disability management will help eliminate statistics that show an injured worker's chances of returning to work decrease as the length of his or her time off work increases.

"I'm not interested in going after the employee," he said. "I'm interested in going after the system that's blocking that employee from going back to work."

He said initial suspicions by employees about the reason for the new emphasis has given way to trust, a development he credits to an open-door policy that informs the individual, his or her doctor, management, and union about just where the company's health plans are heading.

"I'll tell a person what we're doing, what the results are, and how we can work on any problems together."



## ACROSS

- Most important meal of the day
- Part of the foot
- Feeling of well-being
- To go into or come in
- Annual horse-race
- Yes or
- Colour of unbleached linen
- Preliminary version of document
- Preposition
- Do Ré \_\_\_\_\_ Fa So La Ti Do
- Not male
- Profit by, take advantage of
- Johnson & Johnson Baby-\_\_\_\_\_
- One more than nine
- Coarse corundum used for polishing metal

## DOWN

- Mix together
- Of higher rank than King
- Term used in golf
- Electric charges at rest
- \_\_\_\_\_ and fro
- On the way (2 words)
- Not out
- Salad plant
- Green woodpecker
- Mass meeting of supporters
- French personal pronoun for "you"
- For wiping shoes upon
- Short for Maurice
- We breathe it
- Used as prefix or suffix

# New faces for Ontario Division

The retirement of Human Resources director Albert Magee after more than 35 years with Inco is only one of a number of changes announced last month.

Albert's contributions in senior operating and administration positions were greatly appreciated, according to Ontario Division President Mike Sopko.

Don Sheehan has been appointed manager of Employee Relations.

Don joined Inco in 1971 in the Industrial Relations department at Copper Cliff. In 1980, he transferred to Manitoba Division and was appointed Manager, Employee Relations in 1982. In 1988, he transferred to the Ontario Division as Assistant to the Vice President - Administration, Engineering and Maintenance.

Don will report to P.W. Parker, Vice President - Administration, Engineering and Maintenance.

Another appointment sees Graham Ross become the new manager at Frood-Stobie-Garson complex. Graham will report to Gerald Marshall, Vice

President - Mining.

Graham Ross joined Inco in 1960 as an Efficiency Engineer at Garson Mine. He held supervisory positions of increasing responsibility in the Ontario Division mines and was appointed Superintendent of Frood Mine in 1973. He became Manager of the Garson area in 1976, Manager of the Creighton area in 1979, and Assistant Vice President - Mining in 1982. Graham has been in his current position of Director Safety, Environmental Control and Occupational Health since 1985.

Graham's return to the Frood-Stobie-Garson Complex recognizes his significant contribution in mining and safety, and the Division's commitment to the future of this complex.

Larry M. Banbury becomes Manager of Environmental Control and Occupational Health, an appointment that reflects the Division's major commitment in addressing environmental and occupational health concerns.

Larry joined Inco in 1967 as a Research Chemist in the Pro-

cess Technology department and has since held technical and operating supervisory positions in the Milling, Smelting & Refining and Administration areas of the Ontario Division. Before his new appointment, he was Superintendent, Environmental Control.

He will report to P.W. Parker, Vice President - Administration, Engineering and Maintenance, and, as required, to W.R.O. Aitken, Executive Vice President, and Dr. J.S. Warner, Vice President, on regulatory matters concerning environment and occupational health.

Dar Anderson is the new Manager of Safety and Training for the Ontario Division, where he will be responsible for safety and training policies and programs throughout the Division.

Dar joined Inco in 1962 in the Geology Department at Creighton Mine. He has held positions of increasing responsibility, including those of Mine Superintendent and Manager, Mines Maintenance. Before his

Continued on page 15



## DIVISION APPOINTMENTS

Continued from page 14

new appointment, Dar was Manager, Central Maintenance and Utilities for the Ontario Division.

Dar will report to P.W. Parker, Vice President - Administration, Engineering and Maintenance, and, on matters related to safety policy, to the President of the Ontario Division.

The new manager of the Creighton Mines Complex is John Kelly. He will report to Gerald Marshall, Vice President, Mining.

## Broad Experience

John joined Inco in 1970 in the Process Technology department at Copper Cliff. He has since held positions of increasing responsibility in the mining areas of the company, becoming Manager of Shebandowan in 1977, Manager of Creighton Complex in 1982, and Manager

of Mines Research and Copper Cliff North Mine in 1985. Prior to this new appointment, John was Manager of Frood-Stobie-Garson Complex.

John's broad experience in Mines Research will be particularly helpful in his return to the Creighton Complex and the ongoing development of the Deep Mining Project.

Appointed manager of Central Maintenance and Utilities is John LeMay.

He joined Inco in 1966 as an Electrical Engineer in the Utilities department. Following supervisory assignments of increasing responsibility, he became Superintendent in 1976 and Manager of Utilities in 1980. Before his new appointment, John was Assistant Manager, Maintenance and Utilities.

John will report to P.W. Parker, Vice President - Administration, Engineering and Maintenance.



## Safety First

MAPAO auditor John Pelland, Copper refinery manager Al Cruthers and worker safety representative Wilf Collin show off the Five Star plaque awarded the refinery for outstanding safety accomplishment.



## "Down Memory Lane"

Snow covered Serpentine Street (above) looked quite different in 1902. The horse drawn sleighs were the norm. The Copper Cliff Hospital looked homey with its white pillars.



The view from the local Pinto Store: looking west, you face a modern town equipped with four-wheel transportation. Instead of the Copper Cliff Hospital, you face the centre of mines research and occupational health.



A stretch for the hydro lines?

It appears like hydro crews had quite a time stretching the lines to clear the chimney of a house moved from Copper Cliff by road recently. Actually, the house was moved and Inco's superstack stayed where it was. The house was purchased by Inco and was designated for demolition until the owner elected to have it removed from the property in the "Little Italy" area of Copper Cliff.



Port Colborne: safety success of 1988

1988 will go down in history as a banner year for the Port Colborne Refinery. It started the year by recording the top safety honors for Milling, Smelting and Refining for the previous year and it continued by earning an Inco four-star rating. MS and R vice-president Bob Browne hailed the 1987 safety performance, the first ever win for the refinery, as "a tremendous achievement" that reflected highly on management and employees. He told the employees at a mid-winter ceremony they were "leading the way" in the Ontario division. In a Triangle glance back at last year's highlights, refinery manager Len Kowal, left, Paul Ivanich, Chuck Goss, Joe Fabbro and Dino Iannandrea join the MS and R vice-president in the award ceremony. Kneeling are Emile Holmes, left, and Randy Aguis.

Horse of a different color

Looking a gift horse in the mouth?

Not really.

At a farewell presentation before Christmas for Creighton complex area manager Jim Ashcroft, Central Mills manager Peter Ryan and Transportation and Traffic manager Ken Johnston offered a bag full of gag gifts.

With Peter modelling, Jim was given a set of horse blinders that will afford him the proper focus for his new job as the vice-president of mining in Thomp-

son, Manitoba.

Jim began his new duties with the Manitoba division early this month after a 20-year career with the Ontario division.

At the same time, Gerald Marshall has moved to Copper Cliff from Manitoba where he is now the vice-president of mining for the Ontario division.

Eric Kossatz, the former vice-president, mining, also took up his new job over the holidays as the vice-president, production at Inco Gold Management Inc. in Toronto.

CLEM PROBES MYSTERIES

Continued from page 5

time. Every violin has its own voice," he adds.

Patience demanded

Carving pieces of wood is time-consuming, he said, and takes extraordinary patience.

"For a professional, it takes a minimum of 175 hours to make a violin.

And that's tragic, considering the number of "butchered" instruments he's repaired. He's worked on some that were little


more than a collection of pieces and in one case he was traded a "butchered" instrument with a poor sound.

"I worked on it and a year later the guy wanted to buy it back because it had such a beautiful sound."


He hopes eventually to make violins for his two sons. The main aim today, he said, is to cherish its mysteries.

"The more one knows, the more one realizes that there is a lot more to know."

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