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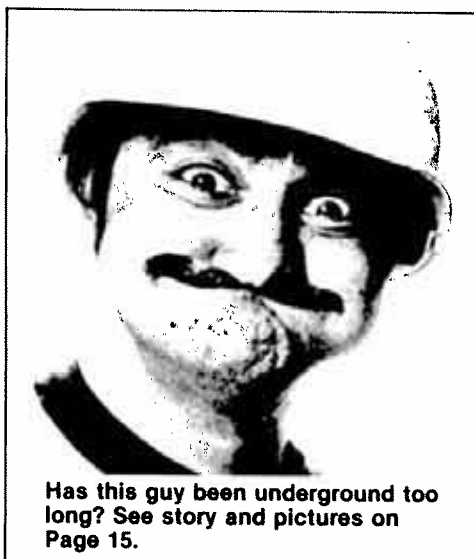
INCO Triangle

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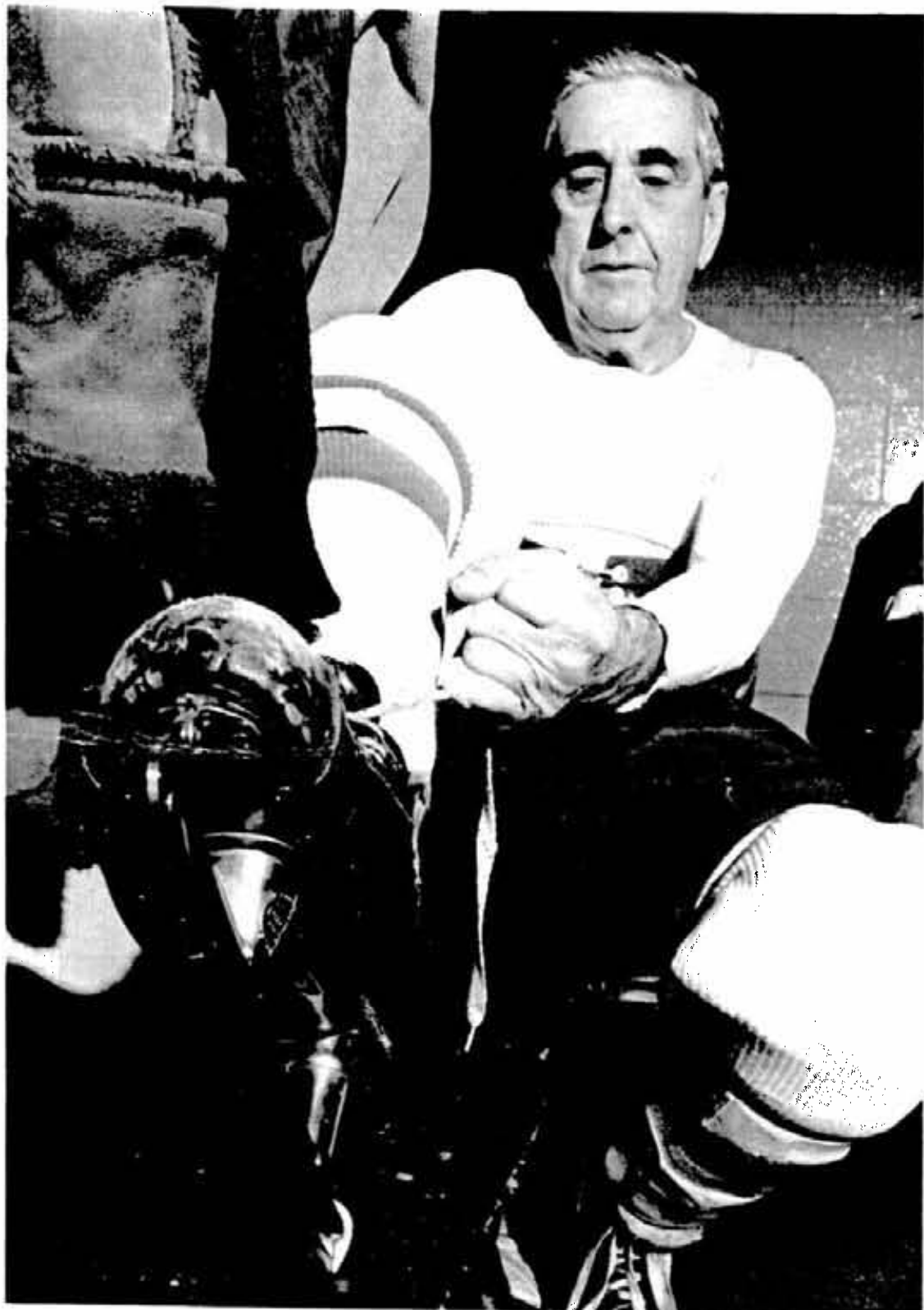
FEBRUARY

Ontario Division

1989



Has this guy been underground too long? See story and pictures on Page 15.



George Hastie laces up for some stiff competition in Copper Cliff Pensioner Hockey Club action. At 78, he's not only the senior member of the league, but he's a Falconbridge pensioner in the predominantly Inco group. See Page 8 and 9 for more.

Clean air focus of Inco ad blitz

"Thanks to clear thinking at Inco, we can all breathe a little easier."

For thousands of Ontario residents, that message was brought clearly and vividly home two weeks ago when Inco Limited embarked on a major advertising campaign to tout its sulphur dioxide abatement program.

The high-profile ad campaign was designed to showcase why Inco is spending \$500 million of its own money in the next five years to help clean up the environment.

Launched five weeks after the company made its SO₂ abatement strategy report to the provincial government, the campaign embraces leading Ontario daily newspapers and magazines and introduces the nickel giant to the world of television advertising.

By 1994, Inco has stated it will reduce its sulphur dioxide emissions to 265 kilotonnes annually from 685 kilotonnes.

Concentrating on Ontario with a focus on the major public opinion centres of Toronto and Ottawa, the campaign features a four-color, four-page advertising insert into such papers as The Toronto Globe and Mail, the Toronto Star, the Ottawa

Citizen, the London Free Press and the Sudbury Star.

A slimmed-down version of the ad that communicates Inco's concern and commitment to the environment will also appear in the next two months in such journals as Harrowsmith, Canadian Business, Saturday Night, McClean's, Equinox, Outdoor Canada, Reader's Digest and Canadian Living. University campus newspapers are also the focus of Inco ads.

To capitalize on the widespread impact of the print campaign, Ontario television stations will also carry a 15-second commercial that will graphically tell viewers how Inco will address the environmental issue.

A 6 1/2-minute video on Inco's new technology and its strategy to curb SO₂ emissions will also be made available to Ontario schools.

Describing the public awareness campaign as the most comprehensive in the company's history, Inco's public affairs manager Jerry Rogers said the campaign was more than justified since Inco's SO₂ campaign is one of the most dramatic actions taken by a North American industry to help combat the pressing environmental issue of acid rain. ■

Phillips predicts more good times for Inco, Sudbury

Good times are still in the offing for Inco and the Region of Sudbury.

That's the forecast from somebody who should know. Inco Limited President, Chair-

man and Chief Executive Officer Donald Phillips backed up his confident prediction with more than the current strong international demand for nickel.

Continued on page 6

Tom Davies sports \$4 million grin

The grin on Tom Davies' face cost Inco more than \$4 million.

"What you read on our lips are smiles," said the Sudbury Region chairman as Inco officially waived the amount owed the company by the region.

In what Mr. Davies considered an "outstanding act of corporate citizenship," the company paid the court-contested

tax bill even though the court ruling upheld Inco's assessment appeal.

"What you may be able to hear coming through our lips are sighs of relief," he said. "And what you can hear from these lips is a sincere, heartfelt expression of appreciation on behalf of all the people of our regional community."

A group of all the mayors in

region, Sudbury Board of Education and other area officials looked on at the Copper Cliff Club ceremony as Inco Chairman Donald J. Phillips and Ontario Division President Dr. Mike Sopko unveiled a symbolic giant cheque made out to the region.

"That spirit of cooperation and enthusiastic support from our employees and from the

community itself is what we've come to expect in the Sudbury Region," said Mr. Phillips.

He said the outstanding assessment appeal issue was approached on the basis of the company's long history of co-operation with the community.

"We believe in a strong Sudbury Region," said Mr. Phillips. "And the \$4 million that will go back to the City of Sudbury, the region, area municipalities and to the board of education is, in

our way, a measure of thanks for the support shown us over the years."

Dr. Sopko, credited with first broaching the idea of waiving the money owed the company from the successful tax appeal, sees the move as the act of an enlightened and responsible corporation.

According to Dr. Sopko, the company's commitment to the region is based on a long-term relationship. ■

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4 The family that fights together...

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Sifting through mining history to discover our roots



Marty McAllister: Mining mining's past.

The problem with many written histories is that often the historian is a poor writer or the writer is a poor historian.

Just a glance at the non-fiction of Marty McAllister reveals that his passion for mining history and for writing erases the problem.

"Studying our heritage is a sign of maturity, not senility," he writes, avoiding the old chestnut about learning history or repeating it.

The special projects worker considers the job at the Power and Construction Department as a happy coincidence that allows him to combine his interest in mining history and in work. He's immersed himself in several projects, including helping research on the history of the Spanish River system.

His chairmanship of the Anderson Farm Museum Board of Management reveals the depth of his devotion to history.

"We don't question that the Egyptians should have taken care to preserve the pyramids and the artifacts in them," he said. "The value of history is one of the most intangible things we deal with. A lot of important things happened here that built the economic base of what we are today."

He's now researching early hydro-electric development in the Sudbury district and the life and legacy of Sudbury basin mining pioneer Aeneas McCharles.

Book potential

He said both subjects have book potential. The lack of time is the only thing that's keeping him from the first chapter.

Although he's a good example how much work a writer must invest in researching and recording history, Marty takes the view of history that it isn't all work.

"In fact," he said, "a lot of our history is just plain fun to study."

He said that people should read history without applying today's rules.

"We can't talk about the O'Donnell roostyards from the perspective of an air-conditioned office and judge those atmospheric nightmares by today's standards."

Not all history is digging up dry facts, he said, and judging from his records there is little truth to the popular belief that there is nothing funny about the mining business.

Characters such as mining engineer and promoter Major James R. Gordon give flavor to Marty's histories. Gordon's unbounded optimism and flair for speculative promotion led visiting inventor Thomas Edison to describe Gordon as "a big man with a red-neck tie, a lot of property for sale, none of it his own."

Edison, who visited Sudbury at the turn of the century, considered Gordon "a bit of a beast," a common term used to designate the con men of the period.

History also records Aeneas McCharles as a bit of an eccentric who left the flap of his tent open or set an extra place at the dinner table in case his deceased wife should return from the dead.

"History isn't as dour as it seems," said Marty.

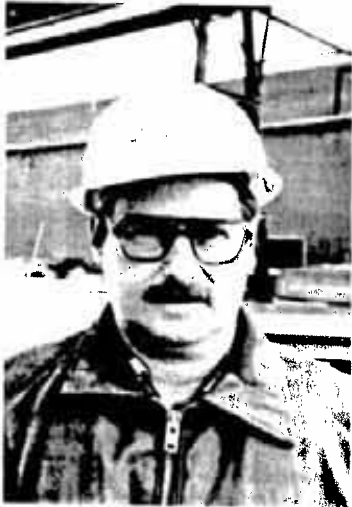
In light of the company's \$500 million for reducing sulphur dioxide emissions and a \$4 million tax "gift" to the Region, how do you view Inco's image?



Ray Bromley, supervisor, transportation, track maintenance: "I think we're doing a lot for the community and it's opening the eyes of a lot of people. Maybe it doesn't help me financially, but it makes me feel good that Inco has a heart."



Larry Scouron, maintenance mechanic, Utilities, Iron Ore Plant: "I feel we're showing everybody how it's done. In my 30 years at Inco, I've seen an unbelievable change in Inco's image. There was a time when you wouldn't be caught dead in an Inco jacket. Today I feel a certain pride in working here. As an employee, there's a future here."



Dave Mallette, project team leader, C.C. Smelter: "I think Inco is doing enough, and I hope we get credit for it. I think a company's over-all image reflects on the employees. Inco could have really stuck it to the region but they didn't. You don't mind wearing your Inco jacket in public anymore."



Gilles Leclair, shipper, Power and Construction: "Politically, it's good. It helps the community outside and our outside image is changing drastically. But things haven't changed enough in Inco's dealings with employees. It doesn't really make a difference to me how the company is viewed from the outside."



Allan Wuorinen, pattern maker, Power and Construction: "I think it makes you feel better about working for Inco. It's a good start at building better relations with the public. I've seen a big change in the image of Inco in recent years."



Chester Stokes, track foreman, transportation: "Inco is doing just a little bit better in all categories. It's better for the country and better for my kids. A lot of people used to look down on Inco, saying that the company should do this and that. Well, they not only did it, but they did more than what was required."



Eric Hinton, engineer, C.C. Mills engineering: "Inco is doing great. At first, I was suspicious of the poison pill move, but not anymore. I'm proud to be at Inco, as long we keep heading in this direction, towards zero emissions. We didn't have to give the region \$4 million. There are a lot of things that Inco does that they really don't have to do."

Neutrino lab likened to Newton's discovery

The reward for nearly a mile of slogging along Creighton's underground SNO-drift was little more than the rock face at the end of the line. But physicist Walter Davidson could hardly hide his enthusiasm from beneath the hardhat.

"What we hope to discover here will be as revolutionary as Newton's discoveries 300 years ago," said the high energy physicist with Canada's National Research Council as he peered into the blackness of Creighton's 6,800-foot drift. "What we'll have here is a

world-class research centre at the very razor's edge of high-energy physics."

Inco personnel, area politicians as well as Temiskaming Member of Parliament John MacDougall accompanied the scientist to the site of the proposed Sudbury Neutrino Observatory recently.

Dr. Davidson said a similar location would cost upwards of \$150 million to re-create elsewhere, a price that dwarfs the \$39 million cost of the experiment itself.

"This project would not be

possible without Inco's contribution," he said. "We just couldn't afford it."

Inco will not only provide the site but will do most of the underground construction at cost for the installation of the observatory and additional underground facilities, including areas for air conditioning, showers and lockers, utilities, and a control room for the observatory.

More than just the cash factor, the advantage of the observatory in Inco's deepest mine is that the site is the lowest "background point" in the world.

Natural phenomenon

Lowest background point, explained Dr. Davidson, means the site has less background radiation to complicate the sensitive neutrino search than any other similar experiment in the world.

Background radiation is a natural phenomenon occurring from the atmosphere and the earth itself. At SNO, only about 100 cosmic rays a day from space will reach it. With its one meter of low-radioactivity sulfurcrete blocks, background radiation from the surrounding rock in the mine will also be reduced.

As a partner in the project, Inco would benefit by the prestige of contributing to the advancement of science. Dr. Davidson speculates that Inco may also benefit by experience gained in the use of sulphur in SNO shielding.

"There would undoubtedly be a fair amount of interaction down the road between SNO scientists and Inco professionals at the mine," he said, "this would be beneficial to both parties. Indeed, it may be possible to contemplate modifying some of the well-established administrative and production techniques developed by Inco over the years to the SNO situation."

Besides the approximately \$15 million that would be spent locally during construction and about a dozen permanent people needed to run the observatory, SNO will be the "foot in the door" for Canadian scientists to do work in other scientific facilities in the world.

With the development of SNO, Canada would be perceived as having made a significant contribution to the international scientific effort and would be able to barter for a place at other front-line research facilities.

Nobel in offing

The rigorous technical requirements of SNO would also "stretch" existing technologies, helping to develop scientific and technological expertise for future industries.

Although the initial neutrino experiment is expected to take four years, more experiments

would be conducted here to make SNO a long-term, ongoing scientific facility.

But the significance of the observatory's neutrino search is best summed up by Dr. Davidson: "If we find what we think we are going to find, it would mean a Nobel prize for Canada. It would mean a revolution in our theories so far."

Neutrinos hold key to life's mysteries

The weird world of neutrinos is a scientific version of Alice in Wonderland, and even the language used to describe their properties reads like a science fiction novel.

Yet clues sought at the proposed Sudbury Neutrino Observatory could supply scientific detectives with information as advanced as the existence of invisible matter and as basic as the birth of the universe.

What the SNO could help reveal includes:

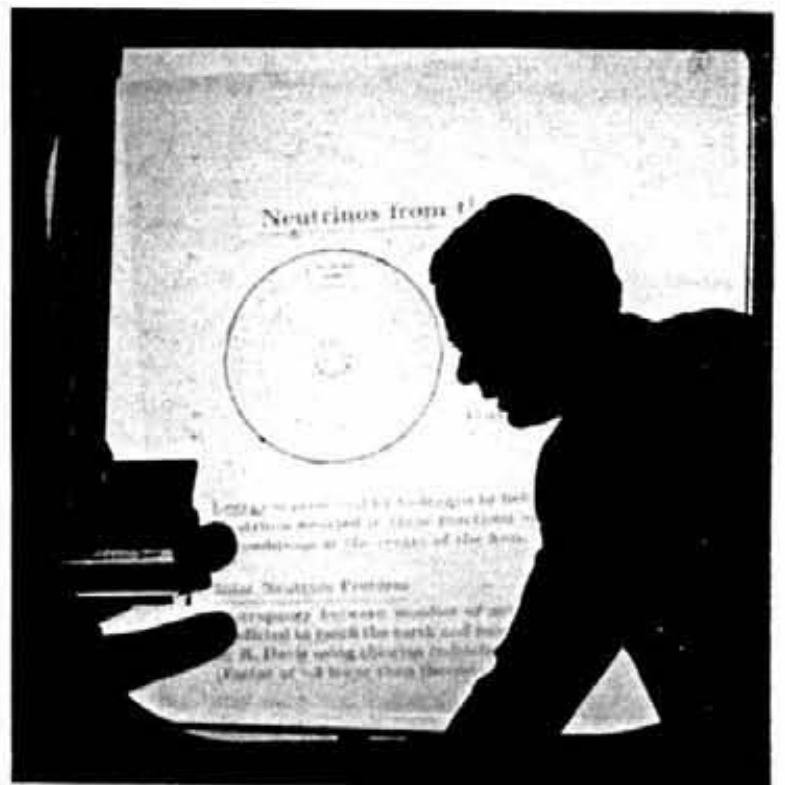
- Do neutrinos have mass?
- Is the universe "open" (expanding forever) or "closed" (eventually to collapse upon itself)?
- What was it like during the first split second of the birth

of the universe?

- Why and how do stars "die"?
- What are the properties of the three "flavors" (types) of neutrinos?
- Are neutrinos their own anti-matter equivalents?
- Does the sun "burn" the way we think it does?
- Theories about how neutrinos and the universe work are conflicting. Which ones will have to be rewritten?
- Will SNO scientists stumble on to something completely unforeseen (not an unusual occurrence in high energy physics) that will totally revolutionize our view of the fundamental forces of nature?



Physicist Walter Davidson and Temiskaming Member of Parliament John MacDougall at the site of the proposed neutrino observatory, 6,800 feet below surface.



Dr. Davidson outlines some of the discoveries sought at Creighton that could lead scientists to rewrite their theories.

Lures mining firms

Sudbury sports country's second best economy

High-tech mining, necessary to keep companies such as Inco 'lean and mean' in the competitive marketplace, can mean reduced payrolls spent in nearby communities.

So why is Sudbury economy's performance listed as second best in the country in a report published by the Hemson Group of Toronto?

Perhaps one reason is the development that a healthy mining industry attracts businesses like Sudbury's newest corporate citizen, Normet Industries of

Finland.

According to the Sudbury Regional Development Corporation, more money is spent in a 300-mile radius of Sudbury for underground hardrock mining equipment and supplies than in the United States, Australia or the rest of Canada.

That's why, claims the SRDC in its publication Horizons, the Finnish company established its headquarters and manufacturing facilities in Sudbury.

After two years of studying

the Canadian marketplace, Normet opened its plant in the Walden Industrial Park.

"The Sudbury region was a logical choice for our Canadian operation to locate in," said Erkki Ahopelto, president of Normet Industries Canada Inc.

"Sudbury is the midpoint of the mining area and most of the important customers are within reach from Sudbury."

Normet develops and manufactures trackless utility vehicles and special carriers for underground mining and civil

engineering uses.

Normet equipment features interchangeable "cassettes" that attach to a standard carrier.

"We deal with the customer on a case by case basis - we develop a solution specifically for him," explains Normet Sales Manager, John Morissette.

Clients are served on several continents including Australia, Asia, South America and Africa.

Canada was the only significant country not on the Normet marketing map.

Initial sales efforts will be concentrated in Northern Ontario and Quebec.

Eventually Normet will penetrate the U.S. market. Free trade is not an issue since Normet already operates in a barrier free environment.

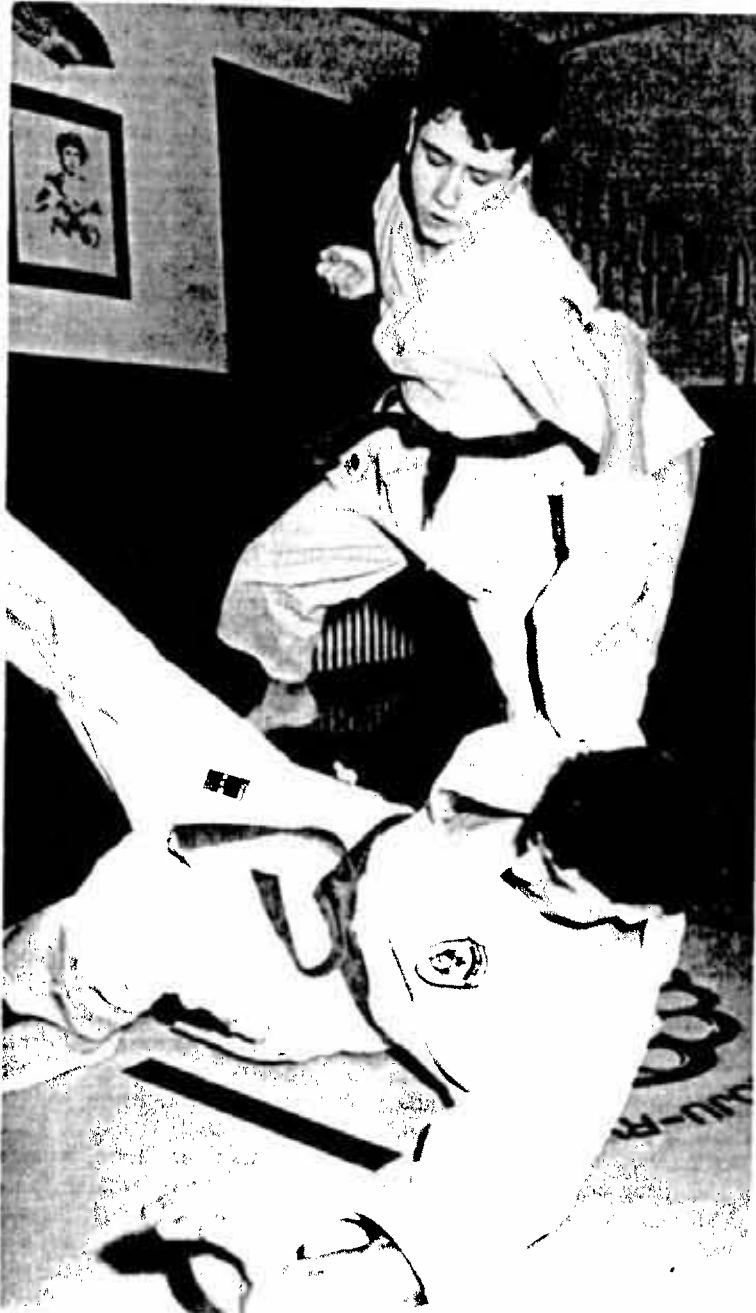
Company President Erkki Ahopelto relocated from Finland and is adjusting well to life in Sudbury.

"I like it here," said Ahopelto. "And what's more important my wife likes it here."

Family Feud: A McGuire tradition



Mike McGuire gets a kick out of his son, Darren.



Christopher (top) and brother Darren: Brotherly love.

Darren McGuire stares suspiciously, mentally assessing his father's vulnerability. With a burst of unbelievable speed, he flies at his father, barely missing his chin with a kick that cracks at the knee like a wind-whipped flag. Younger brother, Jonathan, watches carefully. He'll attempt the manoeuvre on his 10-year-old sister.

The McGuires have developed family infighting to an art form and Mike McGuire figures it's the best thing he's ever done for his kids.

"I've been teaching each of them since they were four years old," said Mike, a garage mechanic at Stobie Mine. "We cleared the furniture out of the rec room so nothing would get smashed."

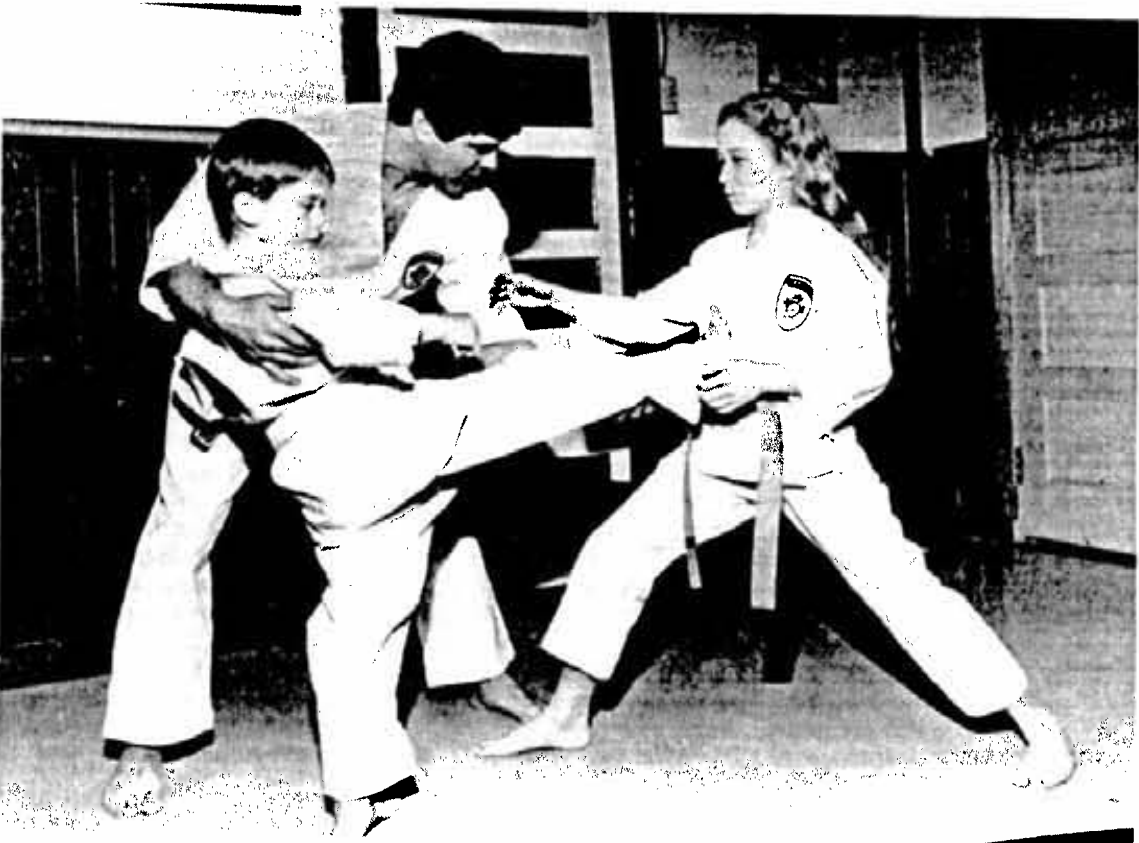
Holder of a black belt in karate after 15 years of training, Mike wants to pass on the benefits of the martial art form to his kids.

The actual fighting is just a small part of what he's derived from it, he insists.

He trained with four different schools over the years and today trains and teaches at the Sudbury Gojuryu. His sons, Darren 19, and Christopher, 16, also teach there at the Brown belt level.

"It makes you sharper mentally, increases your ability to concentrate, and builds confidence," he said. "Above all, it develops patience."

Mike, 42, began karate to keep in shape.



Mike instructs son Jonathan and daughter Melissa.

"I joined an exercise group first, but then decided that if I was going to spend all that time at it I might as well learn something at the same time."

White Belt

Son, Jonathan, is still at the first or white belt level but shows considerable confidence in tackling his sister, Melissa, 10, who holds an orange belt. The spunky seven-year-old even goes after his older brothers.

A fourth son, James, 21, is taking aikido in Guelph where he's attending university.

Mike isn't too concerned about sibling rivalries leading to karate warfare. In fact, he said the training has made his youngsters far more understanding of others.

"It's the perfect family activity," said Mike. "It gives us something in common and encourages us to cooperate."

The discipline required has a maturing effect, he said, that helps not only in karate but in all aspects of life, ranging from schoolwork to personal relationships.

"My kids have never been intimidated by peer pressure," he said. "They're not followers. They have their own heads."

Darren and Christopher are training these days with some extra determination. They want to represent Canada at the next Olympics where karate will be a demonstration sport and hope to get help from Sudbury sponsors to attend.

It'll probably mean some extra aggressive sparring around the McGuire household.

How does mother Linda McGuire cope?

"No problem," claims Mike. "That's the first rule around the house. Mom's the boss."



The McGuire family at play.



Jonathan McGuire puts the arm on brother Darren.

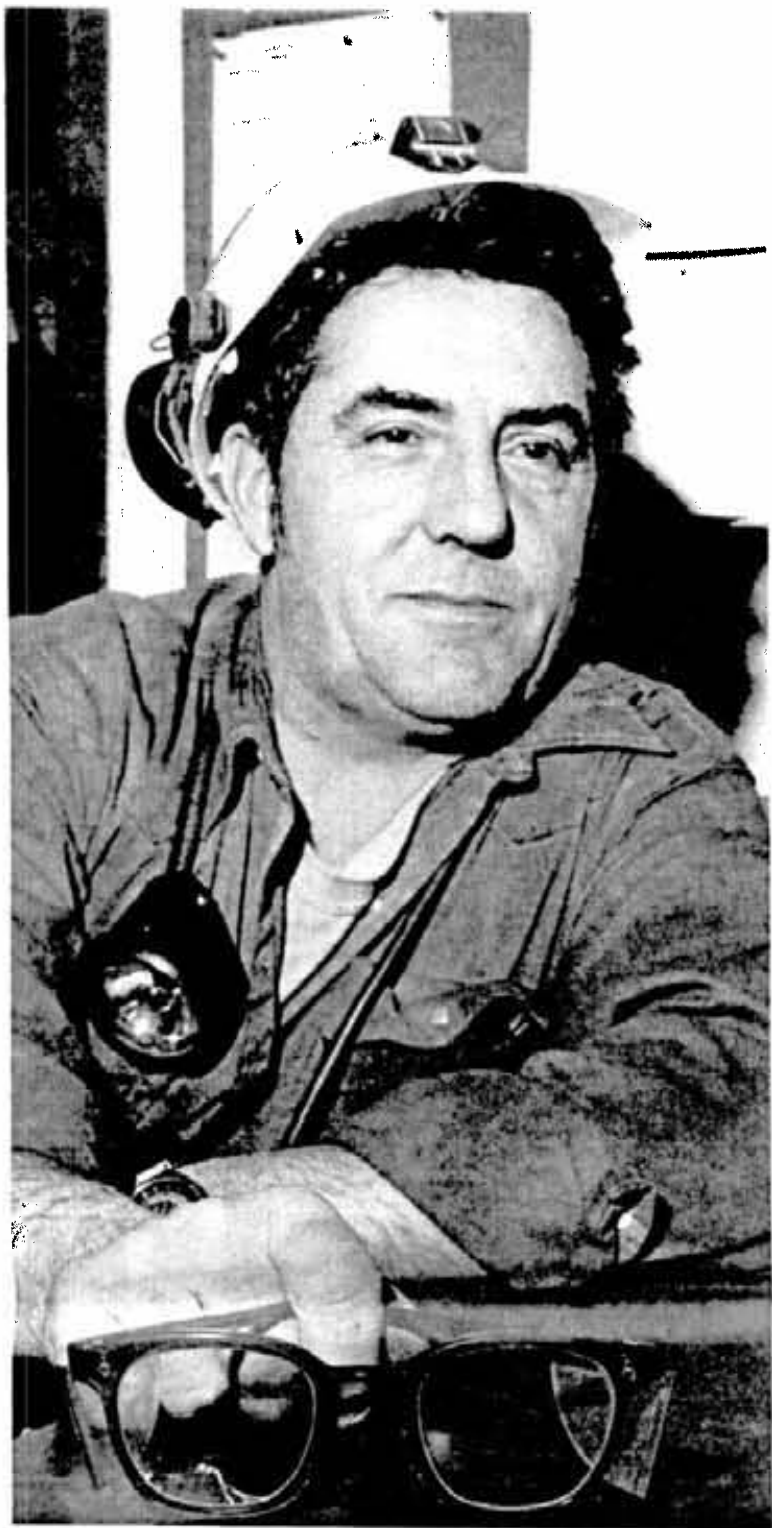


Session begins with mental exercise.



Jonathan McGuire looks like he's having second thoughts.

Inco's wise old owls still see clearly



Royce Simpson with the safety glasses that may well have saved his eyesight.

Cable snapped, glasses save eyes

Mike Demers was somewhat shook up when a freak accident sent him flying 10 feet but it could have been worse.

It he'd not been wearing safety glasses, he might have lost his eyesight.

"I was rolling a spool of mine armour cable out of the cage on surface at Creighton when the end of the cable came untied, flipped around and struck me in the face," said the 38-year-old electrical leader with Inco Construction.

The cable, as thick as a coffee mug and weighing six pounds a foot, snapped his glasses in half.

"I credit the glasses with saving my eyesight," said Mike. "I'm sure glad I was wearing them."

Mike became the latest Wise Owl when he was awarded the title recently. ■

Safety glasses thwart mishap

Royce Simpson clearly sees the advantage of wearing safety glasses.

The 50-year-old Construction leader was removing a cotter pin holding a brake shoe on a motor when a tiny piece of metal flew off the chipper hammer and struck him in the glasses.

"I've been wearing them since I first started with Inco 24 years ago and I've never had anything happen to me before," said Royce. "You get used to them and hardly notice they're there after a while. I'm sure glad I was wearing them. At least I still have both eyes today."

Royce joins the Wise Owl club, an award presented to those whose use of the glasses has prevented disaster. ■



Mike Demers with cable like the kind that struck him in the face.

PHILLIPS PREDICTS

Continued from page 1

"We have also been successful in establishing Inco as the world leader in mining innovation, productivity improvements and marketing," he said at a news conference at the Copper Cliff Club. "None of this could have been accomplished without the support, enthusiasm and vision of our employees, many of whom are long-time residents of this Region."

He made the prediction during the official presentation of a \$4,164,000 cheque to the Region of Sudbury. It's a sum the company was under no obligation to pay after Inco won a favourable ruling in its tax assessment appeal.

The recent high price of nickel had little to do with his prediction and could even have an adverse effect if it was to continue for too long.

"I don't see the \$7 a lb. price remaining for very long because it's really too high. If it stays there then that could lead to substitution."

The last thing Inco and Sudbury wants, he said, is to see

stainless steel being priced out of the market and the demand for nickel drop.

No downturn

Mr. Phillips didn't see a return of the severe economic downturn of the early 80s.

"I am not worried about history repeating itself because Inco today is a much stronger company and the nickel industry is in much better shape."

He highlighted some of the major events of the past year that were critical to the company's success.

- a year of record nickel consumption and of record nickel prices. For Inco, it has meant a year of record earnings which will be announced on February 1st.
- Inco has solidified its position as the leading nickel producer in the non-communist world by increasing market share to 35 per cent from as low as 23 per cent in the early eighties.
- in late May, the company signed a new collective agreement with the unionized

employees of the Ontario Division that has been referred to as a model of industrial relations in Canada.

- two key features of that agreement are the guarantee of a pension indexed for life



Region of Sudbury Chairman Tom Davies and Inco President Donald Phillips make the \$4 Million handshake.

after 30 years of service and a bonus system linked to the price of nickel.

- profit-sharing and employee ownership in the company are now becoming facts of life at Inco.

- early in 1988, some 5,500 staff employees world-wide including 2,000 in the Ontario Division were included in a new bonus program for sharing profits.

Shareholder approval

Shareholders approved a \$1 billion recapitalization of the company in December which featured a \$10.00 (U.S.) special dividend and a shareholders'

rights plan that protects shareholders from any attempt to acquire the company without full and fair value to all shareholders.

As part of that recapitalization, all Inco employees with more than one year of service will receive shares in a plan to broaden employee ownership in the company.

- The Ontario Division in March announced that it would be hiring miners for the first time since 1979.
- as the company embarks on a new era of spending in the Ontario Division and as vacancies occur because of our enriched pension program, Inco anticipates increased hiring in the Sudbury Region in the coming years.

- early this year, Inco advised the Ontario Government that nearly \$500 million will be spent over the next five years to reduce sulphur dioxide emissions from our Sudbury smelter complex to meet the 1994 regulated emission limit.

Seedlings sprouting as snow mounts

It's that time again, folks. The world is a deep freeze, with snowbanks threatening to block the view from your second-storey office window.

But it's just a matter of time before the blanket of white turns to color again. Thanks to the people at Inco's Environmental Control, it'll be just a shade greener than last year.

It's an unusual phenomenon that Sudbury and area residents have come to expect since Inco undertook a stressed land seeding program about 10 years ago.

"We're seeding some 20 to 30 acres of Inco property every year," said agricultural technician Mike Peters. "We're starting with the more visible areas first but eventually we'll spread out from there."

Although Inco's greening program gained impetus when a major region-wide project was begun in the late 1970's, the company has been involved in seeding programs for the past 20 years. According to Mike, technical advice has been shared with the Sudbury Region program.

Unlike the manpower emphasis of the regional project, the agriculture department uses machinery as much as possible to reduce costs.

One example is the all-terrain vehicles used to spread lime, seed, and fertilizer. Within three years after the initial seeding the second phase of the greening project takes place. Trees, raised from seedlings by Inco agriculturists, are planted in the revitalized soil.



Mike Peters and Andre Beaudry use all-terrain vehicles to spread lime on stressed land near Nickel Refinery.

Acreage reclaimed

Mike estimates that about 100 acres have already been reclaimed, mainly in the visible areas northwest of Copper Cliff.

He can't begin to estimate the number of acres to be done before the program ends but he guesses the program will continue for another 20 years.

"There's lots more to go,"

he said. "The program doesn't have a completion date. It's more of an ongoing effort."

Considering the nutrient-deficient soil that department agriculturists deal with and the experimental nature of some of the work, they've had remarkable success.

"We've been fairly successful so far," said Mike. "There is need for some work

the following year but much of the seeding usually takes root the first year."

Re-seeding begins in late fall with lime applications. Fertilizer follows to feed the relatively sterile soil. The seeding is the last stage.

The annual ritual takes a month or two, he said, depending on the terrain.

"The amount of time spent

on seeding can change from one acre to the next."

Aesthetics is a major reason for the program. But halting soil erosion is also important.

This year's seeding at the nickel refinery, completed just before Christmas, was an effort to stop erosion from nearby railroad tracks.

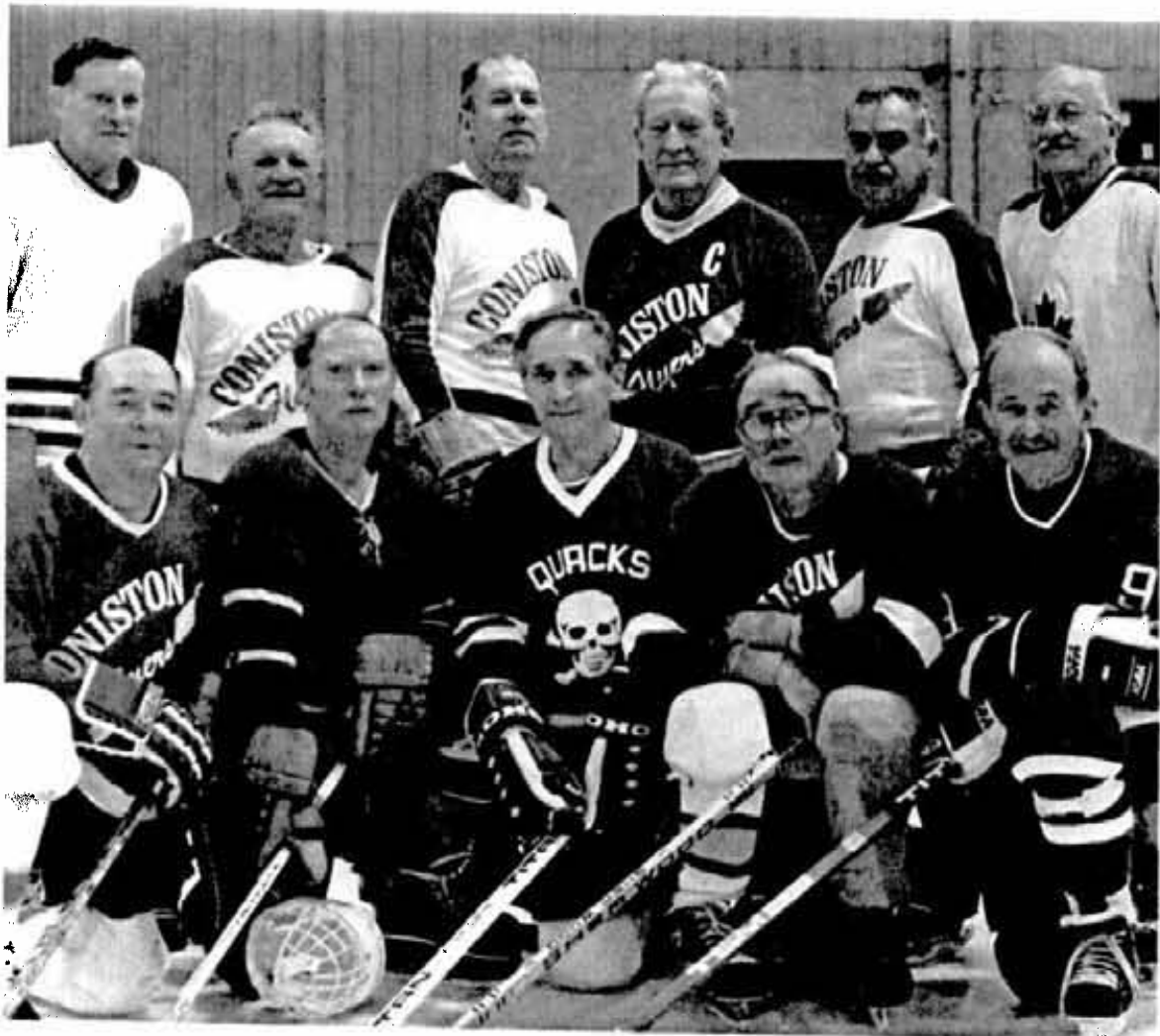
"Specific problems come first," said Mike. ■



Vehicles spread lime on stressed land, part of Inco's ongoing greening program.



Lime is loaded onto vehicles, then put into hoppers as needed.



Some of the guys on the team are from left (front) Severo Zanatta, Red Maler, Dave Chapman, Hilton Fowler, Steve Buchowski; (rear) Ello Flora, Gino Gobbo, Sterling Johnson, Vern Johnston, Silver Marcon, and Siro Alberton.

The boys of winter beat the winter blahs with the game of their lives

"I still like to skate. One day last year on a cold, clear, crisp afternoon, I saw this huge sheet of ice in the street. Goddamn, if I didn't drive out there and put on my skates. I took off my camel-hair coat. I was just in a suit jacket, on my skates. And I flew. Nobody was there. I was free as a bird. I was really happy. That goes back to when I was a kid. I'll do that until I die, I hope. Oh, I was free!"
 --Ex-NHL player Eric Nesterenko in Working by Studs Terkel

For the Inco boys of winter, it is full circle now. Long ago skills dulled like the edge of an old pair of CCM skates, they've returned in their 60s and 70s to the passion of their youth. Hockey.



Red Maler and Albert Rebellato, 62, stretch for the puck.

From fall until spring, two mornings a week, they play a seemingly endless game of shiny in the Coniston and Copper Cliff arenas. Red shirts rushing blues, blues rushing reds, back and forth, in amiable slow motion. Nobody really keeps score anymore in these weekly pick-up scrimmages. There's no need for goaltenders. There are no punishing body checks, no rising slapshots, no referees, no whistles, no spectators save for some young mothers with future Elizabeth Manleys waiting for the old men's hour to end. For 60 minutes, the men are thrown back again to the frozen ponds and outdoor rinks of memory. Careers over, children raised, grandfathers now, they play

for the sheer joy and love of the game. On gimpy legs, these 18 aging jocks who are mostly Inco veterans, though an occasional Falco man or a school teacher has slipped in, wheel around the ice from November to April. Where once, in their youth, the arena rafters rang in their praise, they play the game alone now, the slice of their skates singing in the coldest of a morning arena.

Vern Johnson, 75 this month, leans on the butt of his hockey stick, rubbernecking along the boards. A craggy-faced man of gentle mien, he sallied into Sudbury in 1937 from western Canada to play hockey for Frood. He retired in 1978 after logging precisely 40 years and eight months with Inco. "The hockey was the best there was in Canada, right here in Frood," he says. "Frood (Sudbury Frood Tigers) won the Allan Cup in '37, beat out North Battleford (Sask.). In those days, it was unusual for an amateur player to jump into the pros. They usually served an apprenticeship in the AHL. But from that Frood team, Mel Hill, that's Sudden Death Hill, Murph Chamberlain, Don Grosso and Bingo went to the pros. And stuck," he adds with emphasis. Although none made it to the Hockey Hall of Fame, the four counted seven Stanley Cups in their NHL careers. Hill was on three winners, Chamberlain two, and Grosso and Kampman one each with the Leafs when the Leafs were a legend.



Bill Maisuk, 64; Steve Buchowski, 60; Albert Rebellato, 62, in a

A Brandon boy, he'd never seen an indoor rink until high school. He learned the game on outdoor rinks with two foot-high boards, playing against boyhood pals like the late Turk Broda, the 1940s goaltending star of the Toronto Maple Leafs. The former Regina Pats player was lured north by Frood with the promise of a job. "Hockey players got the so-called cushion jobs underground, warehousemen, time-keepers," he recalled as his buddies glided past, exchanging the odd catcall. "In the summer, the baseball players got them. Frood guaranteed me a job at 71 cents an hour. That was made up of the difference between the job, 63 cents an hour, and the athletic commission (at Frood), eight cents an hour. "In the summer, a lot of us went into the stopes to learn about the trade. I broke my leg in '39 in the stopes. That finished my hockey career."

His hockey-wise cronies are on the injury that's left the old smoothie with, by his reckoning, 30 per cent mobility. "My legs won't do what they used to. I can circle to the left but I can't circle to the right and they know that. Often, I feel like making the big rush, then they call me the old puck hog," he laughs. "Yes, it brings back a lot of memories." At 55, two years retired after 36 years with the Nickel Refinery, Sterling Johnson is the rookie of the league. Just how old the league is no one really seems to know for certain anymore since the founder, the locally famous Bert McClelland after whom the arena is named, up and got remarried and moved down south. Maybe, like the technical details and the rules of the game, nobody needs to know. The Coniston-Copper Cliff pensioner hockey team exists. That's enough. "This is the best thing that ever happened to me," admits the beefy Johnson who once toiled for the Coniston Flyers. "Between curling three times a week and this, I just don't want to stay home and do dishes.

Some of these old guys, I can keep up with, some I can't. My wife loves me playing hockey. She's still working part-time. "The wind was blowing from the north. With the wind behind you, you're in motion, you can wheel and dive and turn, you can lay yourself into impossible angles that you never could walking or running. You lay yourself at a forty-five degree angle, your elbows virtually touching the ice as you're in a turn. Incredible! It's beautiful. You're breaking the bounds of gravity. I have a feeling this is the innate desire of man." --Eric Nesterenko

Liberale Marcon won his lifelong nickname of Sliver from a little, short fat kid he grew up with in Coniston a half century ago.



Jake Jackson, 68, tightens his helmet.

Sliver turns 65 in April and has never lost his passion for the game. "As a kid, I always played hockey but I was too small,"



tion.

said the one-time maintenance supervisor at the Copper Refinery who retired in 1982 after 41 1/2 years. "I played oldtimers in Coniston when I was 45, 46 years old 'til the young guys came on and most of us quit. I'd rather do this than anything else. I always loved the game. When I was a kid in Coniston on the outdoors rink, I used to be out there 'til my socks froze in my skates, wearing hand-me-down pads from my cousin."

Dave Chapman figures the decline of Sudbury as a national hotbed of hockey came with the onset of World War II.

"Hockey once was everything up here," said the former Inco employment manager, now 69. "In Copper Cliff, we grew up with sports. We've seen the best hockey there was in the late 30s when the Stanley Stadium was still standing."

"The war years killed it, I would say. People got doing other things. They spread out. Some guys went pro. They came here for the jobs. They'd be off at 2 to practice. So many went pro those days. It was only a six-team (NHL) league, remember. So if six or seven went on to the pros, you had to have good hockey."

No mean player himself with North Bay in the late 30s, he hadn't laced on skates, let alone played hockey, for 20 years until a few months before retiring in 1981.

Today, as with the others in the league, there's no sitting at home in retirement, no endless haunting of shopping malls on one more pointless mission.

"The fellows have a lot of fun out here. There's no animosity at all. Once in a while, somebody will hook or somebody will shoot the puck a little high and there'll be a few looks. We've known each other for 40 years. Some of us went to school together. There's no strangers in the group."

"I don't think you ever get over hockey. You've lived with it all your life. In other words,"

he says over his shoulder as he skates away to pick up his spot on the line, "you look forward to Tuesday and Thursday. You're tired afterward and you're stiff. But it keeps you young."

Steve Buchowski and Gino Gobbo go back a long way even though Steve is a decade younger than Gino.

In the early 1950s, they played together with the Coniston Aces when the team won the Intermediate B title here in the north.

Steve, who got 40 years in before retiring last year from the Iron Ore plant as a maintenance mechanic, has flirted with the sport all his life. The pressure's off now that he no longer has to chase after mere striplings of 40 in oldtimer hockey.

"If I could play hockey to the age of George Hastie, I'd be happy," he says of the oldest active player, absent from today's game but still going strong at 78. "And George's still good for that style of hockey."

Gino, who sports a sweater emblazoned with Sexy Grandpa, that was allegedly given him by the widows of Coniston, plays a key role on his son's Formula One snowmobile racing team.

But the one-time center for the old Garson Gunners would rather play hockey. He grew up with shinny on Burnt Creek in Coniston and the memories are still as fresh and clear as a cloudless, crisp winter day.

"This takes you back to the frozen ponds alright," he laughs. "For pucks, we used frozen horse buns and strips of tire tubes to hold up the magazines and catalogues on our knees for pads."

In the dressing room afterward in the company of old men, they strip for a hot shower and a cold bottle of beer (ginger ale for the teetotalers among them).

Sweat-stained as of yore, bodies stiff with rigor, elasticized bandages shorn from sore legs, they turn their talk to neighbors, old friends from Inco



Digging for the puck in the crease.

and Falconbridge days, vacation spots in the sunbelt, winter fishing off Manitoulin.

The mood is light and bantering.

"10 to 11," sighs Sterling Johnson. "That was the longest hour."

"You're getting dirty, Johnson," Steve Buchowski chips in. "That was a body

check out there."

"Hell, no," the rookie protests. "I lost my balance."

The room breaks out in laughter.

Off to the side, Siro Alberton mops his brow with the dish cloth under his helmet to keep the sweat off his glasses. At 61, he's played with the old boys of winter for five years.

While he played back in the 40s in shift league hockey with guys like Red Maier, who, across the room, dons street clothes once again, he never considered himself much of a hockey star.

"I'm just out for the exercise and a good time. I have some fun keeping up with these old guys," he says. "We start the first week of November and go 'til the first of April. There's always someone going or coming from vacation. But the group's stayed intact."

As the weeks flow by, sliding from fall into winter, he, too, begins to feel the old hockey legs return and the wind comes back to his lungs. By spring, their game, like a fading beauty in dim light takes on a charm of its own.

"Our wives," he laughs as they pack up their equipment, sometimes think we're crazy. But let's put it this way, we're trying to be young again, maybe. And for an hour, I'm a super star."

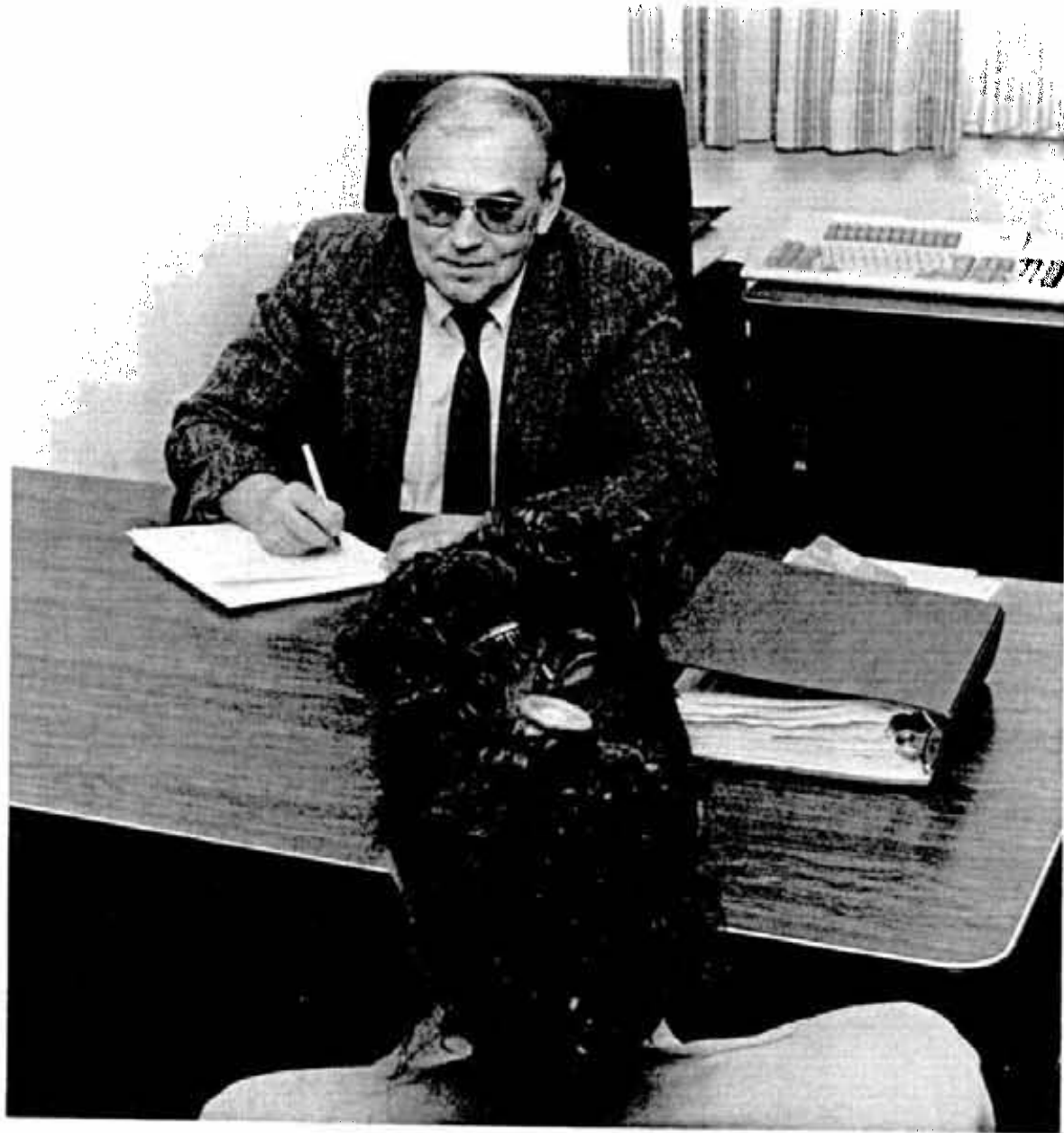
"I haven't kept many photographs of myself, but I found where I'm in full flight. I'm leaning into a turn. You pick up the centrifugal forces and you lay in it. For a few seconds, like a gyroscope, they support you. I'm in full flight and my head is turned. I'm concentrating on something and I'm grinning. That's the way I like to picture myself. I'm something else there. I'm on another level of existence, just being in pure motion. Going wherever I want to go, whenever I want to go..."

--Eric Nesterenko



Severo Zanatta, 60, helps Siro Alberton, 61, get his hockey duds on.

Trust is key to ombudsman's success



John Ricketson in a confidential conversation with staffer.

Trust is the quality that makes John Ricketson's job as Inco's ombudsman possible.

"The job runs on trust. It's what makes it work," said the Superintendent of Safety for

Mines who three years ago assumed the cause of providing a sounding board for staff employee problems or concerns.

"On average I'll get about three or four people coming to

me every month," he said. "Sometimes it's just a matter of talking things through, while in other cases the problems have been taken through the chain of

command all the way to the president's office."

As ombudsman, John serves as an alternative route for employees who may not want to -- or cannot -- voice their concerns through the usual chain of command. Their immediate supervisor may be part of the employee's problem. Understandably, the system only works if confidentiality is assured.

"I have never been asked to submit any files to management," he said. "No one has access to them but me, nor would they be allowed access or my credibility and trust would be lost."

In his almost 30 years with Inco, John has served with several departments and has a working knowledge of what makes Inco function.

"I don't know how many other companies have the position (of ombudsman), but I do know that staff people need to have somewhere to go, someone to listen to them when they have concerns."

If the problem cannot be resolved with the employee's supervisor, the ombudsman becomes the next step.

Open door policy

He runs the program with an "open door" approach, and staff members can write, call, or ask to see him at their convenience. Often the problem is solved by talking it through without outside involvement, and at other times the staffer's supervisor may be involved (with the agreement of the employee) in an effort to reach a satisfactory solution.

Sometimes a difficult situation must be taken farther. "The

door is open all the way to the president's office," he added.

Although John has open doors on his side, he has no power to change company policy.

"People have to understand that if they do have a concern in relation to a policy, I cannot change it," said John. "I can check to see if it was fairly and consistently applied in their case. If it wasn't, then I will work with them to correct or resolve the situation."

In cases where there have been numerous concerns with a particular policy, however, John will bring the fact to the attention of senior management.

The route taken to attempt a solution may be at the suggestion of the ombudsman but it is never taken without the approval of the employee.

"But there are times," he said, "when the employee must be willing to give his name. At some point it may become impossible to do anything to solve the situation unless a name is provided."

He knows of no cases where an employee has been reprimanded, penalized or intimidated for seeking his help.

"I think we are opening up a dialogue of understanding, and although the individual may not always get what he wants, at least he or she will understand why the situation is the way it is."

"I've had excellent cooperation so far from all levels of management," said John. "In this day and age, we should be able to talk things out without the threat of reprisals."

"I like the job," said John. "I like being in a position where I can help people." ■

Inco allays its dusty ways

Inco has become the first company in Canada to take advantage of a brand new technology to combat an old environmental enemy.

Dust.

"It's hard to measure the improvement, but it's certainly substantial," said Inco mechanical designer Karl Lahti who was involved with the installation of state-of-the-art dust collector units at four company sand plants.

Three special Sintematic units utilizing new rigid, durable, self-supporting yet porous elements were installed at Froid Stobie and South Mine Sand Plant silos. A fourth was in the works at matte processing last month.

Much of the dust kicked up by trucks blowing slag into the silos to be used for backfilling underground mines has been filtered out by the new rigid plastic filter system, a product purchased from Johnson Pater-son Inc. of Sudbury.

The advanced technology dust filtration system is considered a breakthrough by manufacturers DCE Inc. of Kentucky.

The one-piece, rigid filter

element is virtually unaffected by typical wear and abrasion, and a reverse (air) jet cleaning of the element is more effective because of the rigidity of the element.

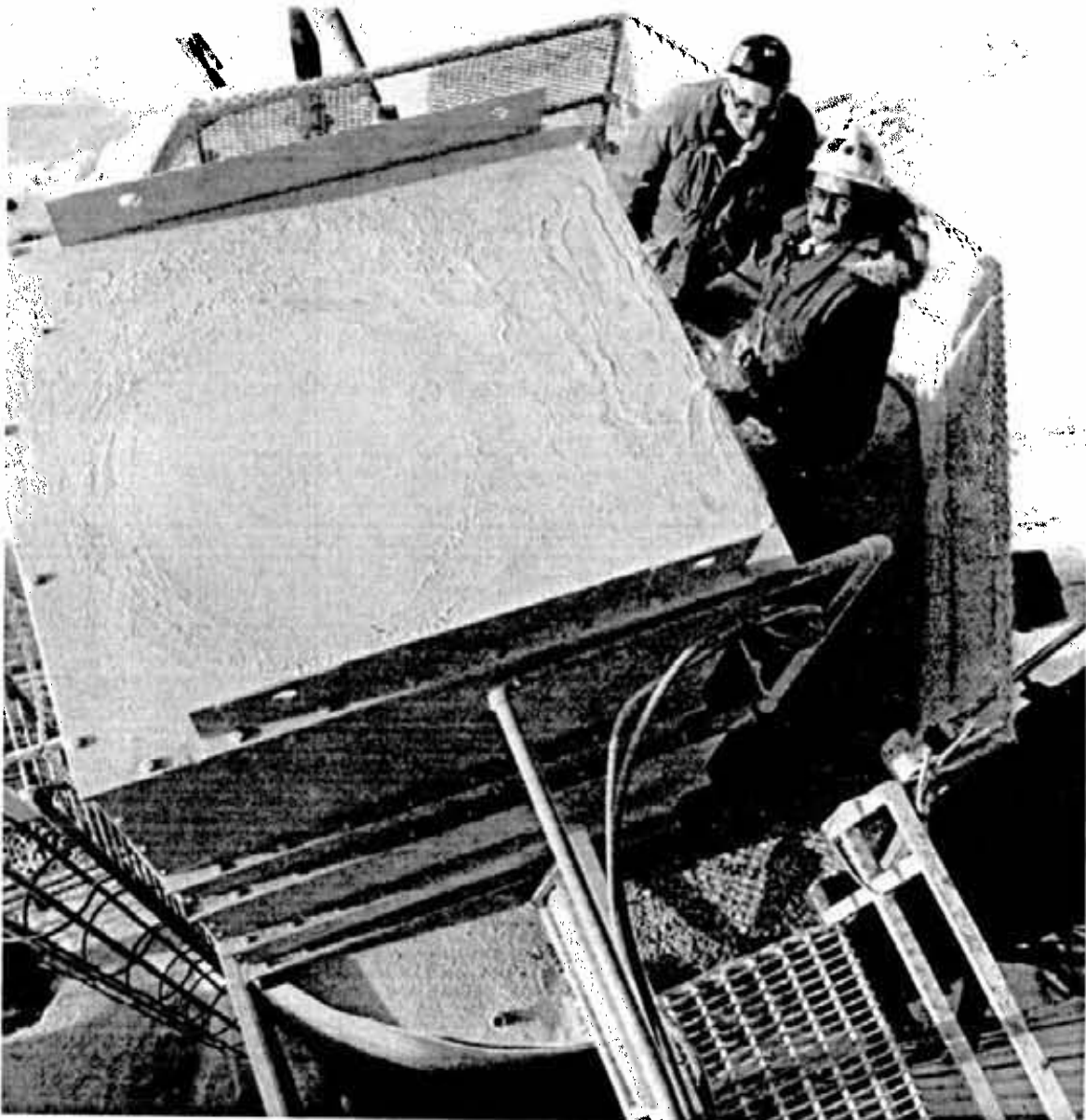
The 20 to 30 conventional fabric filters at the sand plant silos, mounted over cages like a sock, were prone to puncturing and tearing. The bags had to be cleaned by turning the machinery off and shaking off the caked dust. This step increased the chances of damaging the material.

According to Karl, the new filter material is cleaned by high pressure air.

While the initial cost of the high-tech filtering system is no greater than the old method, lower maintenance and cleaning costs means long-term cost to the company.

At about \$10,000 each, the new filter units will greatly reduce health hazards, he said.

"Dust control has been a major concern and high priority for some time," said Karl. "I can see us using the same new technology in a lot of other places in the future, both above ground and below." ■



Stobie Mine Engineering planner Don Ferguson and Karl Lahti examine the state-of-the-art dust control unit installed at the South Mine sand plant.

Bob finds gold in them thar ideas

Divisional Shops garage mechanic Bob Huzij's ideas just keep flowing -- and his bank account keeps growing.

With the \$6,165 he earned from his latest Suggestion Plan submission, the 41-year-old father of four is approaching the \$20,000 mark that his ideas have earned him in just over a year.

"That comes in around \$28,000 I've received since 1982," he said. "And that doesn't include the smaller awards. I've kind of lost track of them. Only the bigger ones stick in my mind."

The 23-year veteran of Inco, who began with the company as an apprentice, claims he thrives on solving problems.

"I'm always looking for problems, for better ways to do things. I'm working on a couple of things right now."

His approach to solutions is methodical. He seeks the volume of consumption of an item rather than high cost items. His idea of re-surfacing scooptram break piston heads earned him almost \$5,000 despite the fact that each piston head is worth only about \$60.

"But when you consider we used to go through about \$90,000 worth of the heads in a year, I figured a lot of money could be saved if you re-use them."

Some of his suggestions have increased the durability of a part three-fold, reducing the cost of the original part to pennies.

"We used to buy hundreds of impeller cover caps a year at a cost of about \$250," he said. "Once worn, we'd throw them out."

His idea of resurfacing and rechroming the worn portion of the caps has reduced new purchases to "a handful."

Best example

His latest idea, to re-use \$1,000 scooptram transmission clutch drums and pistons, is perhaps the best example of his methodical approach.

With four units per scooptram, hundreds a year were being discarded so the savings involved in re-use would be substantial.

Salvaging the part again demanded reworking worn surfaces but this time he discovered Inco didn't have the special machine required to resurface the hard-to-reach parts and his calculations revealed that purchasing a new machine wouldn't be cost-effective.

Determined, Bob visited Sudbury area shops to see if the job could be contracted out but discovered that the nearest machine available to do the job

was located in Montreal.

Undaunted, he calculated the amount of work the machine would bring in from Inco alone and showed the figure to local shops.

"It not only worked," said Bob, "but the shop is getting orders for work from other companies now that the machine is available here."

Not all Bob's ideas involve re-using parts. Six years ago, he earned his only \$10,000 maximum award by designing inserts for oil pumps on scooptram engines. It worked so well, he said, that the company is using the idea in many other engines.

Few rejections

Bob submits many suggestions, he gets few rejections.

"I do my own paperwork and testing," he said. "I've got to know how the system works. I'll decide on my own if the idea doesn't work. I reject it myself rather than wait for Inco to do it."

Bob figures there are many suggestions still to be made. In fact, he's working on several now.

"Maybe not \$10,000 one," he said. "But every few hundred adds to the pile."

Keep the "pile" growing, Bob.



Divisional shops garage Mechanic Bob Huzij with scooptram transmission that gave him his latest \$6,000 Suggestion Plan idea.



Suggestion "team" Donald Siggelkow and Allan Anttila with a broken (left) and repaired housing.

Mechanics solve 'bug', win \$2,300

Teamwork pays, according to one Divisional Shops team.

Mechanics Allan Anttila, 57, and Donald Siggelkow, 54, put their heads together to solve a nagging recurring problem and earned a \$2,355 Suggestion Plan award.

"I like to work together with other people," said Don. "Everybody works together up here."

Don and Al noticed that the

entire control valve for scoop tram transmissions had to be heaved into the garbage when mounting lugs on the base plate broke off. And with the vibrations of the machine, said Don, that happened quite frequently.

Their solution is simplicity itself. Take the housing out of the garbage and weld a new steel plate over the plate with the broken lugs.

Lepage: one in three ideas snapped up

Nickel and copper may be the foremost products of Inco's Ontario Division but mining for ideas is growing by leaps and bounds.

"The suggestion plan last year has produced the highest calculable first-year savings since the program's inception 45 years ago," said the plan's administrator Denis Lepage. "That fact translates into the biggest payout to employees ever."

Just under \$300,000 was paid to suggesters last year.

But the number of suggestions isn't the only encouraging development. Almost one in three of the 3,416 suggestions submitted were adopted, a calculation that indicates ideas are not only coming in fast and furious but that the quality of

the new ideas is staying at a high level.

On a per capita level, the figures reveal an even more promising trend that offsets the detrimental effect that Inco's fewer employees would otherwise have on Suggestion Plan participation.

"The number of new suggestions received during the year represents a ratio of 50 suggestions per 100 eligible employees," said Denis.

He pointed out that although one in two employees doesn't participate in the plan, Inco's more ingenious employees are coming up with more and better ideas every year.

The highest number of maximum awards paid last year is another indication of the high quality of ideas coming across

his desk, said Denis.

"Five maximum awards were paid," he said.

The smelter continues to be an idea factory, with three of the maximum payouts going to smelter people. The Copper Cliff Copper Refinery came up with a maximum. For the first time, a maximum award was presented to a Port Colborne employee.

Safety improvement ideas show an even better rate of adoption. The 414 awards made represent 39 per cent of all suggestions submitted. More than \$31,000 was awarded in this category alone.

"It's been a good year," said Denis, "and there's no indication that it will slow down in the future."

Wins \$5,000 as retirement send-off



Jerry Henniger tinkers in home garage.

Story on page 12

RETIREMENT SEND-OFF

From page 11

Creighton Mine trouble shooter Jerry Hennigar took his best shot just before retiring last year, bagging almost \$5,000 of Suggestion Plan cash.

"I've had lots of suggestion awards over the years but this is the biggest ever," said the 57-year-old pensioner who devised a simple solution to prevent down-time on the in-the-hold drills used in the mine.

"My job was to keep the machines going down there, so coming up with better ways to do it made my job easier," said Jerry as he tinkered on the engine of a car in his Moonlight Avenue garage. "I like to work on things, to fiddle with things."

Jerry's idea of using a 'saver-sub', three and a half-inch long adapter with a male and female thread that fits into a rotation unit of the drill, is helping to eliminate the four or five days that it usually takes to send the drills to the surface for repair.

The saver-sub now absorbs the punishment that used to strip the threads on the rotation unit on the drill that holds the rod in place.

"I've put in lots of suggestions over the years," he said. "I'm not sure how many but most of them were smaller. This one comes in at just the right time."



In Your Yard . . .

Where you place your houseplants depends, to a great extent, on light conditions. Full sun plants require four or more hours a day of direct sunlight: coleus, croton, donkey's tail, hibiscus, ivies, jade plant, ponytail palms. Plants that require partial shade or filtered light are begonias, dieffenbachia, dracaenas, figs, Norfolk Island pine, peperomias, prayer and spider plants. Aspidistras, Chinese evergreens, ferns and sansevierias grow in minimum light.

Weeping figs are very sensitive to being moved since many or all of its leaves may drop off. But the plant should eventually recover. Sudden drop of buds, flowers and/or leaves of any plant may be due to a change in light, temperature, watering (too much or too little) or cold drafts.

Water indoor plants with tap water, slightly warm to the touch. How often you water depends on the type of plant, room temperature, light, time of year and soil. Some experimentation may be required. Water a plant until the excess water runs out the bottom of the pot. Do not allow pots to stand in water for any length of time. Once the soil is dry to the touch (not just the surface) rewater. A major cause of plant death is overwatering.

Houseplants need a regular fertilizing program. How often depends on the type of fertilizer and the plant. Fertilize only when the soil is moist. Water one day and the following day fertilize using half-strength water-soluble fertilizer. Carefully follow the directions on the label. Reduce the frequency of fertilizing during winter months when the light intensity is not as great and plants are not growing as actively.

Smooth leaves should be cleansed using a gentle water spray or soft cloth dampened with water. Dust or dirt on fuzzy or textured leaves can be cleaned off using a soft bristled paint brush.

Many tropicals such as hoyas, palms, rubber trees, schefflera and spider plants grow well when they are pot-bound (pot full of roots). At some point they will require repotting. If they are not growing, the reasons may be that the soil dries out very quickly after watering. Water runs through without being absorbed or if plant roots are growing out of the pot. It is best to repot early in the spring when plants benefit from increased light intensity. Small or fast-growing plants like hibiscus or asparagus fern should be repotted once a year. Mature plants may only require repotting every 3 to 4 years and may be put back in the same container.

Drainage important

Pot size should not be more than four to five centimetres larger in diameter than the previous pot. Any pot or planter must have a drainage hole(s). Clean clay pots and soak them in water before using. Plastic pots retain soil moisture longer than clay and plants need to be watered less frequently. Pots should have a saucer or container to catch any excess water.

Carefully remove the plant from the old pot, trim off very long or broken roots. Without damaging fine roots, gently loosen and remove excess old soil. Fill the new pot with four to five centimetres of fresh soil and place the root ball in the centre of the pot. Surround roots with soil and gently firm with your fingers or a stick to eliminate large air pockets. Do not pack the soil down too firmly. Fill as necessary leaving approximately two to three centimetres between the soil and the top of the pot, water thoroughly.

When repotting use pre-packaged, sterilized potting soil or mix your own. Garden soil must be sterilized. Mix thoroughly:

- 1 part good garden loam (sterilized)
- 1 part peat moss or leaf mold
- 1 part sharp sand or perlite

To each gallon of the above mix add:

- 1 tbsp finely ground limestone
- 2 tsp fertilizer (eg. 5-10-5)
- 1 1/2 tsp superphosphate 0-20-0 or 3 tsp bonemeal

Mix well. Some plants such as begonias, African violets and philodendrons require more organic matter in the mix.

A variety of houseplants may be placed outside for the summer. After all danger of frost has passed place plants in deep shade, for a couple of weeks, to acclimatize. They should be protected from wind and direct sun and placed so they won't blow over and break if the plants are top-heavy. Remember to water them. Bring plants in well before the first expected frost, look for insect pests and treat accordingly.

The most common insect pests of houseplants are aphids, whitefly, scale insects, mealybugs and spider mite. All of these insects suck plant juices. Aphids and whitefly cause distorted, curled leaves. Aphids are small insects that cluster on the tips of young growth or flower buds or on the undersides of leaves. They are usually pale green but may also be red, brown or black.

Sweet tooth

Whitefly adults are tiny with powdery white wings and bodies. They are usually found on the undersides of leaves, if the plant is disturbed swarms of whiteflies appear. Both whiteflies and aphids discharge excess sap as clear, sugary honeydew. It is sticky and a source of food for black, sooty mold. This mold is found on leaves or underneath heavily infested plants.

Control aphids with insecticidal soap, spray for thorough coverage, repeat applications may be necessary. Whitefly are attracted to and get stuck on a yellow-painted board coated with vaseline or mineral oil. Clean off the board as necessary and recoat with oil.

Scale insects often go undetected. Small insects feed under a tough outer shell (scale), the mature adults are immobile. They are attached to branches or stems. If severe, the bark is covered with a crusty layer of scales. Once established scale insects are difficult to control because of the protective scale. However, if not controlled plants will weaken and die. Hand pick the scales and destroy the insect underneath, remove and destroy all debris. Wash the plant with a soap spray (1 to 2 tbsp of dishwashing liquid in 1 gal. of tepid water), the following day rinse well.

Mealybugs are scale insects without a protective shell. They are covered with greyish-white waxy fuzz. Mealybugs move over the entire plant, including roots. Remove by hand or kill by dabbing each insect with a cotton swab moistened with rubbing alcohol. Repeat as necessary.

Spider mites are green, tan, white or red and spider-like, but barely visible. They feed on the undersides of leaves and webs are visible if the infestation is severe. Spider mites thrive in a hot, dry environment. A strong spray of water will dislodge the mites, followed by a thorough spray with insecticidal soap on the undersides of leaves. Isolate all new plants for a couple of weeks and inspect carefully for insect pests.

Ellen L. Heale, P.Ag.

Inco pensioners group launch successful seniors' complex



Mario Borsato at the new seniors' apartment in Sudbury.

The hand gets rather shaky after nearly 40 years of drafting for Inco, so Mario Borsato had to wait until retirement to draw the shakiest stroke.

The signature on a \$3.9 million mortgage.

"It's a little scary getting into something like this," said the 59-year-old former senior draftsman with General Engineering as he stands proudly on the snow-covered front lawn of the new multi-million dollar senior citizen's apartment complex on McLeod Street in Sudbury. "But when you see the results, it's all worth it."

The vice-president of Casa Bella Senior Citizens' Apartment Inc. is one of a group of Caruso Club members who got together five years ago with the bright idea of doing something about the shortage of affordable housing for the increasing number of senior citizens in the community.

Others in the group are Inco pensioner Sirio Bacciaglia, Otello Maschio, Limpio Tomassini, Monsignor E. Vallorosi as well as Inco

employee Danilo Beltrame. Board members Antoinette Martin and Pasqualina Santoro are the only two board members from outside Inco.

"None of us had any experience at this kind of thing," said Mario, whose only non-occupation organizational experience was in the credit union movement and on the executive of the Caruso Club.

Why take on such a project? "We thought there was a need," he said. "We figured it would be a nice gesture to get together and do something about it."

Need justified

Their forecast of the need was proven when the doors opened to the three-storey Casa Bella building last summer. The facility's 12 two-bedroom and 48 one-bedroom units were filled almost immediately, and there are more than a dozen people on the waiting list.

In fact, the confidence they gained from the project has

spurred them to spawn new plans at the 10/12 acre site at the corner of McLeod and Regent Streets to help meet the continuing need.

"We're thinking now about a second phase, a project at the site that would provide perhaps another 40 units," said Mario.

The proposed project would not only increase the number of units but also the type of accommodation as well.

"The existing apartments are for people who are relatively independent, people able to take care of themselves," he said. "The second phase would provide 'near care' housing for people who require a minimum of extra care such as food services."

He admits even the proposed second phase doesn't begin to meet future needs but hopes the project would help people realize they can do it themselves rather than waiting for government to do it for them.

But he warns that taking on such a project demands a lot of work.

"The one committee meeting a month doesn't begin to cover the hundreds of hours spent on the project," he said.

Funded by the federal and provincial governments, and with the cooperation of the city and region the project had to meet strict guidelines. Each of its stages had to be approved, from assessing housing demand to surveying, architectural drawings and the tendering process.

The Italian community's support was also a major factor in the success of the project, said Mario.

Although retired in 1985, he's started a second career, working for an engineering firm.

Education: taking the load off employees' back

Prevention through education is the next thrust in an expanding Occupational Health and Environment program to help employees avoid the pain and suffering of back injuries. Back ailments are one of the major health risks in the industrial workplace.

"We've always attempted to give our employees information on how to avoid back injuries," said Supervisor of Rehabilitation

Services Hank Derks. "But we will be renewing our efforts in a continuing program of information and education."

The ambitious program is only the latest stage in a company strategy of active and aggressive involvement in the health of its employees.

Already, new occupational health programs are underway that ensure injured workers have access to treatment facilities

without the long delays in the past. In place for over two years, the new program attempts to work with family doctors, therapists, Workers' Compensation Board, the families of injured workers and the worker himself.

Special arrangements with physiotherapy clinics and physiotherapists are in place that ensure employees almost immediate access to treatment."

"We wanted to deal first with the chronic cases," said Bill Elliott, superintendent of Occupational Health. "By dealing with it in a vigorous one-to-one manner, we are getting this rapidly under control."

Success or failure of this kind of program, he said, isn't simply formulating a new program, and the hidden ingredient in any success is employee trust and cooperation.

Voluntary not compulsory

"You can't just order people, gag and tie them down," said Bill. "The program is voluntary and the response has been tremendous."

Also in the works is an after-treatment monitoring system to reduce the chance of re-injury.

"It's very difficult to assess the success of such programs," said Bill. "That's one of the things we are attempting to do now. But our expectations are very high that we are doing the right thing here."

There are some indications already that the programs are on

the right track. There's been a re-education in the frequency of time lost as a result of back injuries and the medical community outside of Inco is accepting the program.

The growing emphasis on prevention, he believes is at least partly responsible for a rapid reduction in the frequency of back injuries. In August of this year, 30 such cases were reported. In September, the number of cases was 20 and 14 in October.

Part of the information push is a self-education package that covers everything from coping with pain and exercises to methods of strengthening muscles.

Education works both ways, according to Bill Elliott, and management and staff must better understand the problem.

"We're not into catching fakers here. We're not preoccupied with nabbing people. We're here to help people recover from injuries," said Hank.

Both agree that the vast majority of cases are legitimate. ■



Sharon Francis, wife of Inco's medical director Dr. Bob Francis; Dr. Hamilton Hall; and Supervisor of Rehabilitation Services Hank Derks prepare for underground tour.

Rehab program impresses 'The Back Doctor'

Knowing as much as possible about his potential patients is as important as knowing where to make the incision.

That's why Toronto orthopedic surgeon Dr. Hamilton Hall took Inco up on an offer to see mining and miners where the action is . . . underground at Creighton Mine.

"It's helpful to know where the people that I might be treating work and what they do. That way, any treatment can be related to the actual conditions," said Dr. Hall, better known as "The Back Doctor."

Renowned for his successful treatment of back ailments, Dr. Hall has opened up a branch of the Canadian Back Institute here and Inco employees will be among his patients.

He was scheduled for a tour of Creighton last fall but had to cancel the visit because of other commitments. He combined the Creighton visit with a speech to local doctors during a two-day stay in Sudbury last month.

"If I'm going to recommend that my patients go back to work, it's advantageous to know what I'm sending them back to do," he said. "That's even more

important for the therapist."

He's impressed with Inco's rehabilitation program.

"Inco has the right approach and the right attitude," he said. "Getting people back to work as early as possible is very important."

While he admits that staying off work initially "looks great" for an employee, he soon finds that the "professional Sick Person" can become an emotional trap.

Sucker play

"It's a sucker play," said Dr. Hall. "I see a lot of unhappy people who have fallen into the cycle, and once they're into it, it's hard to escape."

"No sooner do you get used to your new job as sick person than you get fired from your new occupation. From there, it's all downhill."

He said psychology is as important to his work as surgery and physiotherapy.

"Often the hardest part of my job is to see what happens to the people who get caught in the trap." ■

INCO'S IMAGE

Continued from page 2



Robert Gordon, hoistman, Frood Mine: "It doesn't make any difference to my pay cheque, but the better image, sure it makes me feel a lot better about working here. I think Inco is a good corporate citizen and is doing more than their share."

Bill Leeson, electrician, Frood Mine: "I have a sticker on my van and the car that says 'Frood Miners are No. 1' and they're staying there. I



remember when guys used to take their Inco jackets and hide them in the closet. To me, it looks like Inco is much more interested in the community."

Dave Hall, project engineer, C.C. Smelter: "The better the company, the better we feel about it. Inco has changed their image the last couple of years. We're not looked on as the bad guys anymore. I can feel the change in attitude when I talk to other people outside of the company." ■



Clean water dirt cheap in space age

Supplying space-age water at horse-and-buggy prices. That's the trick in supplying today's drinking water and Inco is doing it without public funds.

"Inco is keeping up with water treatment technology and we meet all the government requirements," said Ed Nevala, Inco's supervisor of operations for sewer and water.

Today's water treatment technologies are, indeed, high-tech, according to Ed, and are more in keeping with the NASA space program than an industry that sells its product for less than 20 cents a cubic metre.

He said research and development, pilot studies and other developments in the water treatment industry are now concentrating on the removal of toxins at, parts per quadrillion, comparable to one second in about 30 million years.

Inco's Vermilion Water Treatment Plant at Creighton is not only supplying more than 2 million gallons of clean, treated water to the company's Sudbury area operations, but is also providing between 10 and 12 per cent of production to the Region of Sudbury.

"We are in a unique situation in Canada," he marvelled. "An industrial plant supplying a municipal system. And we are doing it at less cost than they can supply it for themselves."

The accomplishment is even more impressive considering much of the Inco-treated water is used for industrial purposes. But because some of the water is consumed by Inco employees at the various sites, it must be treated.

Twinning an untreated industrial water system with a treated system would be impractical, he said, but recycling is used wherever possible to get the maximum benefits from the system before the final treatment and discharge to a water course.

Testing water

As with all water treatment plants, a constant monitoring of water quality is an absolute necessity.

"There's no room for error here," he said. "The consequences of a mistake would be catastrophic."

New technologies in water treatment and other related issues will be discussed in a conference of the Ontario section of the American Water Association in Sudbury this May, a conference Ed Nevala will chair.

"We need to keep up with the new technology," he said, an understatement considering the problem as outlined by environmental writer Tom Davey.

"The people who treat drinking water are caught in a double bind," according to Mr. Tom Davey. "On the one hand they are driven by a low price ethic - which continually stresses the importance of keeping costs down - yet, on the other hand, society increasingly demands space-age water quality standards.

"Quite literally water is dirt cheap - in fact, dirt is far more expensive than potable water. Try buying topsoil, or even clean fill, for 50 cents a cubic metre delivered to your driveway. In fact, try buying anything at 50 cents a cubic metre," he challenged in the regular bulletin of the Ontario Drinking Water Information Council.

"Then relate 50 cents for a cubic metre of potable water which has been pumped from aquifers or lakes, purified, transported many miles - then delivered to virtually every floor of every home. The figure of 50 cents a cubic metre comes from former Canadian Federal Environment Minister Tom McMillan. The minister's estimates are high. In some municipalities, especially unmetered ones, drinking water might cost as little as 25 cents a cubic metre. Scotch whisky costs \$18,000 a cubic metre - cola costs about \$800 per cubic metre.

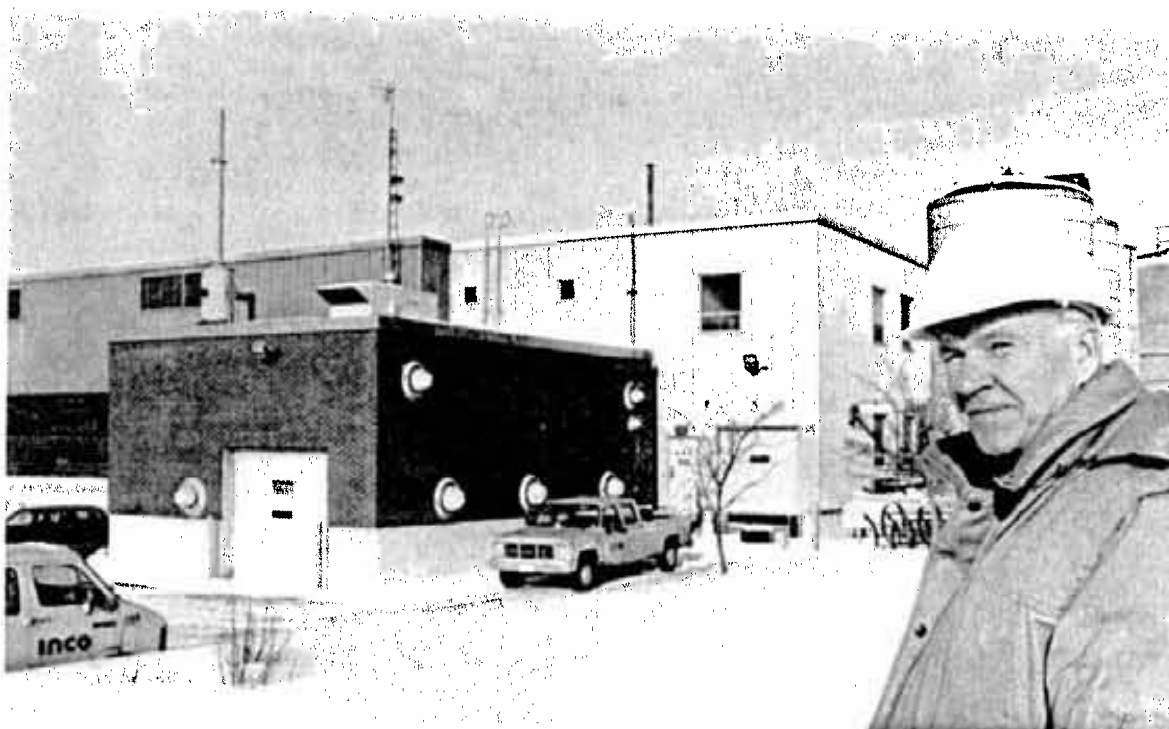
Reviewing current research activities in drinking water treatment, he said that R&D work is currently underway on reverse osmosis, granular activated carbon, powdered activated carbon and hydrophobic/organophilic technologies.

"All are promising high-tech solutions to current and future problems. Some of this work could enable water treatment plants to have coagulants or other process aids to take out specific contaminants from water being treated. In short, this is not an industry which lags behind in our brave new world," he said.

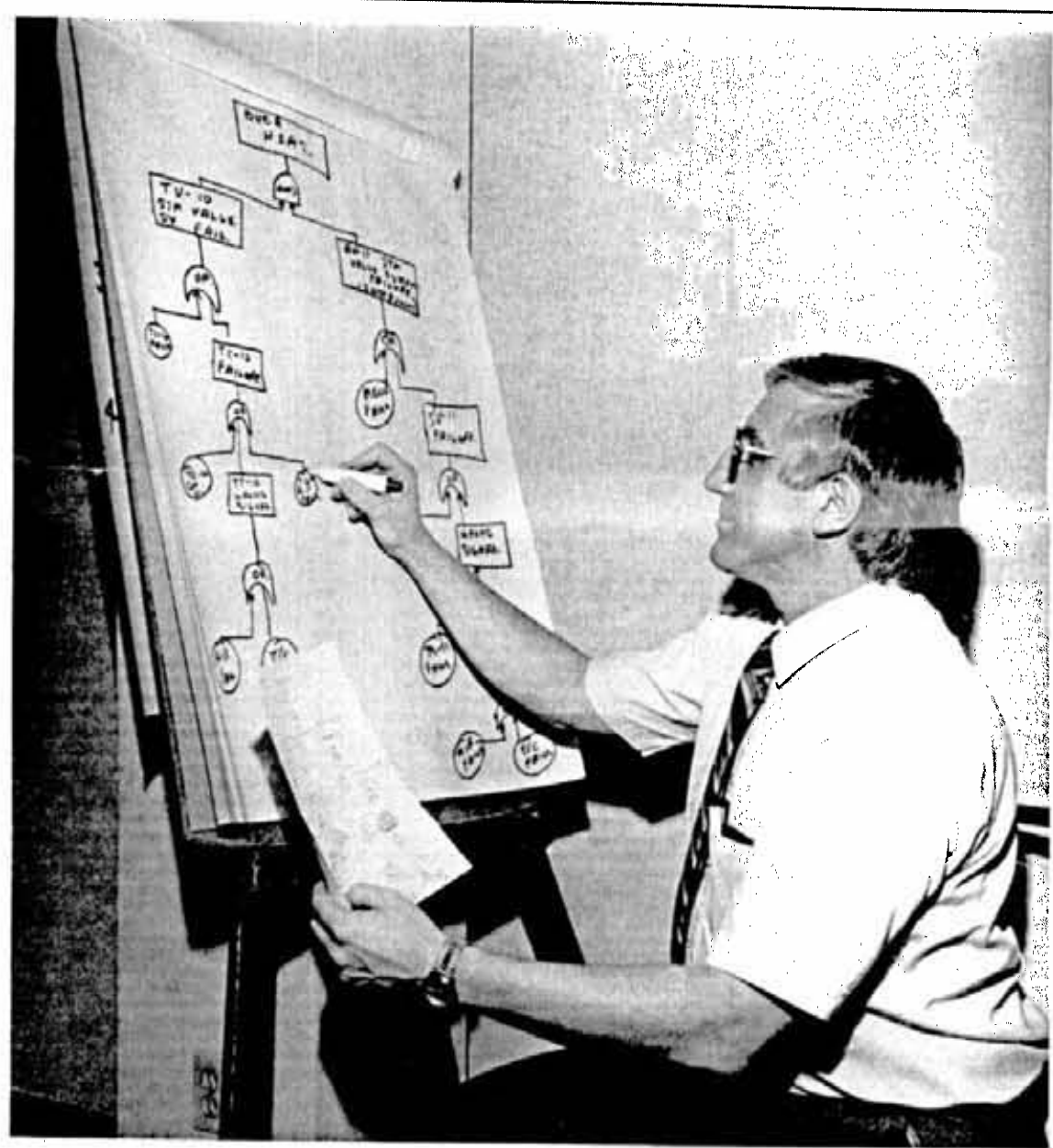
"To me it is incredible that a few cents will buy a bulk commodity - water - which is so pure that medical doctors will confidently wash open wounds with it. Then there is the reliability factor. How many other commodities can even approach the water industry's record of reliable service during sub-zero spells, blizzards and yes, during droughts?"

He pointed out that potable water is a commodity which is delivered during rain, ice, snow or drought with a reliability which is unparalleled by any other service. "Bell Canada is very good and Ontario Hydro comes close, but none match the year in year out dependability of the water supply industry," he stressed.

"Finally, those responsible for water systems should set their sights more on improving water quality rather than keeping costs down. Paradoxically, the water industry is often guilty of false economy. It is a fact that substantial improvements could be made to water quality by minor engineering and process control improvements. And even those major water works projects, which require substantial capital investments, usually result in a minor raise in water rates. The water industry cannot afford a bargain basement ethic at a time when society is demanding space age water quality."



Ed Nevala at Inco's water treatment plant at Creighton.



Sulphur Products Superintendent Aldo Longo draws a "Failsafe Tree," a technique to identify hazards and methods for their elimination.

DuPont introduces its Failsafe to Inco

With Failsafe becoming a household word in Inco's existing operations in Sudbury, the company is moving to entrench the safety program in major projects still on the drawing boards.

That's why about 30 Inco people from five major projects attended a three-day Process Safety Management seminar held in Sudbury by DuPont each month.

Initially designed by DuPont for application to the chemical industry, DuPont's Failsafe system has met with enthusiasm throughout North America. At Inco, it's being adopted not only

for the chemical processes, but will be introduced to other company operations.

Engineering Manager Peter Pula said Inco participants in the seminar included people with the sulphur dioxide abatement, mills' rationalization, and Lower Coleman and McCreedy East mining projects. General Mines Engineering and General Engineering people also participated in the seminar.

According to Peter, the lessons learned at the seminar will be passed along within the division.

Bill Smith, DuPont's process safety consultant who conducted

the seminar, was keen at Inco's uptake.

"These Inco types are amazing," he said on the last day of the seminar. "They're in an entirely different industry and they are quickly grasping ideas from the chemical industry."

He said seeing positive results from the Failsafe system may take time, but he's certain Inco will see it.

"It usually takes a while for the system to filter through, and time for figures to come in. I expect eventually you'll see a 50 per cent reduction in serious fires, leaks, explosions and other disasters."

All the world's a stage and Gaston has a speaking part in it

Janet Binette has at least twice in her life taken on the unenviable role of pushy stage mother and shoved her husband, Gaston, into the limelight. The first time came shortly after they married in 1970. Gaston, a self-styled 'Boy Friday' at the general engineering office since suffering a heart attack three years ago, winces at the memory.

"I used to joke that when I got married, I'd retire," recalls Gaston, one of the Sudbury area's busiest character actors. "And I did. For six months. I'd quit my job as an insurance agent in Ottawa. Janet was a nurse. One day, I came home from the park and my suitcase

"But he got curious why I was coming in every day in a different costume so he asked me. I figured at the time if they didn't take me on as a miner, they could maybe handle another executive. Dan didn't need either so he sent me to the smelter."

Couch Potato

The second time she had an impact on Gaston, Janet, who is an English-Protestant to his French-Catholic, spurred him back into acting during the 1978 Inco labour strike.

Gaston, who had foresaken an entertainment career years

home, shuffling their two kids off to a neighbor instead of babysitting them himself.

Janet came to him one day with an irresistible proposition.

"She wanted to know would I like to go to Mexico for a trip. Like on a one-way ticket. 'When I need you, I'll think about giving you a call,' she said. I said to her, 'Janet, I always had a dream of being on TV. She said, 'Gaston, go wherever you want. But get off the couch.'"

Eureka, he re-discovered his old love of acting.

Once roused, he quickly got involved with the French Le Theatre du Nouvel Ontario, then landed a part in a French National Film Board production. While still out on strike, he signed up with Bill Hart and The Thornloe Players at Laurentian University. There, under the critical tutelage of the old CBC hand, he honed his craft and earned what he still ranks as his most touching theatrical compliment.

Playing an old man in the Eugene Ionesco play, Rhinoceros, Gaston whose antic personal character belies the reticence of old age mingled with theatre-goers at a post-performance party. In street dress and in response to the question of where'd they find the old man, the short, rumped actor confessed aloud: "He's just an old retired miner from Levack. He had to go home."

Still savoring that compliment, Gaston has evolved the old man into the character that Sudburians associate most with him, the flinty, comic Estaire Bindair.

In his description of Estaire, who may be the North's answer to the ubiquitous Charlie Farquharson, Gaston touches on one aspect of his own background.

His alter ego?

"Etaire's a simple man. He's aware of what's happening around him. He hasn't got much education. He's a no frills kind of guy," he admits.

Born in LaSarre, Que., the son of a bushcutter and a



Gaston Binette entertains at a recent party.

mother who died when he was two, Gaston grew up as an adopted child of his father's cousin. The youngest of 10 children, he never saw his father again once he went to live with his adopted parents whose name he assumed in adulthood.

But his father's face, though he could not identify the stranger, haunted his dreams as a child, as a youth, as a young man.

"I had one recurring dream about this man I would meet one day. This went on and on until I was 25," he says, reflecting on those early days. "Then my adopted mother who's now 85 said to me, 'Do you want to see a picture of your father?' It was the same man in my dreams all those years. That happened 10 years after he was dead."

At first, acting was the antidote to other children's gibes that he was adopted. Where others may have turned chippy and aggressive or withdrawn and sullen, he learned to love the sound of laughter.

In Grade 5, he discovered the joys of make-believe when he

played the part of a young lover in a school play.

"My teacher was just super. She said to me, 'That's it, I'm going to make a man out of you. At that age!' he marvels still. "She did this drama. I was dressed up in tails, top hat, mustache. I still remember the song, Sur Le Pont D'Avion. There was a choir. I was walking arm in arm, with a girl. We were young lovers. I felt the part. In love. The applause, the laughter, the audience, I was star-struck."

Acting bolstered his confidence then and shaped his perspective at Inco today.

"You know what it does, acting?" he asks no one in particular. "If you have outside interests like acting, interests that let you take your mind off the work, it gives you a fresh outlook at work. And acting's helped at home. It's helped with my kids. One's interested in modelling now and my wife, Janet, is a busy person as well. We're all busy people. Overall, it makes the whole thing round."



Gaston and long-forgotten co-star: The joys of make-believe.

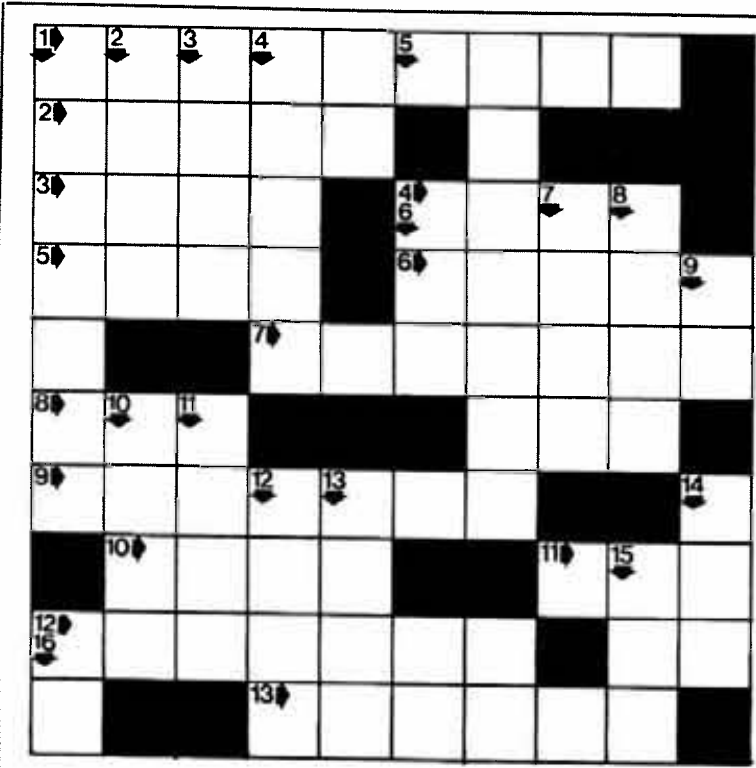
was at the apartment door with a note on it. 'Don't come back 'til you get a job. P.S. I'm pregnant.'"

That push steered Gaston toward Inco in 1970 when he drew upon his chameleon-like acting skills in an effort to land a job at the nickel giant.

That experience, too, is vintage Gaston.

"I just had to get a job. There was nothing much doing in Ottawa and I saw Inco was hiring," says the short, rubber-faced actor whose credits include a walk-on in the Ann Margaret-Bruce Dern movie, Middle-Age Crazy, appearances with the Sudbury Theatre Centre and numerous one-man shows as the well-known Levack miner, Estaire Bindair. "Dan Topo hired me at Inco. I came every day for three weeks to the Inco hiring office. One day, I was in grubbies, the next day I'd come in wearing a suit. Dan would see me and wave, 'Not today.'"

before, now considers himself the original 'couch potato'. During the long, lazy summer of '78, he rested up on the couch at



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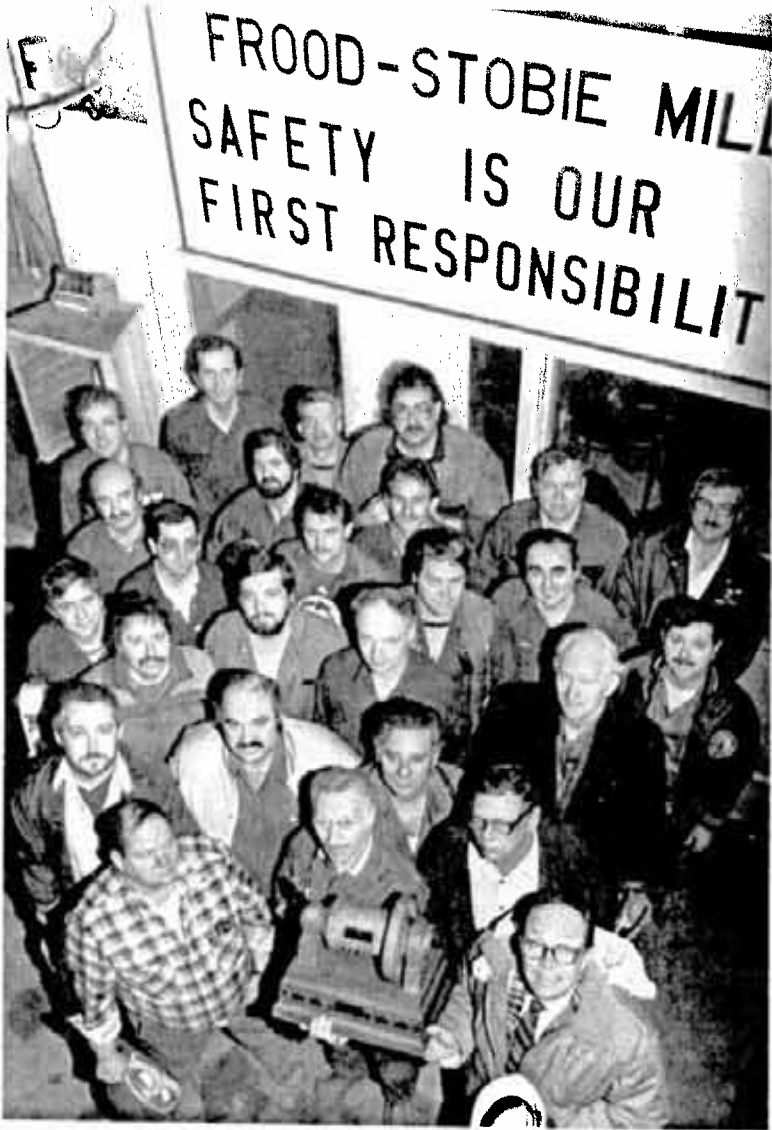
Lise Phillipow

ACROSS

- 1. A yellow flowered plant used to make wine.
- 2. Deprive of armour.
- 3. Doctrine.
- 4. Sharp-pointed dueling sword.
- 5. To have your _____ and eat it too.
- 6. What wakes most people up in the morning.
- 7. A light umbrella.
- 9. Food prepared from milk fermented by added bacteria.
- 10. Tribe.
- 11. You can't unlock a door without it.
- 12. Person without professional honour.
- 13. A hamonym for horse.

DOWN

- 1. To make gentle.
- 2. Small wild ox.
- 3. Police decoy or spy.
- 4. A lugubrious person.
- 5. Insert or instill.
- 6. An _____ of corn.
- 7. Not hard.
- 8. The god of love, cupid.
- 9. Millilitre (abbr.).
- 10. _____ Ness Monster.
- 11. Not good looking.
- 12. _____ browns.
- 13. A preposition.
- 14. Water made alkaline by lixiviation of vegetable ashes.
- 15. The night before.
- 16. South (abbr.).

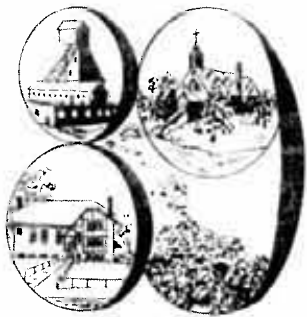


Central Mills Manager Peter Ryan (foreground, right) was on hand for the All Mills Safety Award presentation at the Frood-Stobie Mill. The trophy goes to the Ontario Division mill with the best safety record of the past year.



Safe Mine

The folks at Frood Mine were recognized by Inco for their excellent safety record last year, the best of all Ontario Division Mines. Vice President of Mines Gerald D. Marshall (left, foreground) made the official presentation to Occupational Health and Safety Committee representative Gord Austin.



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

NAME _____ MAIDEN NAME _____

ADDRESS (in full) _____

TELEPHONE _____

NUMBER ATTENDING ____ ADULTS _____ CHILDREN _____

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