

INCO Triangle

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Goose

DR. OF
SAWSOLOGY

BA PHD MSc



Who is Dr. Jim "Goose" Gosselin and where is Inco's sawsology department? See pages 4 and 5 for pictures and story.



Frozen in his Tracks

Inco transportation trackman Robert Mitchell weathered one of the coldest days this winter as he headed out to clear off the snow and ice from switches on the section of Inco track along Godfrey Drive. The mustache had to wait to thaw until he got back to a warm spot.



The sweet taste of success

Savoring the Copper Refinery's triumph as the top plant in safety for Milling, Smelting and Refining in 1988, two key players in the performance dug into a celebratory stack of pancakes last month. With the vice-president's trophy at their side are Wilf Collins, left, the employee safety representative, and Roy Carlyle, superintendent of safety and administration. See story page 6.

Conference draws raves

The theme was "Meeting the Challenge 1989 and Beyond," and most of the 425 delegates at the Canadian Institute of Mining and Metallurgy's Underground Operators Conference felt the annual discussions had gone even beyond the "beyond."

"Judging from the feedback we've had so far, the conference was everything we'd hoped for and more," said conference chairman Choon Park.

Inco's superintendent of technical services for the Creighton Complex, Choon said preparation for the four-day conference this month began two years ago with the first meeting of an 11-member conference committee that set the groundwork for everything from accommodations, entertainment, tours, and registration to the presentation of technical papers.

"There was a lot accomplished at the conference," said Choon, "including the presentation to delegates of 29 papers."

Perhaps more impressive

than the number of technical papers was their variety. The conference discussed mines development, safety, mine planning and methods, new equipment development and application and other specialized areas of the mining industry.

Hosted by the Sudbury Branch of CIMM, the conference saw all aspects of the mining industry represented. There were 220 delegates representing mining companies, 31 from contractors, 124 sup-

Continued on page 2

Sudbury firm wins mills contract

Tesc Contracting Limited is the first Sudbury firm to take part in the launching of Inco's multi-million dollar sulphur dioxide emissions program.

One of five bids entered by local companies, the winning Tesc submission involves the installation of a new pumping system at the Clarabelle Mill.

Construction which started late last month is the first step in Inco's \$69 million (Canadian) consolidation of its milling and concentrating operations from three mills into one at Clarabelle.

Tesc Contracting will report

to the local field team of Wright Engineers Limited of Toronto. Inco has engaged the internationally-known engineering firm to oversee the engineering and construction of the mills rationalization project.

Mills rationalization will eventually provide for the separation and rejection of additional quantities of high sulphur-bearing pyrrhotite mineral to tailings.

Inco's central mills manager Peter Ryan described the first contract as a small but vital step

Continued on page 12



Overseas interest in lab

Not a single scooptram of muck has been removed in preparation for the proposed Neutrino Observatory at Creighton Mine, yet international interest in the scientific project is already starting to mushroom. British Consul General Bryan Sparrow was the latest to tour the Inco underground site last month. He said the Scientific Engineering Research Council, a British government funded organization, is keenly interested in the project. Scientists from Oxford University will also visit the site in the future, he said. From left are; Mines Research Engineer Jerry Potvin, Ministry of Industry, Trade and Technology Senior Business Consultant Gord MacNeil, Creighton Mine Superintendent Gary MacLean and Mr. Sparrow.

Walter Curlook new Inco director

Inco Limited last month announced the election of new directors Walter Curlook, Charles H. Hantho and Robert J. Richardson.

Dr. Curlook, who joined the Company in 1954 as a Research Metallurgist at Copper Cliff, Ontario, is an Executive Vice-President of Inco Limited and is also President of Inco Gold Company, a unit of Inco Limited.

In 1950, Dr. Curlook received his Bachelor of Science degree in metallurgy from the University of Toronto and in 1953, he earned his Doctorate in the same discipline from the University of Toronto. He is a Director of The Great West Life Assurance Company, Chairman of The Northern Ontario Hydro Advisory Committee, and a Director of the Board of Foundation Cambrian Foundation, Sudbury, Ontario. He was the first Chairman of Cambrian College of Applied Arts & Technology, served as President of the Ontario Mining Association and is a Director and past Chairman of The Mining Association of Canada. He is a Fellow of the Canadian Academy of Engineering.

Charles H. Hantho is Presi-

dent, Chief Operating Officer, and a Director of Dominion Textile Inc. and Dr. Robert J. Richardson, Company Director, operates Robert J. Richardson Consultants, Montreal.

Retiring from the Board today in accordance with the Board's retirement policy are: Reva Gerstein, who served as a Director since 1976; Alexander D. Hamilton, Edward R. Kane and Stephen F. Keating, each of whom served as a Director since 1981.



Walter Curlook

We asked Inco Pensioners:

If you could repeat your Inco experience, would you?



Ernest Sigouin, 83, Ret. in 1970 as Stobie skip tender: "I would like to do it again, but as a professional so I wouldn't have to work. I'd just sit around and dictate to others. Not that I didn't like my 34 years with Inco. It gave me my life, home, and family."



Hector 'Hank' Grenon, 65, Ret. 1984 as plateworker: "I'd do it again. I've seen some real change over the years. When I started, I never intended to stay 45 years, but it ended up that way, and I'd do it again."



Art Mayer, 64, Ret. 1985 as construction leader: "Oh sure I'd do it all over again. It seems to be getting much better today than it ever was before. Good benefits, equipment. I never had trouble with management. As long as the work was done, they left you alone."



Leo O'Brian, 67, Ret. 1982 maintenance co-ordinator: "I probably would. Where I worked at the Iron Ore Plant it was like one big family. Mind you, I'd want to sign on 10 years after I did so I could take advantage of the shares program. The years at Inco were good, good years."



Joe Leclair, 66, Ret. 1982, maintenance foreman: "That's a hard question to answer: I've never done anything else, but I wouldn't feel awful about doing the (35) years again. At the time the money was good and it was steady. I always made a good living."



Joe Bacik, 60, Ret. 1986 as warehouse foreman: "Northern Ontario is one of the big reasons I'd do it again. I like it here. But Inco people are another good reason. Inco people stick together. It's like a large family."



Wes Hart, 75, Ret. 1975 as machinist: "Inco was the only place that had work when I started, but I came here to play hockey. I never had any problems with working for Inco. I'd do it over again."



Bill Cryderman, 66, Ret. 1982 from plating shop: "I came to Sudbury for a meal ticket and a place to sleep initially, but I got to like it. I enjoyed the experience, that's for sure."



Jim Vaneyan, 59, Ret. 1985 as general foreman at Nickel Refinery: "Yes I would. I enjoyed the multicultural type of people who work here. I enjoyed my years, and it's even better than when I started."



Earl Todd, 69, General Foreman at Smelter: "My years with Inco were very successful and I certainly would do it again. I don't regret my Inco years one bit."

CONFERENCE DRAWS RAVES

Continued from page 1

pliers, 21 consultants, 11 from government and the remainder representing a variety of others including ecological and environmental concerns.

"The idea behind the conference (held every two years) is to let the mining industry know what is happening with mining in general.

"Meeting the challenge to survive and leading the mining industries toward the bright future is a vital role for the Underground Operators Conference these days," Choon said.

The conference also offered delegates tours of Falconbridge and Inco Mines. Tours of Inco's

Creighton Mine, Copper Cliff North and South Mines, Crean Hill, Little Stobie, Stobie, and McCreedy West Mines were part of the outing.

It was the Sudbury CIMM branch's third conference. The first Underground Operators Conference was held here in 1973.

Dillon rides to win for the disabled

There's nothing unusual about Dillon Kensley's love of snowmobiling. What's unusual is that his employer, his buddies at South Mine and other friends and neighbors pay him to do it.

For the 10th year in a row, the South Mine diesel mechanic crossed the finish line of a 100 kilometre snowmobile trek with a \$500 sponsorship from Inco in his pocket and that much again from fellow workers at the mine.

"It's a good way to have a good time and do something for somebody else," said the 50-year-old Chelmsford resident as he geared up again for the annual Snowarama ride in support of physically disabled children.

In the past 15 years, the Easter Seal Society-sponsored event has raised at least \$9 million for more than 7,000 children and their families in Ontario, and some of that money is Dillon's.

For four of the last five years, he's been the top contributor in the local drive. "The other year I got beat out by \$27," he said.

It was even closer this year. His total of \$1,511 was \$4 less than the top fund-raiser in the event.

He's grateful for Inco's annual promotional backing as well as the many fellow workers who don't even wait to be asked when the event approaches.

"I don't even have to ask a lot of them," said Dillon. "They come up and ask me when the ride is and offer to sponsor me."

He expected to top the approximately \$1,200 he made last year, but was surprised when sponsorships came in that pushed him over the \$1,500 mark.

Best ride

"I expected this year to be the best ever," he said, "but not by this much".

He's seen the event grow from about 100 participants 10 years ago to more than double that number today. He thinks it has not only earned needed funds for disabled youngsters but helped improve the image of snowmobilers in general.

Complaints about irresponsible snowmobilers cutting across lawns and causing damage are far and few between these days, he said, mostly because of the formation of clubs that regulate their members. The establishment of authorized trails has also eliminated most of the complaints and enthusiasts can ride to their heart's content with a minimal disturbance to other outdoorsmen.

Dillon is a trail warden with the Northbound Snodrifters club and knows first-hand about efforts to keep the sport respectable. The club is active in its own fund-raising efforts such as an annual "poker run."

Participants get cards at each check point and the best hand wins at the end of the 100 km event. Funds raised go to charity.

For Dillon, snowmobiling is a recreational outlet he can enjoy with his family. He heads out at least once a week with son Jamie, 14.

His wife, Marielle, isn't that fond of snowmobiles and only occasionally comes along. She supports her husband in the annual ride, however.

"She starts me off on the ride and sees me back," he said.



Dillon Kensley works on his snowmobile for 100 km trek.



Dillon tries out the machine near his Chelmsford home.

A message to Inco employees from the United Way

What a great campaign! Thank you so much for all of your generous contributions to the United Way/Centraide and its 22 member agencies. We raised a total of \$931,000 this year. It's amazing how Inco's donations have increased with the number of employees decreasing . . . but then, Sudbury is a giving community!

Your donations make it possible for our agencies to help more than 40,000 Sudbury area residents who are of all ages and nationality, and may even be friends, neighbours or relatives. Your commitment to the United Way/Centraide is appreciated by all who benefit. Once again thank you and we look forward to working with you again in 1989.

United Way of Sudbury and district February 24, 1989.

P.S. Congratulations for winning the Bronze Award! ■



Dillon and an occasional passenger on his snowmobile outings.



Locksmith Rod Eastwood: Retraining was key to success.

Image changing

Not bad for a roster of under 40 people who are still maligned by some as complainers at best, slackers at worst.

"The perception still persists that people come here to sleep, to work at meaningless make-work jobs," said the Centre's foreman Duncan White.

"That attitude is changing", he says, "but far too slowly."

Duncan points to figures showing a 36 per cent increase in revenue generated at the Centre last year, 10 per cent more than the previous year. This year, he says, it'll be even higher.

Much of the work done at the centre would have to be contracted out, he said.

"It cost us \$8,775 to test, rebuild and recharge our own fire extinguishers last year. Outside, that would have cost Inco almost \$100,000."

A whopping \$430,000 was saved by the Centre's laundry services alone, another \$202,000 for general work.

Other services at the centre include locksmithing, breathing apparatus, welding torch and general repair, signmaking, woodworking, and even a courier service.

Elbow grease isn't the only service the Centre supplies. The place virtually runs on imagination and innovation. Much of what these "modified" workers produce is either available nowhere else, improved over the original, or manufactured from recycled materials.

Much of what Paulette creates with her sewing machine is made from recycled vent tubing material. A spray paint extension unit used to mark the location of hard-to-reach drill points is made with aluminum tubing and parts off discarded fire extinguishers.

Ideas abound

Among the Centre's manufactured equipment is an improved, more accurate and easier-to-use version of an inclinometer, a device that measures the angle of in-the-hole drill rods.

So many ideas are generated at the Centre that some get lost in the shuffle. A refurbishing service for torch tips, an idea developed at the Centre, was heavily in demand for a few years but then just "fizzled out."

"Inco uses thousands of the tips a year," said the Centre's Senior Leader Larry Aubertin, "but for some reason it (the service) isn't being used anymore. We were getting orders for hundreds of refurbished tips a month and hardly a complaint, so I know it was working."

Price of refurbishing the tips is \$2. A new one costs about \$10.

Duncan said the Centre's workload is constantly growing and many jobs have to be turned down.

"We just don't have the facilities or the manpower to do all the work we could do."

Lack of room at the Iron Ore plant has turned the department into a family of squatters, expanding to small satellite shops wherever they can find the

Work centre restores employees' self-esteem

The difficult we do immediately, the impossible takes a little longer.

That's the unofficial motto of the folks at the Modified Work Centre, and you don't have to look too hard to see that they don't just say it.

They do it. "We got an order to make a bag just like this one," said Paulette Lafreniere of the Centre's sewing room as she slaps down a worn, torn, and faded canvas bag barely distinguish-

able from a dish rag.

From a wall displaying the scores of items created in the sewing room, she pulls down a brand new bag that looks like it came off the shelves of a professional equipment supplies shop.

"This is what we came up with," said the former Copper Cliff Mill laborer who injured her back two years ago.

Paulette isn't the exception at the Centre, she's the rule. In fact, the lasting impression one gets after a tour of the Centre is that the only thing modified

about the Modified Work Centre should be the term "modified."

The words, imaginative, creative, adaptive, and innovative would be more accurate. Perhaps even the "Ingenious Work Centre" would fit better.

Whatever the name, the Centre saved the company more than \$1.3 million last year in services and equipment that range from testing and recharging fire extinguishers to manufacturing gaskets for Inco equipment.



Old bag used as template to create new bag.



Paulette Lafreniere at work. The wall in background reveals the scores of things created in the sewing shop that range from 16x12x14 tents to leather tool holsters.



Jack Laderoute tests and repairs breathing apparatus.

room. One shop in the Nickel Recovery building is a cement block structure capturing a small corner of the building.

All of the employees have some sort of medical problem ranging from back injuries to heart problems, yet the Centre's attendance records don't take second place to other Inco operations. Duncan credits the "family" atmosphere among Centre employees, the challenging work that often demands a greater versatility from workers than at most other Inco jobs and an emphasis on self-motivation.

There are few disciplinary problems at the centre.

"Some of our best workers here are people who apparently have had a history of disciplinary problems elsewhere," said Duncan.

Good example

Larry Aubertin has been at the Centre since 1975, three years after it opened for business. The Garson miner suffered a heart attack. After four months off, he returned to work but was sent to the Centre.

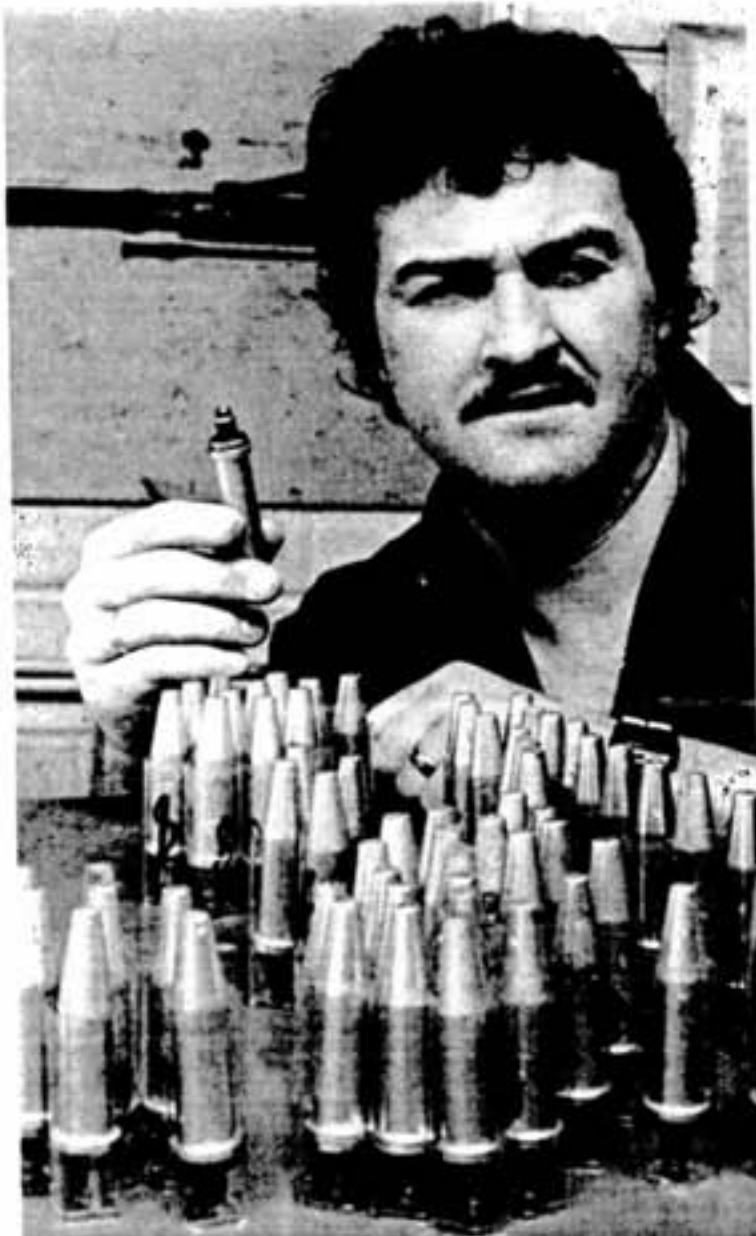
"Like most people who come here, I resented not being able to go back to my old job," he said. "I guess I had the common misconception about what people at the centre did. I figured it was make-work, and I didn't like it."

Today, the 51-year-old senior leader is one of the Centre's biggest supporters. He's not only involved in quality control but his initiatives have brought the Centre specialized work available nowhere else.

Projects like the repair of breathing apparatus, previously available only in the United States. "It used to be repair on the work meant a downtime of about six months," he said. "Our downtime (time the apparatus is being repaired) is between two to seven days. We get repair work now from Inco operations in Port Colborne and Manitoba.

He bristles at the misconceptions about modified work and rehabilitation and conducts his own campaign to change them. "Everyone showing the slightest bit of interest in our work here," he said, "I give them a tour of the place," he said.

"The stereotype of the person who uses a bad back to get out of work still haunts us," he said. "But it's been my experience here that in a vast majority of cases the suffering is very real."



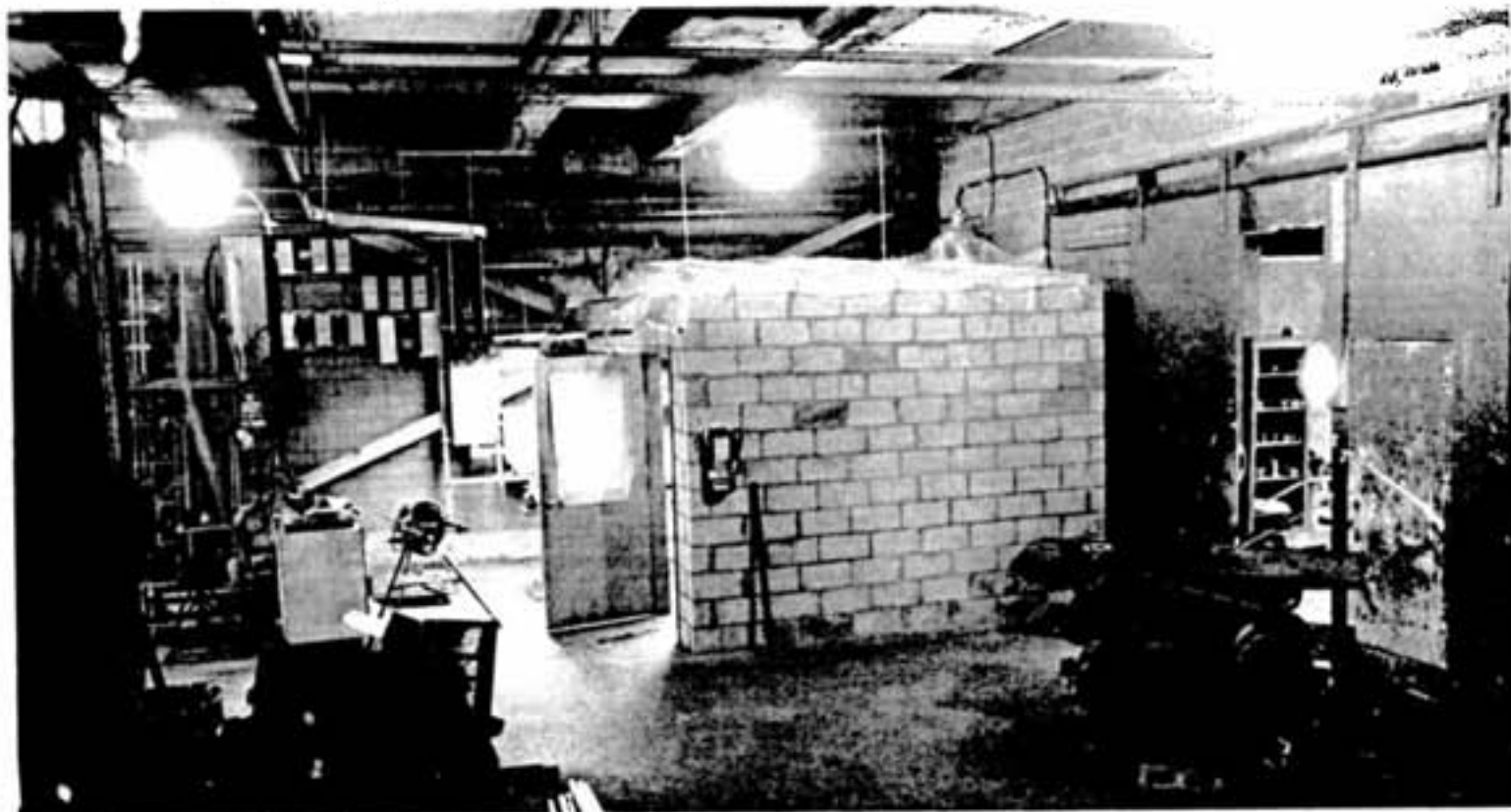
Mike Chartrand repairs torch tips: Service isn't being used.



Raymond Lemieux, Norman Tessier show spray paint extender made at the Centre.



Larry Aubertin with improved Inclinometer manufactured at the modified work centre.



Cement Block cubicle in corner of Nickel Recovery building serves as shop for Modified Work Centre.

Co-operation key to safety: say winners



Purchasing and Warehousing's enviable record of working without a loss time accident since 1987 culminated with the Ontario division's best safety record in 1988. Paul Parker, right, vice-president of administration, engineering service and environmental control, shares some safety information with some key members of the winning team. They are Gerry Corby, left, and Ron Poirier, co-chairmen of the department's Occupational, Safety and Health Committee, and Purchasing and Warehousing manager Trevor Fregren.

For the second time in three years, Purchasing and Warehousing has claimed the honors of being the safest operation in the Ontario division.

And the secret to their dramatic, recent success lies in co-operation, say key members of the Purchasing and Warehousing team.

Manager Trevor Fregren credited the special emphasis given to accident prevention communication and personal supervision for lowering the loss time and medical aid record. Purchasing and Warehousing hasn't had a loss time accident since 1987 and only had three medical aid dressings last year.

"Special emphasis was given on how to avoid all down-grading incidents and on anything that would result in property damages or personal injury," said Trevor. "We had flyers, memos to employees and made a point of spending a lot of time in our warehouses. Both the superintendent and myself visited the warehouses as frequently as we could."

Both Gerry Corby and Ron Poirier, co-chairmen of the Occupational, Safety and Health

committee, stressed the safety performance improved because of the close working relationship between management and the Committee.

"We stressed a lot of off-the-job safety," said Ron. "When people saw we were not only interested in safety at the work site but off the job, there was a lot of interest."

Paul Parker, vice-president of administration, engineering services and environmental control, said the employees should feel "very proud" in working for a year without a loss time accident.

"They've shown a dramatic improvement in recent years in safety. They've not only made great strides in safety but have shown a great improvement in productivity," he said at a ceremony at the smelter warehouse last month.

In Ontario Division standings, Central Utilities finished second, followed by Froid Mine and the Copper Refinery.

McCreedy West took fifth spot. The order of finish for the remaining operations was: Nickel Refinery, Safety and En-

vironmental Control, Crean Hill, Port Colborne Refinery, Transportation, Stobie, Divisional Shops, Copper Cliff North, Central Mills, Levack, Creighton, Copper Cliff South, Copper Cliff Smelter, Little Stobie/Garson and Power and Construction.

In another presentation ceremony last month, Milling, Smelting and Refining vice-president R.N. Browne lauded the Copper Refinery for its outstanding year not only in achieving five star safety status but in winning the M, S & R trophy for safety.

He described the refinery's performance as "a tremendous achievement" reflecting good leadership from management, from the employee safety representative Wilf Collins and the plant's OCCI committee.

Manager Al Cruthers said the safety performance was a "tremendous accomplishment, one in which every employee in the plant contributed significantly. It has set the standard for improvement in 1989, and I'm sure we can meet the challenge."



Copper Refinery records significant safety achievements

1988 will go down in Copper Refinery history as the year that few employees have witnessed in their Inco careers. In winning the vice-president's trophy for safety in Milling, Smelting and Refining, the Copper Refinery recorded perhaps its most significant safety achievement in recent memory with just three loss time accidents. Taking part in a brief ceremony for capturing first place in the M, S & R division were, from left, superintendent of safety and administration Roy Carlyle, vice-president R.N. Browne, refinery manager Al Cruthers and employee safety representative Wilf Collins.

The mail stack

For many years the Venne family had heard about the daily workings of the Inco plant from my father-in-law, Romeo Venne, and on a Saturday morning, October 8, 1988, the whole family at last had a chance to see for ourselves the place Romeo had worked for the last 37 years.

With special permission given to him by the Company, we were able to tour the Inco plant. Romeo gathered his family, his wife, Suzanne, daughters, Francine, Monique and her husband, Michele, Louis, his son, and myself, his daughter-in-law, Lori.

It was easy to see that today would be a special day for Romeo as he previously made all the necessary arrangements such as guest passes, hard hats and safety goggles, and even souvenirs for everyone.

Our first stop was the Stobie Mine shaft, then to the Froid-Stobie mill where a very kind gentleman by the name of Mr. Levac went into great detail about the grid process and mud and showed us various samples. We all would like to extend our thanks for his informative tour.

Then on to the superstack where we were all awe-struck with the enormous size. After that we saw the nickel reverberator, then the converter aisle, and finally "tapping the slug", unfortunately, we were running out of time and the day was almost over, however, Romeo had one more surprise for us all. He took us to see "Engine No. 119". This was the engine Romeo worked on as a locomotive engineer just a few years ago. To say the least, this was a very exciting day for all of us.

The memories will stay with us forever.

Our special thanks to all the people who made this tour possible at the Inco plant. Also thanks to Mr. Levac for his special time and patience.

But our deepest thanks goes to Romeo Venne, for sharing his 37 years of dedicated work with all of his family.

Sincerely yours,

Lori Coar-Venne
86 Georgetown Blvd.
Naples, Florida 33962

We invite our readers to write us. Please address your letters to The Mail Stack, Inco Limited, Public Affairs Department, Copper Cliff, Ontario, P0M 1N0



The Venne family on an Inco tour.



Copper Cliff Mill's Vic Foucault directs teammate.



Frank Champagne of Clarabelle Mill takes an action stance.

Bonspiel to be annual event

Almost 30 teams from Frood-Stobie, Clarabelle and Copper Cliff Mills turned out for a Central Mills Curling Bonspiel in February, and organizers are optimistic that the event will be repeated annually.

"It turned out even better than we expected," said Sue Benoit, a mill assistant at the Copper Cliff Mill and one of the organizers of the bonspiel. "It was excellent, something to build on for future years."

Staged by the Central Mills Athletic Association, a group that promotes "a family atmosphere" among mills employees, the one-day event in-

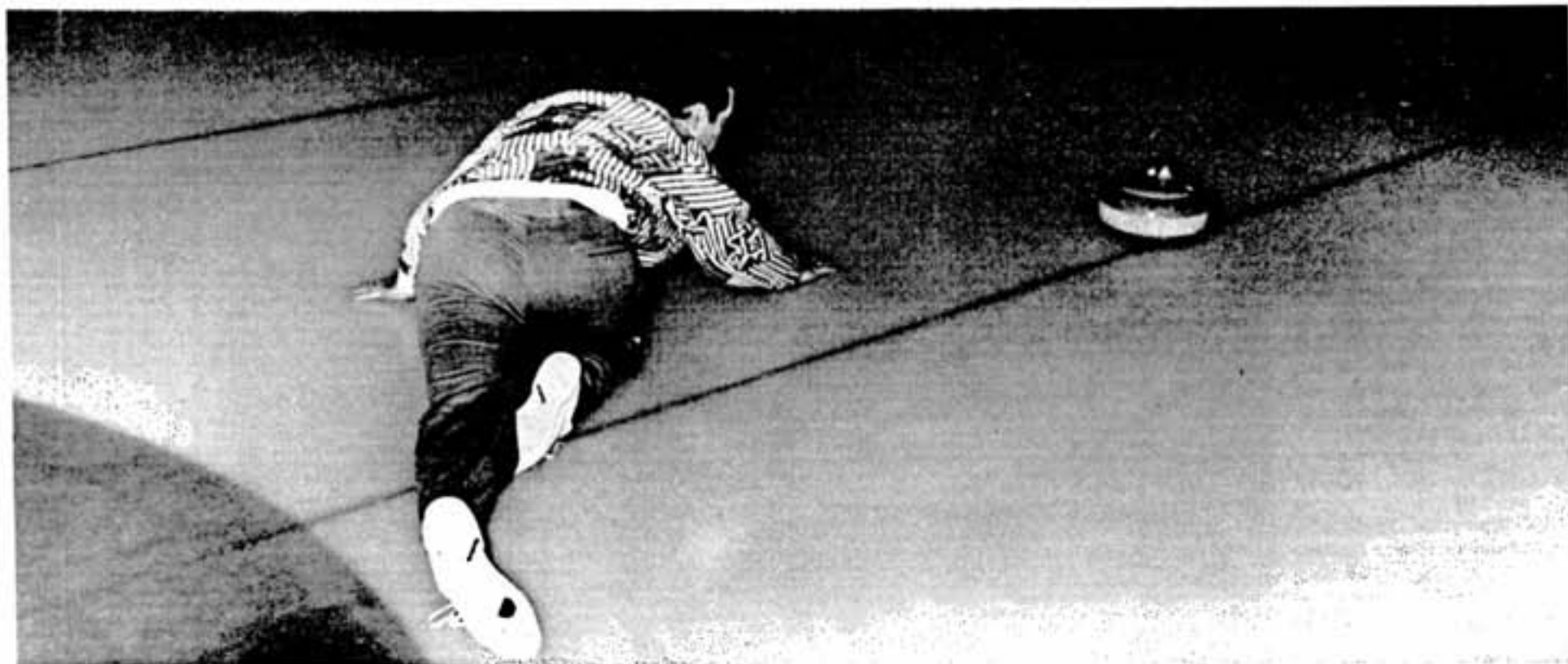
cluded a dinner at the Copper Cliff Legion.

A trophy will become part of the winning ceremonies next year, thanks to the generosity of Bob McGhee. One of several Legion members who helped round out curling teams for the bonspiel. Bob will donate the trophy in memory of his late brother Doug McGhee, a foreman at Copper Cliff Mill who died recently.

The winner of the competition was a Clarabelle team consisting of Ron Garbutt, Ted Wilson, Royale Gaudrault, and pensioner Harry Franssi. ■



Betty Wickie and George Strong of Copper Cliff Mill in conference.



Vic Dumais of Clarabelle follows through a carefully-placed shot.

Inco donates \$250,000

Canada discovers motherlode in American Mineral Collection

"I believe in time the Pinch Collection will be recognized as the finest private mineral collection ever assembled. The specimen selection has been masterful . . . in terms of scientific importance, he literally 'blows everyone else out of the water.' The Smithsonian Collection incorporates four famous private collections of great stature. None of these even comes close to the Pinch Collection in importance and it is possible that all four would be overshadowed by what Mr. Pinch has accomplished."

John Sampson White,
The Smithsonian Institution

If a foresighted Montreal physician Dr. Don Doell had never known William Pinch years ago, it's unlikely Canada would be in the position to acquire the world's most coveted private collection of mineral specimens representing 70 per cent of the earth's known minerals.

But Dr. Doell, chief of the Department of Emergency and General Medicine at Montreal's Royal Victoria Hospital, seized on the chance for Canada to win the Pinch Collection -- all 16,000 specimens -- when a prominent American institution couldn't come up with the daunting \$5 million price tag.

Dr. Doell, who comes from Pinch's hometown of Rochester, N.Y. but who only met him through mineral collecting in Canada, often visited Pinch's modest home while seeing his parents.

The 48-year-old former chemist with Kodak kept Dr. Doell quietly informed of negotiations with the University of Texas once he decided to let go of his collection. But the oil crisis knocked the university out of the running.

"By April, 1987, when there was a big mineral show in Rochester, Bill told me the deal with Texas was off. There were some curators from Canada at the same show and I rounded them up over lunch and we decided to go after the collection," Dr. Doell recalls.

Although there was some resentment that upstart Canadians from the National Museum of Natural Science were trying to pluck the prized collection from larger, better-backed American institutions, there was also the feeling, Canada couldn't make the sale happen. "We were in the right place at the right time and perceived to be small enough not to have been much of a threat which worked to our advantage in the end," he added.

First look

Sudburians get their first look at William Pinch's lifelong passion when Inco Limited and Science North sponsor a representative exhibition of 100 pieces at the Science Centre April 4-10.

Inco Limited is one of several Canadian mining companies that have taken the lead

in helping purchase the Collection for the country by donating \$250,000. So far, \$3.2 million in private donations has been raised to buy the collection. The first \$1 million was paid in June, 1988. The second payment is due this June while the deadline for the balance is in June, 1990.

Combined with the National Museum's own mineral collection and that of the Geological Survey of Canada, the Pinch Collection gives Canada a world-class collection that, on its own, would not have been able to be assembled. The fund-raising effort is also the largest private solicitation for an acquisition in Canada by the Museum of Natural Science in Ottawa.

Because Canada is so rich in mineral wealth, the Pinch Collection holds an unusual appeal for the country's leading mining companies, says Dr. Mike Sopko, president of Inco's Ontario Division.

Inco's donation will sponsor the Brazilian suite in the collection, and Inco will permanently be linked to the subcollection whether it is displayed in the National Gallery in Ottawa or on tour. The association is a good match. Brazil is known for its beautiful gems and that most charismatic of metals, gold, while Inco is developing a gold property in Crixas, Brazil.

The Brazilian collection contains 400 notable specimens including exquisite leaf gold, superb gem quality crystals of

aquamarine, rubellite and topaz.

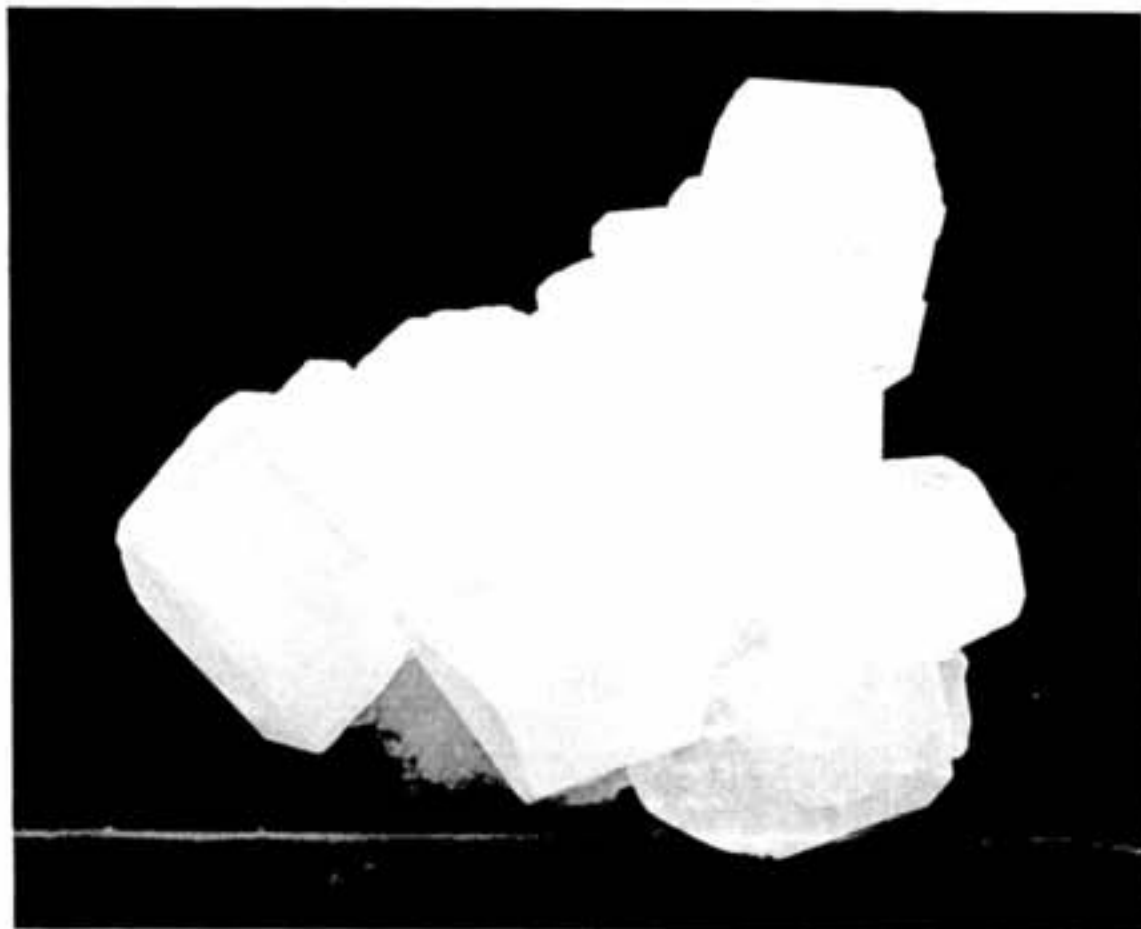
Top five

"For Canadians, acquiring such a collection and integrating it with our own National collection is a prospect of great significance," adds Dr. Sopko who helped bring the Pinch

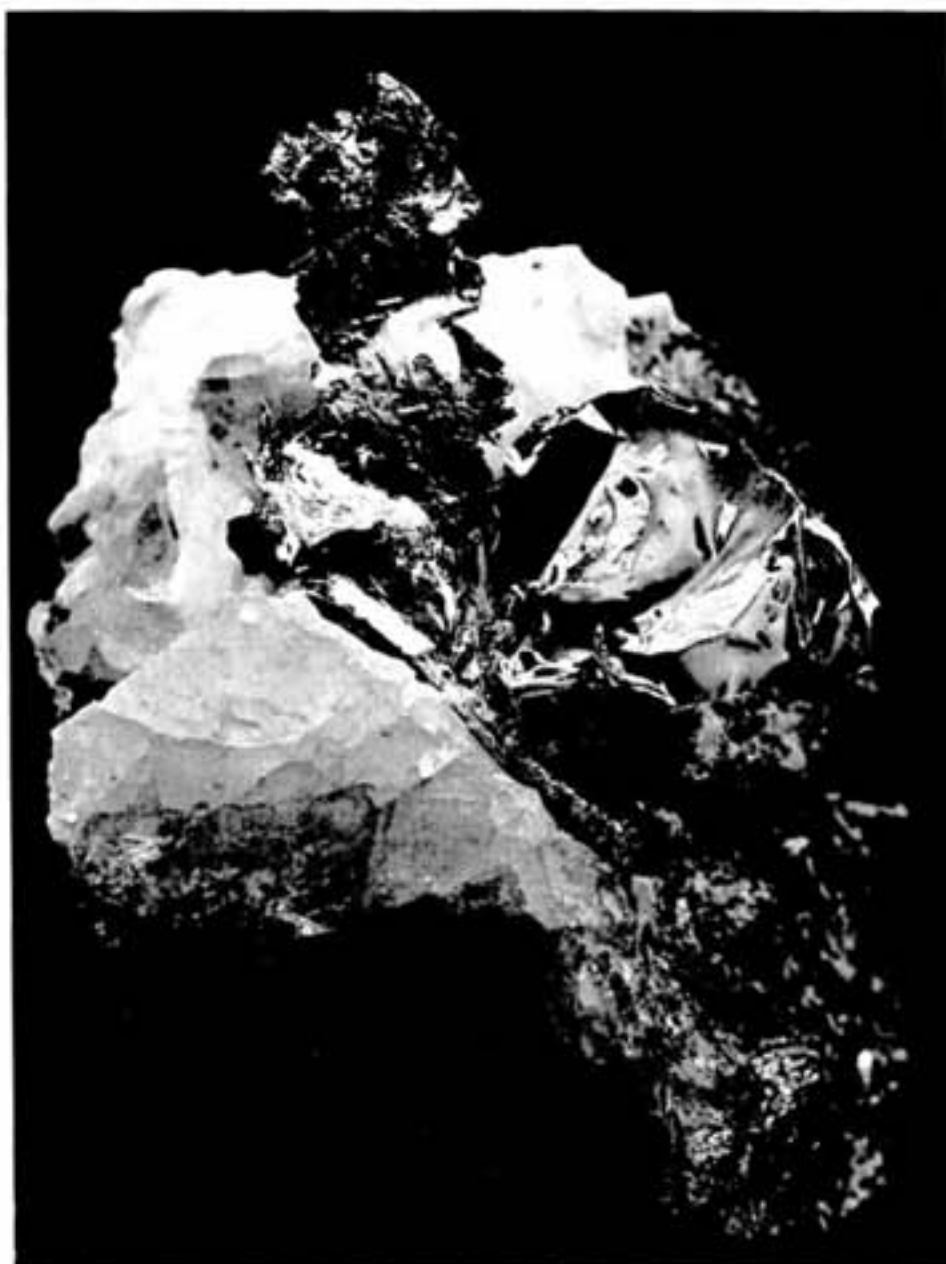
touring exhibit to Sudbury. "This country, whose history and prosperity are so aptly identifiable with its unique mineral wealth, does not yet possess a world-class collection which appropriately reflects that fact . . . a collection which celebrates the role of minerals and mining at the source of our good fortune

as a nation. Acquisition of the Pinch Collection will catapult our National Collection into the company of the top five collections in the world."

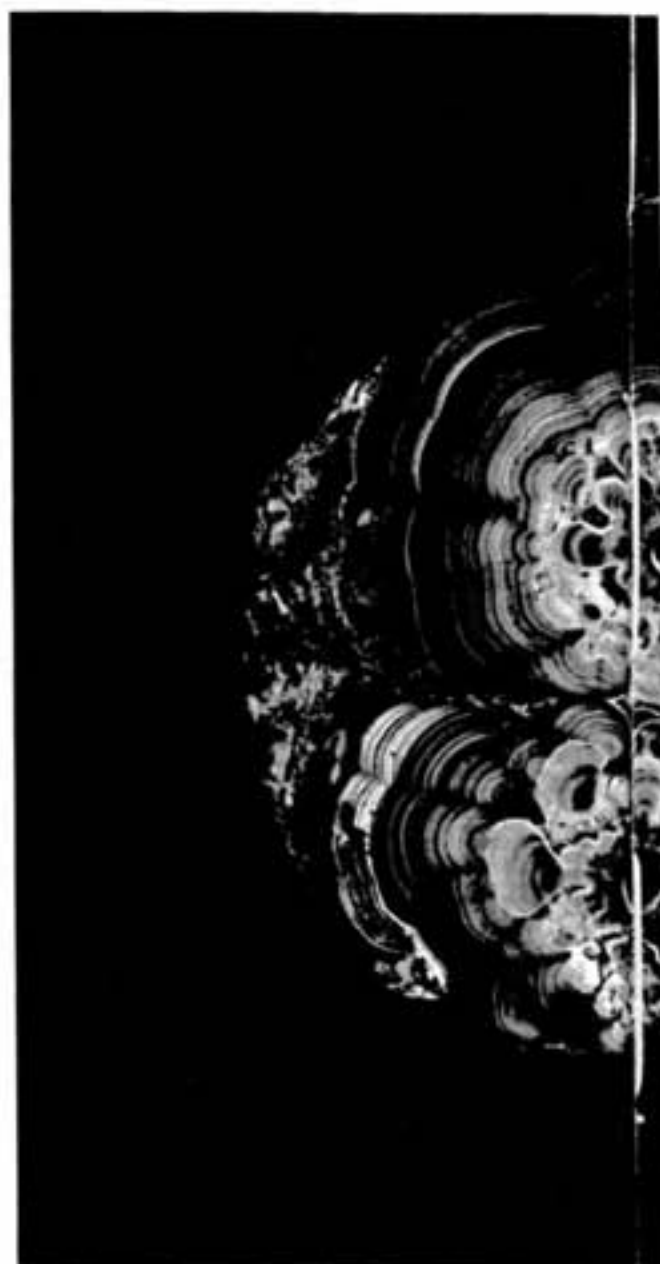
Dr. Alan Emery, the National Museum of Natural Sciences director, said the collection impresses even the most



Sulfur from Agrigento, Sicily, Italy.



Gold from part of the Inco-sponsored Brazilian Collection.



Azurite and Malachite from the Copper Queen Mine, B.

jaded of viewers.

"The first reaction, when you talk to anyone about the collection of minerals is, 'Oh, yeah', grey minerals." But when people actually see the specimens, they're immediately goggle-eyed. The mineral specimens themselves outshine the gems in the collection which are beautiful."

Because of the cost and the difficulty in prying prize pieces from dealers and fellow collectors, William Pinch is a rarity in today's world of mineral collecting. He wasn't forced to become a specialist.

For more than 40 years, his

pursuit of excellence outgrew the specialist's boundaries and he insisted on, and got, the very best mineral species.

His collection sports the rare and the beautiful. The stunning, 17-carat O'Dunne sapphire, once owned by the Grand Duchess Cyril of Russia, easily vies, for instance, with the suite of 125 exotic minerals from Japan. The spectacular 1,000 piece Canadian collection is rivalled by the 500 specimen African collection that includes some of the world's finest examples of ergthrite, rhodizite, nambulite, plumbotsumilte, alamsite and olivenite.

Best collection

From an international perspective, Dr. Emery observes: "It, literally, is the best collection on the face of the earth that's been put together by an individual."

The secret behind the collection's diversity and depth is the man himself.

"William Pinch is a nut," Dr. Emery says simply. "But he's a nice nut. In his nuttiness, he's given himself the challenge of collecting the very best specimens that are available in the world for every species of mineral. He didn't succeed 100

per cent. But his diversity of minerals is remarkable. He has 75 to 80 per cent of all the mineral species known in the world. That's unusual. The whole national collection for Canada is less than that."

The collection also bounds with what's known as 'type specimens.' A type specimen is that form which a mineral species was originally identified and described. The Pinch Collection contains 350 cotype or holotype materials often acquired directly from the scientist who first described them. Canada's National Collection now only has 25 cotypes.

How Pinch managed to beat out the world's best curators is a story in itself since he is not a rich man.

"He has a lot of unique characteristics," Dr. Emery allows. "He's got a photographic memory. He's got a remarkable acute ability to identify minerals on sight. Often, he knew better than dealers and curators what they held in their hands. He'd know instantly if a mineral at a sale was misidentified. Also, he's an astute horse trader. The stories of his famous trades are the stuff of drama and novels."

Meagre resources

Left to its own meagre resources of \$50,000 annually, the National Museum could never have hoped to acquire such a valuable collection he admits.

With the dream closer to reality, the collection will be kept in a new \$2 million permanent display in the National Museum.

Dr. Emery said the collection has research, aesthetic and educational roles. To fulfill the educational goals, parts of the

collection, for instance, will go on frequent tours across Canada.

Though much 'brainstorming' still must occur, there is even serious talk of establishing satellite exhibitions from coast to coast. Thetford Mines, Calgary and Vancouver have already expressed interest in housing a permanent satellite collection.

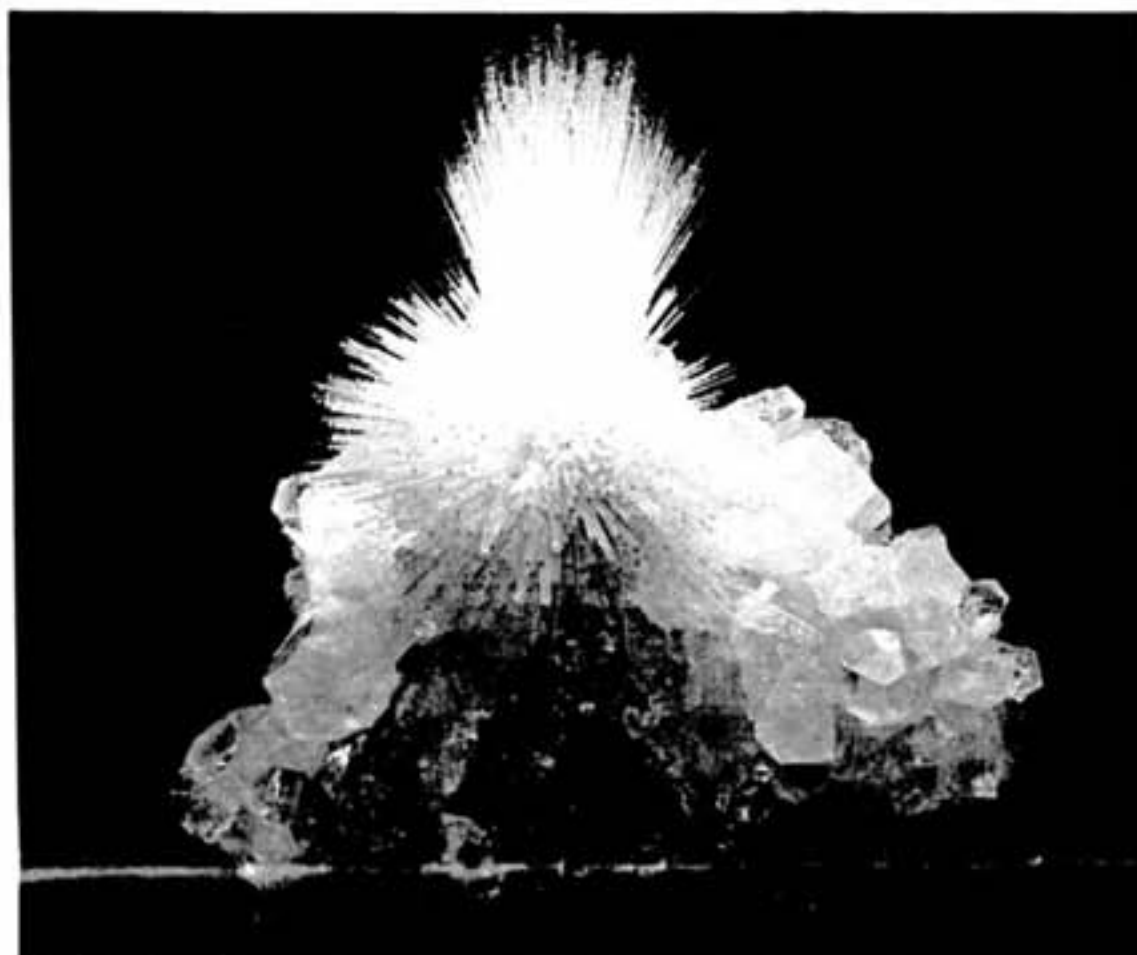
At the suggestion of Sudbury as a logical choice for a permanent mineral collection, Dr. Emery was openly enthusiastic: "This would be a tremendous location. We could cycle minerals through that area. We'd even make certain that, were there something permanent at a place such as Science North, a program could be developed around it."

Since William Pinch had long resisted the temptation to cash in on his remarkable collection by splitting it up, Dr. Emery believes the collection will automatically ensure the National Museum of boasting one of the top five or six mineral collections in the world.

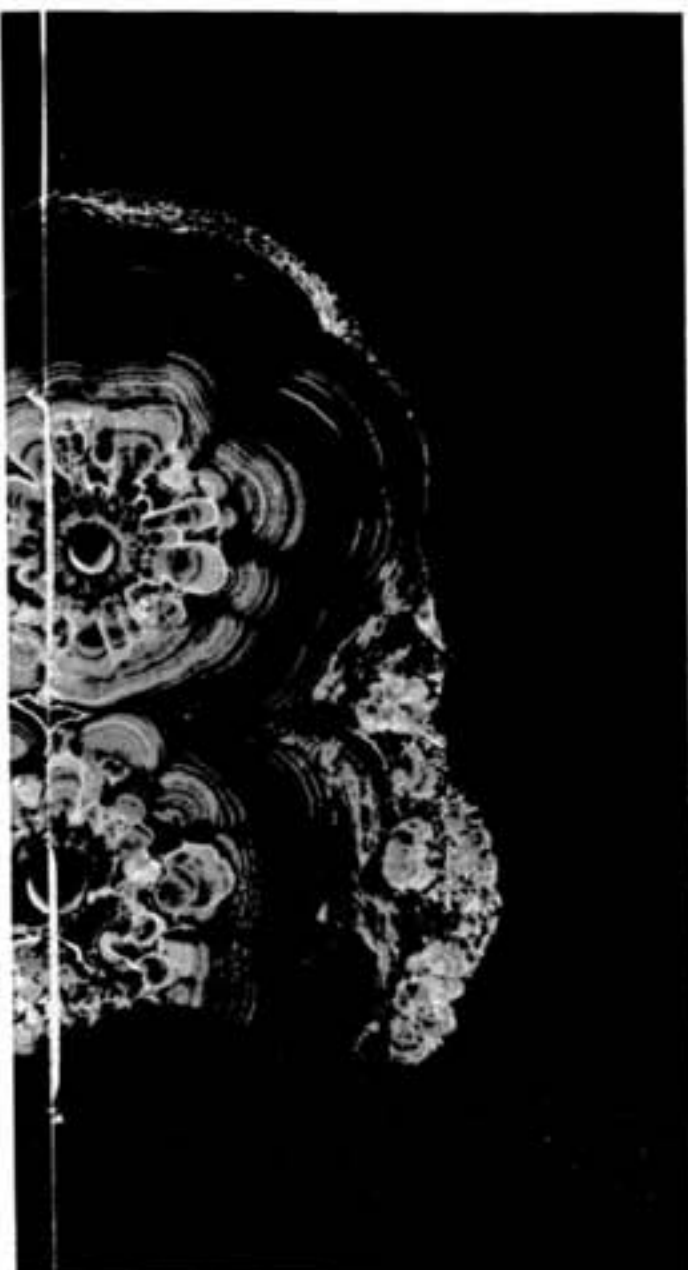
"This is the first time, the National Museum has ever attempted to raise funds for an acquisition. And it's also the largest ever for Canada for an acquisition for a museum. To get the collection will be a great coup for the museum and for Canada," he added.

"What distinguishes the Pinch Collection beyond its size and high quality is its wealth of very rare minerals . . . Your acquisition of the Collection will dramatically broaden and strengthen your international representation and will hasten by a generation or more the day when your collection can be numbered among the greatest museum collections in the world."

Carl A. Francis,
Harvard University
Mineralogical Museum



Mesolite, from Poona, India.



Aine, Bisbee, Arizona.



Nambulite from the Kombat Mine, Otavi Mountains, Namibia.

Parents to sponsor specimens

A new program has been developed to enable parents and grandparents to sponsor individual specimens in this famous Collection which will be visibly displayed in the new national Mineral Exhibition Gallery to be opened in 1991 at the National Museum in Ottawa.

The child's name will be placed beside the display, range in price from \$500 - \$5,000 a specimen.

This is a unique way to honour your children and/or grandchildren.

Such a sponsorship program would ensure that the family is permanently and visibly associated with its sponsored minerals, both at the National Museum Exhibition Gallery in Ottawa, as well as during travelling exhibits across Canada.

Staff from the National Museum of Natural Sciences in Ottawa will be on hand to discuss the sponsorship program during the special travelling exhibit of the Collection at Science North between 4 - 10 April, 1989.

Second shot at singing for miner Erik Kinosh

It's been years since Erik "Erik" Kinosh had a chance to lunge for the brass ring and even now he sometimes regrets turning down the opportunity.

"I guess I'll always wonder if I'd have made it," said the

South Mine diesel loaderman who spurned an offer to sing part-time with a Toronto opera company 15 years ago.

"Some people are used to taking risks," he said. "I guess I'm not one of them."

It was the security of his job with Inco that forced him to make the difficult choice. But he was determined to take advantage of a special voice training program that took him to Toronto on weekends back

then.

"I went to the conservatory in Toronto for two winters. I'd fly down at 7 a.m. on Saturday and fly back again the same evening," he said. "I missed one session due to a snowstorm."

During that training in 1974, he was offered a part-time position with an opera company.

"But I'd have had to move to Toronto, get a part-time job there," he said. "They said I had a good chance to make singing a full-time career but I figured it was too risky."

"My family's here, and I have the security of a good job."

Besides, he said, he had many opportunities to perform at concerts and other occasions in the Sudbury area.

"Sometimes a few months will go by when I perform every weekend," he said.

Erik has earned a reputation with his music, a factor that has helped him gain exposure nationally and internationally.

Finnish tour

This past summer, Erik was part of a North American combined chorus of Finnish male singers that toured Finland. The tour took him to 14 cities in his native land.

"We had one concert right at the Arctic Circle in Lapland,"

he said.

Another high point was a performance at Roy Thompson Hall in Toronto with a visiting Finnish choir. He was the only one of less than a dozen Canadians invited who sang with the choir.

Erik has enjoyed considerable success in the Sudbury area, success that has turned to support. After performances in the Sudbury and District Kiwanis Music Festival in the early 1970s, Erik was granted scholarships and other support funds from a variety of organizations including the Kiwanis Club and the Ontario Registered Music Teachers' Association of Sudbury.

Erik will keep performing in the Sudbury area but may realize his dreams of singing full-time when he retires.

"I've got seven years to go before I retire," he said. "I'm thinking about going to Finland and singing. There's a much better chance of making it there musically. The kind of music I do is still popular over there. I figure I could make a living at it. Here I have to seek out my audience but in Finland I would get sought out."

What does singing mean to him?

"It would be a pretty dead world without it," he said. "It gives me self-confidence and a sense of self-worth."



Erik Kinosh: Underground Opera

Conway releases proposed changes to Ontario Mining Act

A Green Paper released recently on proposed changes to Ontario's mineral policy and legislation will form the basis of a new Mining Act, says Mines Minister Sean Conway.

"Mining is one of Ontario's most important economic sectors," Conway said. "A new Mining Act will ensure that we create the kind of regulatory and legislative environment that will

encourage the ongoing development of our mineral resources, attract new investment in the mining sector, and protect the interests of those who are concerned about the impact of mining on the environment and their communities."

Highlights of the Green Paper include recommendations regarding land tenure and the right to mine, including measures to avoid claim disputes; recommendations to help industry comply with Government legislation, by streamlining the current approvals process; ways to ensure responsibility is taken for environmentally-sound mining

operations, from the time a mine goes into production until the time it closes; a recommendation to retain the current provisions for domestic processing of raw materials.

"The Green Paper sets out the policy directions and priorities the Government believes are appropriate to the long-term needs of the mining industry," Conway said. "I believe our new mining legislation should recognize and clearly define both the industry's rights and its responsibilities."

The release of the Green Paper is the first step of the Government's review of the Mining Act, which was promis-

ed in the last Speech from the Throne.

The Green Paper will be widely distributed to members of the industry, and to others interested in mineral exploration and development in the province. The deadline for responses is March 31, 1989.

"I strongly urge all interested parties to participate in this consultation process," said Conway, who added that the Government wants to move quickly to introduce new legislation.

Copies of the Green Paper are available from the Ontario Government bookstore at 880 Bay Street, Toronto.

Writer seeks cartoonist for war book artwork

Author Eric Mansikka, featured in the January issue of *The Triangle*, is on the hunt for an artist to provide the cartoons for a new book on American military humour during World War II.

He figures about 100 cartoons will be needed to illustrate the book which is expected to go to the publishers this fall.

He invites any budding Inco artists who feel they are skilled enough to call him at 682-8272, or send a letter along with a sample of their work to Eric Mansikka, Central Utilities, Engineering Building, Copper Cliff.

Eric's first book, "Pack Up Your Troubles," examines Canadian war humour.

First Aid event on hold

Although Inco considers First Aid training for division employees a high priority, the company has been forced to suspend participation in First Aid competitions in 1989.

The temporary foregoing of competition is just one example of the company's increasing emphasis on training and education to a point where tough choices have to be made.

In view of the fact that the division has such a massive effort currently in place to provide WHMIS (Workplace Hazardous Materials Information Systems)

training which will carry forward into 1989, it has been decided to forego First Aid competitions in 1989.

The matter will be reviewed again in 1989 with respect to resuming competitions in the following year.

The Ontario Division supports the principle that a maximum number of employees should hold a valid First Aid Certificate, and encourages all managers to make the training available to as many employees as possible.



Five Star Tour

Copper Refinery Foreman Don Burke explains the operation of the cathode handling machine to Inco President and Chief Executive Officer Donald Phillips while refinery manager Al Cruthers (left) looks on. Mr. Phillips toured the Five Star refinery during a stay in Sudbury to announce Inco's presentation of \$4 million to the Region of Sudbury.

North Bay captures first Inco Cup in eight years



Sudbury's Kristi Washchuk navigates the hill.

For the first time in a decade, Inco Cup skiers and their sponsors are finally going in opposite directions.

"We went downhill with you for a long time, but we are pleased with our change in direction," said Inco's Karen DeBenedet in reference to the ending of the hard economic times that plagued the company earlier this decade.

She was addressing an enthusiastic group of skiers during the trophy presentation ceremonies that marked the end of the 16th annual Inco Cup championships.

Held at the Copper Cliff Club, the event saw North Bay skiers win the club championships for the first time in eight years. The last time the club took the trophy home was in 1981, the last win in its three-year domination of the event.

North Bay skier Gord Culbert clinched the men's championship this year and Kerri Griffith of the Sault Ste.

Marie club came in first in the women's division.

The powerful Sudbury club was shut out of this year's competitions for the first time in recent memory.

Winning coach Don Fry thanked Inco for its sponsorship and support along with the enthusiasm and efforts of his team.

"We seemed to gel together as a team for the first time in a long time," he said. "We worked hard and it feels great to have it back."

"We plan to keep it for a while," he warned.

The longest running corporate sponsorship of any skiing event in North America, the Inco Cup saw races held in North Bay, Timmins and Sault Ste. Marie before the finals at New Sudbury Adanac Ski Hill.

Mrs. DeBenedet pointed out that Inco reaps benefits from their sponsorship of the event as well. Nurturing world-class skiers, the event "provides us



Sault Ste. Marie's Jill Wheatly gets airborne at the gate. At right is starter Terry Bortnak, husband of Vivian Bortnak of Purchasing.

with a provincial and national profile through the skiers that go on to compete elsewhere," she said.

A \$500 cheque and trophy went to individual winners as well as the winning club.



Lively club Stephanie MacDougall in high gear.

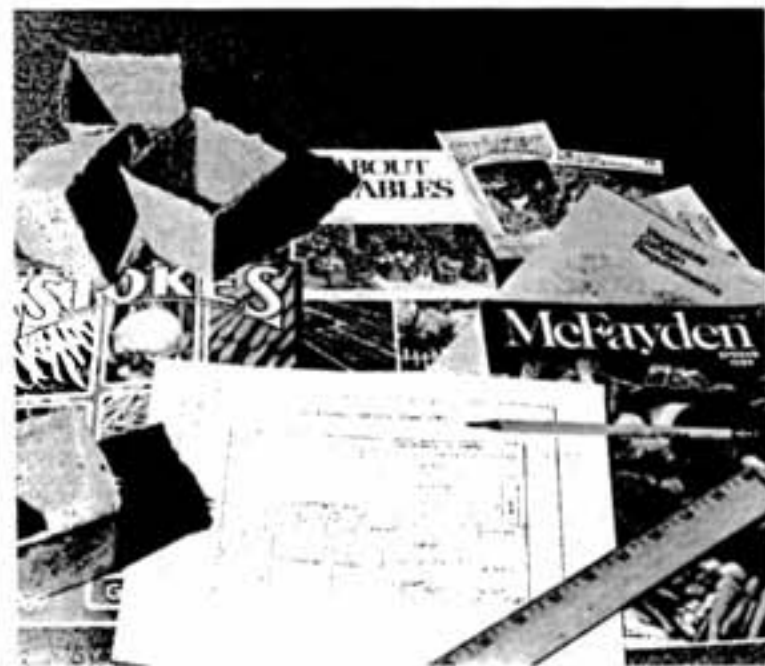


Carol MacCallum checks out her ski equipment. The Sudbury skier placed third in the Ladies Slalom.



In Your Yard . . .

It's March and your heart turns to gardening



A small vegetable garden will produce a variety of fresh produce for your family over the growing season. If you do not have room for a vegetable garden, many different types of vegetables may be grown in containers on a balcony or patio. For container growing, use a commercial soil mix and make sure all containers have drainage holes.

In a vegetable garden, soil should be well drained and fertile. If drainage is a problem you may need to develop raised beds. Soil is built up a minimum of 30 centimetres above the soil surface. Beds may be any length. If they are accessible from both sides, the maximum width should be 1.8 to 2.4 metres. If accessible from only one side, the maximum width is 0.9 to 1.2 metres. Raised beds do not need an edge if the earth is tapered on the sides. If edging is necessary, pressure-treated wood is best. Oil-based wood preservatives (creosote, pentachlorophenol, copper naphthenate, etc.) may be toxic to plants. Avoid direct contact between food products, plant material and treated wood.

Soil fertility is best determined with a soil test (October, 1988). Follow recommendations for best results. Commercial fertilizers are identified with three numbers (eg. 5-10-10). The first number stands for percentage nitrogen (N), the next number percentage phosphoric acid (P₂O₅) and the last number the amount of water-soluble potash (K₂O).

Fertilizer may be applied in different ways: mixed in with the soil before planting; placed in a narrow band along the rows, 5 to 8 centimetres from the seed and 2.5 to 5 centimetres deeper than seeds or transplants; or as a side-dressing after plants are growing, spread 15 centimetres from the plants and lightly raked into the soil. Side-dressing corn with nitrogen (ammonium nitrate) and tomatoes with phosphorus (superphosphate) will promote good growth. You can over fertilize. For example, too much nitrogen will produce lush, leafy growth but fruit will not set.

Compost or well-rotted manure should be added as an important source of organic matter and nutrients. Lime should be added, only as recommended, based on a soil test. Potatoes will develop scab (roughened patches on the skin) if lime is added to the soil, also if fresh manure is used. For potatoes, soil pH should be at or below 5.2 and be sure to plant scab-resistant varieties.

Dry soil only

In the spring only dig or till the garden when the soil is dry. If a handful of soil crumbles easily it will be workable. However, if soil forms a moist, sticky ball it is too wet and must be left for another week until it dries properly.

Avoid planting in an area of heavy shade and competition from tree roots. Your vegetables should receive a minimum of six hours of sunlight during mid-day. Maximize the use of space by interplanting fast growing plants with slower growing varieties. Some vegetables, such as lettuce, radish, spinach and corn, may be seeded in a succession of plantings for a continuous supply of produce. Seed the second planting before the first is harvested. Tall-growing plants (corn, pole beans, cucumbers or other crops grown on a trellis and staked tomatoes) should be planted on the north side of the garden so that other plants will not be shaded. If your garden is on a slope, plant rows across the slope to prevent soil erosion and water runoff. Set aside

one part of the garden for perennial crops such as asparagus, rhubarb, raspberries, strawberries and herbs.

Cool-season crops may be sown early in the spring (eg. radish, spinach, lettuce, beets, swiss chard, peas, green onions, cabbage, brussel sprouts, parsley and carrots). Other vegetables will only develop after the danger of frost has passed and the soil is warm (eg. beans, cucumbers, zucchini, tomatoes, peppers and eggplant).

Most vegetables are started from seed. Choose varieties that are well adapted to your particular area and will mature in your growing season. Seed packets provide information on depth to plant seed, number of seeds/meter, distance between plants and rows, days to germination, soil temperature required and days to maturity. The days to maturity determines if you should start with seeds or transplants. Some seeds should be soaked before planting to speed up germination (eg. beets). Place a string along the row to seed in straight lines. Cover seeds with soil as directed and lightly tap with the edge of a rake. After germination thin overcrowded seedlings, in the evening when the soil is moist. Early weeding and cultivation is important so that weeds do not become established. Don't work in the garden if leaves are wet, this will spread fungus diseases.

Transplants are often started in peat pots or pellets (eg. tomatoes, peppers, cucumbers). Before planting gradually expose transplants to outdoor conditions over a 10-day period so that they will be able to withstand dry soil, wind and direct sun. Water plants before transplanting, in the evening when the soil is moist. Tear down the sides of peat pots or they act as a wick and dry out the roots. Plant in a hole large enough so that roots are not crowded, firm into the soil with a slight depression to hold water. Apply a vegetable transplant starter-fertilizer solution. The best mulch to use in the garden is black polyethylene. It warms the soil, controls weeds and conserves moisture. Seeds or transplants are planted through holes punched in the plastic.

Water tips

Watering the garden once or twice a week is all that is necessary. Water should penetrate the soil to a depth of 15 centimetres. Place an oscillating sprinkler in one position for 1 to 2 hours. A coffee can placed under the sprinkler will collect 5 to 10 centimetres of water. Frequent, light waterings will encourage shallow rooting and plants will suffer in hot, dry, sunny weather. Water in the morning.

Some helpful hints with vegetables:

- asparagus does not grow well in acidic soil. The pH should be between 6.0 and 7.0. Purchase one year old crowns with fat buds and a strong root system
- bean seeds will not germinate in cold soil.
- barely cover carrot seed with soil.
- when cauliflower heads start to develop, gather upper leaves and tie them together. Heads exposed to sun will discolour.
- side-dress corn with ammonium nitrate fertilizer when it is 20 inches high. Corn is wind pollinated so plant in blocks of 3 to 4 rows vs. a single row.
- soil for cucumbers should be rich in compost or well-rotted manure. Keep fruit picked. Any left on the plant will stop new fruit from setting.
- plant certified, disease-free potato tubers. Choose a variety well adapted to your particular area. Do not plant potatoes in the same location more than once every three years.
- tomato transplants should be bushy, not spindly. Plant them so that first leaves are just above the soil level. Tomatoes need a minimum of six hours of direct sunlight and grow well in containers.

Sketch a plan of your vegetable garden, note varieties and any specific problems. Rotate crops every year to prevent the buildup of diseases.

If you have any specific questions or problems regarding some aspect of your yard - landscaping, gardening, plants, etc. please write a letter, addressed to Ellen Heale, Environmental Control, General Engineering Building, Copper Cliff. Give as many details and be as descriptive as possible. Individual replies are not possible. Letters of general interest will be chosen and published in The Triangle.

SUDBURY FIRM WINS

Continued from page 1

towards the reduction of sulphur dioxide emissions by 1994.

Mill modifications will lead to the reduction of SO₂ emissions by 100,000 tonnes a year and these reductions form an integral part of the overall program to reduce SO₂ emissions to 265 kilotonnes from the present 685 kilotonnes per year level by 1994.

"Because we are retrofitting equipment in an existing mill, this (the pumping system) is the key that unlocks the door," he said. "While we maintain production, we must install the pumping system to create room to allow other phases of the new construction to begin."

Given the scope of the mills rationalization program, he said he was particularly pleased that the contract has been awarded to a Sudbury firm.

"Since Inco Limited will be spending a significant amount of money in the next five years on SO₂ abatement measures and other developments, the company wants to keep as much of the investment as possible in the community for job creation here in the North," Dr. Ryan said.

Founded in 1976, Tesc Contracting Limited is a specialist in mining construction.

"As an industrial contractor with experience ranging from the mineral industry to the pulp and paper sector, we're happy to be awarded a significant local project since we often have had to venture outside the Sudbury region to make a living," said Tesc president Bob Lachance.

When the Clarabelle Mill expansion is completed in about 2-1/2 years, it will feature a 32-foot diameter semi-autogenous grinding mill and high volume flotation cells. As a result, metal recoveries, productivity and efficiency of milling and concentrating nickel and copper minerals will be significantly enhanced.

Calling all children

Inco couldn't get by without the thousands of Moms and Dads who do a lot of important work for the company, and the world couldn't get by without the many things that are made from the materials Inco people supply.

If you are between the ages of four and 12, we're giving you a chance to let us know just what your mom or dad, grandpa or grandma, brother or sister, uncle or aunt, or even a special good friend does for Inco.

We're looking for a brief description in your own writing and/or a colourful drawing in pencil, crayons, pen or marker of the person at work.

First, second, and third prizes in age categories 4 to 8 and 9 to 12 will receive \$50, \$35, \$20 and all entrants with material published in the Triangle will get a McDonald's certificate.

Send your picture and note complete with your name, age, relation to the Inco employee and his or her name and work location to: Inco Ltd., Public Affairs Department, Copper Cliff, Ontario P0M 1N0

Sam Laderoute the mentor

The musical Fourniers are a breed apart

"From Monday to Friday, I'm a poor man, but on Saturday I'm the richest man in Sudbury," quips Romeo Fournier, an NRC operator at the Copper Cliff nickel refinery.

Saturday evening doesn't bring with it the material wealth of a lottery win but rather the spiritual richness kindled by the skirl of the bagpipes played by his children.

And if Romeo measures his kind of prosperity by quantity and quality then he, no doubt, is better off than the likes of Conrad Black, Paul Desmarais or all the Bronfmans because his brood numbers eight.

The saga of the Fournier clan's affair with the bagpipes began innocuously enough six years ago when Alma, the eldest, joined the Copper Cliff Highlander Band under the tutelage of Inco pensioner Sam Laderoute. Thereafter, it was simply a doming effect as each one - the musically-precocious Fourniers fell for the bagpipes.

It's a little difficult determining exactly where the Fournier kids acquired their penchant for things musical. Romeo admits to having once played an instrument. "Unfortunately, I gave it up," says the chairman of this musical board. "Fortunately,

they picked it up."

Both Romeo and his wife Sharon understand that their children's special talents would have withered if not nurtured by a special teacher. Every bit of credit, they maintain, goes to "Captain Laderoute," as he is sometimes referred to in the Fournier household.

"He's so super at bringing out the best in people, whether they like it or not," Romeo insists. "The talent has got to be there but if it hasn't got the right teacher that talent will die. A teacher has to instigate and to motivate and Sam is a great motivator."

The Fourniers' children are excellent musicians. In fact, they've accounted for bronze and silver medals at recent competitions in Southern Ontario. And for the hour each day they practice, it is a source of pleasure.

His neighbours don't seem to mind when the kids gather outdoors in summer. In fact, he says, "they enjoy it tremendously and to them it's kind of a sign of the end of summer when they don't hear the pipes anymore."

Romeo considers the time he has invested in transporting his kids to and from practices and events as a minimal expenditure for the returns he has reaped. Had his children not joined the Copper Cliff Highlander Band and had their musical training not been sponsored through their love affair with the bagpipes could have never been consummated. Each set of pipes costs about \$2,000 - simply too expensive for the average working man.

Romeo believes that bagpipe training has prepared his children well for adulthood.

"It has prepared them for the rigidity and strains of the outside world. They can take the strain and rigidity better than most people."

He says it gives them a Spartan outlook - a kind of toughness and resilience that will let them carry on through adversity.

Romeo points to his son's experience. Romeo Jr. may soon have to undergo major kidney surgery. The boy accepts the fact and his only worry is that he will miss too much band practice.

There is a great amount of discipline associated with learning how to play any instrument well but particularly so the bagpipes.

As a parent, he understands that the music offers him clues as to their state of mind.

"It's their way of releasing pressure," he says. "I can tell by the way they play how they're feeling. If you listen to them day in and day out, you get to the point where you can tell."

Among the best

And so Alma, Sharon, Pamela, Audrey, Colleen, Cindy, Romeo, Maureen form the largest piping family in North America - possibly the world. They make up almost half of Sam Laderoute's nationally-recognized highland band. He, the prelate of pipers in this part of the country, has coached better than 2,000

youngsters on bagpipe fundamentals and he says: "They're among the best I've ever had."

They're really good at medley and at memorizing. All

pipers have to be able to memorize their music. And they're technical players. All good pipers are technical players. They're nice to teach.

You don't have to tell them to practice. They do that on their own."



The Fournier Family: Dad gets piped aboard.



Mom gets an impromptu lesson on the pipes from daughter Alma.

Sudbury's nickel is golden

What glitters like gold, has the corrosion resistance of nickel, is produced in Canada, and is sold from Huntington? NiGOLD, a new trademark Inco product.

To create NiGOLD, nickel produced at the Canadian Alloys Division in Sudbury is gold plated by an outside source then finished at Inco's J. Roy Gordon Laboratory in Toronto.

Marketing in Huntington handles the worldwide sales of the product, which offers special chemical and physical properties in high-temperature applications and in uses where wear-and-corrosion-resistance are important.

Current applications for NiGOLD are in high voltage lights of hospital operating rooms and theatrical lighting applications. NiGOLD also is being marketed for use in coinage.

The strip can be rolled, stamped and fabricated in other ways. Controlling the proprietary thermal treatment of the NiGOLD plated strip makes it possible to produce the material in a range of colors, from "white" gold to the equivalent of 24-karat yellow gold.

NiGOLD also can be produced in a number of combinations of nickel and gold. Typically, Nickel 290 is plated with 20 microinches (.5 microns) of gold to create NiGOLD 290/20.

Passing the mantle of experience to new breed



Alvin Deagle goes over project with Bob Carriere and Steve Tolin.

Alvin Deagle has 35 years of Inco experience to pass on to the next generation of employees.

And if they don't pick up where he left off, he says in a mock threat at the two apprentice graduates seated across from him, he'll come back and kick their butts.

Alvin found himself retiring last month as Construction Leader with Inco Constuction the same week that the first two of a new breed of Inco tradesmen are graduating.

With the last two years of their three-year Construction Mechanic apprenticeship served under Alvin, Bob Carriere and Steve Tolin say they've learned a lot from the 55-year-old retiree.

"Al likes to plan his work," said 35-year-old Bob Carriere. "He lets you know right off the bat what he wants done and what we have to do."

Steve Tolin, 33, claims the things he learned from Alvin could never be picked up from theory.

"It makes all the difference learning from hands-on experience, especially from somebody who cares about his

job and trade. Al always took an interest in the job."

Steve and Bob are the first Inco graduates of the new Construction Mechanic apprenticeship program and as far as they know, they're the first of their kind in the country.

The field, demanding a wide range of skills from concrete work and plumbing to carpentry, has only recently been recognized officially as a trade by government.

Belated recognition

"I think it's about time," said Al, who worked most of his years before 1972 as a construction mechanic. "It wasn't recognized as a trade outside of Inco in those days."

He sees the move as a good step away from the tendency toward specialization.

"It's back to a good knowledge of all the aspects of your job," he said. "It's bound to make inroads in industry outside of Inco as well. Less waiting around for sub-contractors and a higher level of skill in the workplace."

He said he liked working with the apprentices and

claims today's employees are much more eager, able and willing than in the old days.

"They're a different breed," he said. "Smarter, better educated and able to think for themselves. When he started 35 years ago, employees were like robots who did as they were told and that was it."

He credits the employer as much as the employee for the change. "Inco relies on employees more these days. There's much more emphasis on motivation and training than there used to be."

Bringing along the new apprentices will be his last service for Inco, and although he "thoroughly enjoyed" his years with the company, he's looking forward to retirement.

"I don't plan to sit on my hands. I got so much work today that I'll probably have to hire these guys to help me do it."

Al and wife Doris have three children, a son, Alvin, at home and two married daughters. He has three grandchildren.

Home on wheels for Port Colborne's Gilberts

When John Gilbert takes a holiday from the Precious Metals Refinery in Port Colborne, he doesn't stay too far away from home.

He takes his home with him! John, 45, his wife Kathy, 38, and their three children are members of the Family Motor Coach Association (FMCA).

They put up with cramped quarters in cars and popup trailers until 1978, "when there were five of us and we needed a station wagon. I went to the showroom and got sticker shock. Recovering from that, I soon discovered I could buy a six-year-old '73 Winnebago for the price of a wagon" John recalls.

Their reliable "home on wheels" has enabled them to continue their journeys in style from their residence in Dunnville to nine of 10 Canadian provinces and 36 American states. Camping is definitely the focus of the family's entertainment, he says.

"We normally travel four to eight weeks in the summer. We're on the road steady, but there aren't any complaints because there's always too much to see and more friendly people to meet."

The FMCA is a continent-wide group of about 105,000 owners dedicated to helping motorhome members with the mechanics and operation of a coach, providing information and logistics for trips and serving up a fine helping of fellowship and fun along the way.

If you're a member with specific interests, you can join chapters formed around a special theme such as golf trips or music. John chuckles as he

remembers the Frustrated Maestro's, a chapter which travels on a musical scale.

It is an emphasis on family, though, that has made John and his kin members since 1982.

Camaraderie high

"This group exudes friendliness. The camaraderie in the organization is unbelievable. It makes no difference whether you're driving a \$5,000 homemade coach or a \$400,000 custom coach the size of a commercial passenger bus. A good illustration is the positive feelings we had at the first international conference at a horse park in Lexington, Kentucky. Everywhere you went, you felt like you could turn around and give someone a hug. If someone had a problem and their hood was up, there would soon be a crowd around the vehicle with people asking, 'How can I help?' We've developed a lot of friendships from our travels in Virginia, Ohio, Ontario, the Carolinas and along the east coast from Bangor, Maine to Miami, Florida. We especially like travelling along the ocean."

These trips have been an irreplaceable educational tool for John's 15-year-old son Tim, and daughters Kelly, 15, and Lisa, 11.

John says his kids are more mature because of the places they've been to and the people they've met.

He is passing on a tradition of tramping the trails that he first experienced with his father Bob and mother Irene in their big old four-door Dodge sedans in the 1950's and 60's.

"Dad took out the back seat and installed plywood and foam

so he and Mom could sleep in the trunk," said John. "Then he extended the back deck with legs so sister Patsy or Kathy could stretch out underneath the rear windshield. The other sister would lie on the back seat and I would grab the front."

"Because I was in the front and a bit restless," laughs John, "my foot would hit the horn or the lights in the middle of the night -- something the other campers really loved. And in the morning, sometimes the battery was dead!"

In 1960, John and his parents travelled across North America to California. This two month journey meant a lot to John. It "introduced him to the wonders of North America. My father was a high school teacher and made an excellent guide. When I was a kid, we went somewhere different every year,

and when I went back to school I had a ready made speech about every place I'd been."

Last year John's Father, Bob, had an opportunity to act as a guide to his grandchildren as the three generations retraced the California trip of 28 years ago in a slightly more roomy vehicle.

"When we went to the badlands of South Dakota, for instance, Tim was learning about its special geographical features at school. So his granddad started filling him in about the age of the earth and the area's unique geology as we were rolling past it. This was a perfect learning combination because of his special knowledge."

"We didn't miss a thing," he said. "Besides, this big trip together may have been a grand finale because the kids are growing up and might be taking sum-

mer jobs soon. We wanted to make this one the biggest and best ever!"

The seven travellers put 7,000 miles on the Winnebago and 2,000 on a mini-van purchased just for this adventure and towed behind the coach on a dolly.

They have the journey on six hours of videotape.

As an executive member of Ontario's "Overlands" chapter of the FMCA, John welcomed over 18 coaches to Dunnville's Mudcat Festival last year. More than 35 people visited a three-day celebration of lower Grand River heritage in June.

This June, he and his family hope to provide the same hospitality and excitement that they have enjoyed with many other families along the way and around the next bend.



John Gilbert (centre, rear) and family before heading out for Florida last year.

The protean Bert Meredith, Sudbury's 'best darned storyteller'

If all the world's a stage, Bert Meredith belongs everywhere.

The Inco pensioner and amateur theatrical performer will tell you there's little to distinguish an actor from others in a crowd. But he may be the

exception to the rule.

Even at 77, Bert looks like he belongs under the floodlights, with the smell of greasepaint in the air, the roar of the crowds in his ears. He looks the part with his slim, athletic build, thinning silver hair that suggests maturi-

ty, not age. Even the well-known wit is kept in check behind a thoughtful, donnish exterior.

Bert has style.

"We've been involved with 'Little Theatre' here for most of the 40 years it's been running," said Bert, still ruddy cheeked

from an afternoon of skiing. "But I'm not involved anymore. It's just too much work and I have other interests."

To call Bert and wife Fran's Little Theatre activities "involvement" is an understatement.

Bert was in the first play the amateur group staged and has won nine awards for his acting in the scores of plays he's helped make successful. Claiming she's "terrified" of getting on stage in front of people, Fran for 40 years has toiled behind the curtains in just about every executive job nearly every other behind-the-scenes task.

The couple were recognized for their outstanding contribution to the Sudbury Little Theatre Guild recently during the theatre's 40th anniversary celebrations. But it's never been recognition that the couple have sought.

Theatre friends

"We've met a lot of wonderful people over the years," said Bert. "Many of our closest friends we've met through the Little Theatre."

Bert's four decades as an actor is outdistanced only by his years with Inco, and then only by a year or so. He began as a miner and moved on to industrial relations for 10 years then edited Inco's "In Touch" pensioners' publication. He retired in 1976.

He can't recall when he first became interested in acting, although he admits he's always been "a ham." He may miss the stage but not the many nights of rehearsals and preparation for both amateur and professional presentations.

"I'm too old for that now," he said. "You can't get away with that unless you're a George Burns."

Perhaps his biggest fan, Fran attempts to counter her husband's tendency to understate-ment.

"He's the best darn storyteller in Sudbury," she claims but Bert says appreciation of the art is disappearing with ever-decreasing attention spans, lack of patience and people's desire for quantity over quality.

"You can't have humor without pathos," he said. "People tend to forget that. There's no subtlety today. It's loud and fast. A lack of class."

It doesn't make him angry or indignant, just bored.

"I turn off and tune out," he said.

Good memories

Bert barely remembers the standing ovations or awards in his acting career but the good times seem vividly clear.

"The power went off during one performance," he said, "so I told the audience that we forgot to pay the hydro bill and we had a sing-song until the lights came on."

In another play, a supporting player was a live goat that refused to step out of the theatre into the cold after performances.

"We had to drag him all the way up the streets to the garage where we kept him," he said.

Bert has none of the cultural snobbishness that he says keeps "ordinary folks" away from some theatre circles, and although he admits the amateur theatre is rarely as polished as professional performances, he feels amateur theatre is more fun.

"I'm not artsy-fartsy," he said. "I see amateur theatre as a way to have a lot of fun." ■



Bert and Fran Meredith.



CP Rail workers Pierre Belanger and John Rocca keep the Godfrey Drive crossing clear after February snowstorm.

Bonus fertilizer: spread it around

The Copper Refinery's staff maintenance department is challenging all other Inco operations to spread a little fertilizer to make trees bud a little early this year.

The fertilizer is a piece of your bonus cheque, folks, and the tree in question is the Cancer Society's Tree of Life campaign.

Germinated in the fertile soil of Tony Ferro's noggin, the scheme to donate part of the last bonus cheque to purchase a \$1,000 leaf on the Tree of Life has met with overwhelming success.

"Our people were very enthusiastic about it," said Tony, the maintenance foreman at the refinery. "There was absolutely no hesitation on everybody's part."

He said the 22 staff maintenance people had no pro-

blems raising the cash, and he's convinced other Inco operations would be equally willing to prune their bonus cheques.

"If I know Inco people," he said, "I'm sure they won't let this thing go unchallenged."

As far as he knows, it's the first time a campaign of this type has been tried. "It's a chance to put a little of their bonus cheques to something worthwhile, to contribute a little extra to the community."

He figures putting a little friendly competition into the effort makes it all the more interesting, so he's challenging others to match or surpass his department's efforts.

The Tree of Life campaign is raising funds for the construction of a cancer treatment centre at Laurentian Hospital.



Laurentian Hospital Cancer Care Campaign Chairman Gerry Loughheed Jr. was on hand earlier this month to accept a \$1,000 cheque from the folks of the Copper Cliff Copper Refinery's maintenance department. In the foreground are Lois Marynuk who helped conduct the in-house campaign, Gerry Loughheed Jr., Tony Ferro and Kim Mayo.

A \$10,000 idea clears chronic choking problem

At a quick glance of the rough drawings, Richard Gagne's idea looks like a beginner's project for a child's constructor set.

The "simple" idea solved a chronic problem at the Copper Cliff Nickel Refinery and earned him \$10,000 from Inco's Suggestion Plan program.

"I figured there must be a better way," said Richard as he recalls how he used to get inside the huge raw material feed bins that feed the Top Blown Rotary Converter (furnace) and chip away with a plugger (jackhammer) at the cement-hard oxidized product that threatened to choke the flow of feed like the narrow end of an hour glass.

"It was dirty, backbreaking work," said the Craneman/operator. "It would tie up the bin while the hundreds of tons of oxidized material was removed."

The material had to be mov-

ed, not only because it hindered the flow of feed to the furnace, but because it would eventually reduce bin capacity by as much as 50 per cent.

Richard's brainstorm involved the installation of a slusher box manoeuvred in the bin by cables, blocks, and a double drum slusher (power mechanism).

The slusher box is equipped with a scraper, a heavy metal device resembling a plough that breaks up the oxidized material and sends it down the bin's "throat."

Richard's idea wasn't so much invention as it was adaptation. "I knew they used the system to remove ore in the mines," said the 19-year Inco veteran. "The process didn't have to be developed. It's well known here. I just found a new use for it."

He said the entire scheme is made up of surplus material

from mining operations.

Nevertheless, it took Richard over three years to make the idea workable. "The idea was sound," he said, "but the problem was to make the method applicable to all three of the bins."

Through some innovation and imagination, he made the slusher box system portable.

It's the first time an idea has earned him a maximum award. "I've had a half-dozen or so approved, but nothing like this."

He has another six ideas on the backburner, and "a couple" in development.

"I take my time with these things. I try to work all the kinks out before testing and development," he said.

He'll use the money to pay a "few things off" in a lump sum rather than a bit at a time. Some of the money, he said, will go toward house renovations.



Richard Gagne at the controls.

Doing things "his way" earns mechanic hard cash

For Bill Smith, doing things his way means doing things the

easy way.

"Bill Smith never did things

the hard way if there was an alternative," said Murray Dodge, maintenance foreman when Bill was a maintenance mechanic at Frood.

Bill's philosophy not only made his job easier and more effective, it earned him a \$6,610 Suggestion Plan award that will help out with the bills now that he's retired.

Bill's procedural modification in the lubrication of crusher bearings has reduced the amount of the expensive "soap" used by over a half, from the application of eight to 20 boxes per shift to application twice a week.

The 53-year-old mechanic who retired last September said the suggestion was just one of a number he's submitted over his 31 years with Inco, but it turned out to earn the most money of any of the others.

"I didn't expect this much," he said, "but it sure comes at the right time. I'm remodelling the house now that I'm retired and the cash is going to come in handy."

He's enjoying his retirement, although he said he misses the people at work.



Murray Dodge and Bill Smith show off cheque.

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