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See pages 8
and 9 for more



Careful Carving

It looks like the perfect piece of carving, but you can't convince Stobie general foreman of operations Fern Albrechtas. Fern has been carving most of his life trying to create a work he's satisfied with, but it hasn't happened yet. See Page 13 for more about Fern's quest for perfection.

Public meetings build trust with the company

Inco is betting that the trust developing between the community and the company will be strengthened with an expanding policy of public information and community awareness such as the Inco-organized public meeting in Copper Cliff last month.

"I've found the public has been very understanding of what we are about if we are open and honest with them, said Paul Parker, vice-president of Administration, Engineering and Maintenance.

More than 200 people attended the meeting, held at the Italian Club in the Little Italy neighbourhood and Inco representatives were on hand to provide information about a wide range of issues. Once opened to questions, Inco representatives found themselves grilled on everything from underground blasting and emissions' reduction to the possible effects on real estate prices by the company's purchase of houses in the Copper Cliff area.

"The policy of keeping the public informed on what's going

on here isn't exactly brand new," said Paul, the meeting's chairman. "We've met the public in the past over specific

issues and projects. I think this is more of an expansion of that policy."

Continued on page 4

Inco to thrive in Port Colborne

The Port Colborne refinery future is assured and the city won't be left off the list of communities to prosper from Inco's bright economic future, says company Chairman, President and Chief Executive Officer Donald J. Phillips.

"I want you to know that it (Port Colborne) has a major long-term role in the future of the company," he said at a joint city/company news conference in Port Colborne to present a major donation to the city.

Mr. Phillips called the donation of \$340,000 "gratifying" for the company since it helps residents of an area "who have been and will continue to be an important part in the company's growth."

Outlining record earnings, improved industrial relations, massive sulphur dioxide emissions programs and the prospect of increased hiring in the coming years, Mr. Phillips said he was confident that good times are still in the offing for Inco and Port Colborne.

Although the Port Colborne plant's nickel refining days have ended, he said, it will thrive as the major distribution centre for Inco's Canadian operations and will continue to produce utility nickel for the stainless steel industry.

"In addition, its importance will grow as a foundry additives plant, as a cobalt and precious metals refinery, and as a key research centre," he said. ■

2 Boston or Bust

7 School's in

15 Nick's birds sing

Inco runners in fast traffic at Boston Marathon

They were the only two Sudburians in the most prestigious race of their lives, so why did it take Ron Poirier and Frank Lesk over a minute to cross the start line?

"It was overwhelming," said warehouse foreman Ron Poirier. "We were better than halfway to the front of the pack of 7,000 people running in this year's Boston marathon, yet it still took us about 1½ minutes to reach the start line."

Ron, 43, and machinist Frank Lesk, 38, culminated three months of extensive training and about 20 years of combined running experience when the two took part in the world-famous 26-mile run in April.

Although they finished about an hour behind the front-runners, both are more than satisfied with their performance.

"My time was three hours, seven minutes and 52 seconds," said Ron. "I came in 1,462 out of almost 7,000 runners. I'm more than pleased with that."

Frank agrees. "My time was 306.16 with an overall placing of 1,289. Both of us placed in the top quarter, and that's not too shabby at all."

Seasoned runners, the two have competed in various Northern Ontario races over the past decade as well as in other marathons as far away as Detroit.

But winning isn't the only thing, both agree.

"Coming in first isn't a practical measure of success," said Ron. "You race against yourself, trying to beat your own personal best."

Because of the warm, humid conditions in Boston, the two didn't manage to beat their personal best. Frank's best time for the standard 26-mile marathon run is two hours, 47 minutes and 50 seconds. Ron's best is two hours, 49 minutes and 24 seconds.

The two members of the Track North Athletic Club say they're in better shape than when they were 18, a direct result of running.

Frank figures running helped him quit smoking. "I was good at smoking. I smoked 'em plain because I couldn't get a good drag with filters on them."

An asthma sufferer, Ron said running has helped him overcome most of the major problems associated with the disease.

They have been running together for about five years, so it was no surprise that the two stuck together in the Boston race until they were separated at the 23-mile mark.

"It was unbelievable," said Ron. "It looked like the entire city was out cheering. Along the entire route there were bands

playing and people screaming, cheering, and handing out oranges and water to the runners."

"It's sort of overwhelming," said Frank. "I've never been in such a crowd. All the enthusiasm carries you right along."

The Sudburians didn't go unnoticed in Boston, and the warm-up jackets and pants donated to the runners by Inco drew some inquiries.

"As soon as people saw the Inco Ltd. Sudbury, Canada on our jackets they asked questions," said Ron.

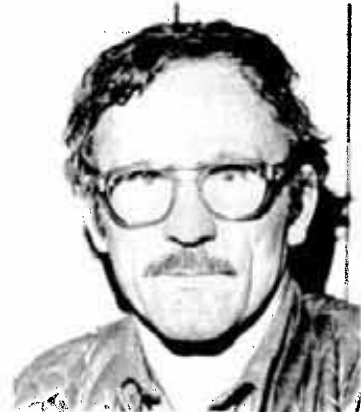


Frank Lesk and Ron Poirier rehearse for Boston Marathon.



Inco goes to Boston

Do you think Inco has enough training programs? Are they doing the job?



Lou Seguin, plate shop at Frood; "I think we're doing pretty good in the training department. At one time it wasn't like that. These days you have to know everything about the job before you start to work. Of course you can train some people all you want and they still won't work safely."



Rolly Fortin, research miner, Levack; "We have enough training programs and they're doing the job. Perhaps before we didn't need that much training, but today with all the modern equipment we need intensive training."



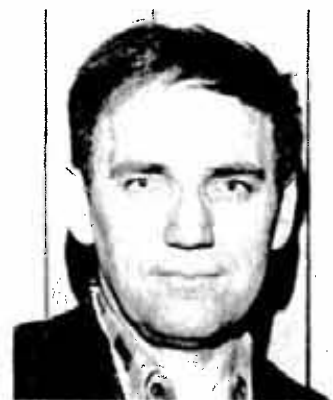
Ed Riutta, miner at McCreedy; "We have lots of training programs, but the trouble is that people sometimes have to wait for months before they get at the job they are trained for. You can't beat practical experience. On the job training is the best."



Joyce Donohue, clerk stenographer at Smelter Process Technology; "I've had lots of opportunities to take training programs. They (Inco) have come to me to offer training more often than I had to go to them. I don't think getting training is a problem, at least not for me."

John Karpinchick, construction tradesman at the Port Colborne Refinery; "It is a little bit late here. We've got an aging workforce. Our place has been changing and changing. If you were here 30 years ago, you'd never know the place today. We're limited with the number of people here now. You can't train them. If I didn't want this job, I wouldn't have another job until I retire."

"They should have another 30 men at Port Colborne. Then they wouldn't have to train them... as far as knowing the jobs, everybody basically knows the job here. Most everybody has a maximum of 25 years."



Remi Malette, lampman, Frood; "We're doing well as it is. I think there's enough training. Besides, anyone who wants more training can get it. There's a lot more safety training around these days and our people are working safer than they used to."



Jim Lawrence, miner at Levack; "Training could be a little better and there should be more time allowed to do it. We definitely will have to crank up the training as new miners come on board in the future or people are going to get hurt. But even right now, more time should be spent on training."



Rene Belanger, miner at McCreedy; "I don't think there is enough training. I think Inco is trying hard, but some of the men are forgetting it the minute they get on the job. I suppose it's not the training programs that are the problem, it's the people who don't apply them. There are too many shortcuts taken."



George Stepanchuck, a forklift operator at the Port Colborne Refinery; "You've got to break more people in. Right now, if a guy here gets sick, you have nobody to take over."

Last days of Exmibal as Divisional Shops' Wehner recovers mill

There's nothing boring about the Divisional Shop's new boring mill.

Except for the small plate with instructions written in Spanish, it looks like your garden-variety machine: cast iron and machined steel, shiny parts, dials, gadgets, buttons and switches.

But if the horizontal boring, milling and drilling machine could talk, it would leave you spellbound.

Dieter Wehner knows. He crossed a continent by air and traversed jungle-lined road and water to rescue the piece of equipment from the ever-threatening Guatemalan jungle that inevitably recaptures all man-made invasions of its steamy territory.

Dieter was the perfect candidate for dismantling the machine since he spent most of the late 1970s helping Inco assemble the Exmibal, Guatemala plant.

There was nothing there but jungle when he got there in 1976, and he recalls that the risks were considerable.

"Snakes," he said. "All kinds of snakes, many extremely poisonous. We used to find them regularly on the machine shop floor."

"In the morning you had to shake out your boots to make sure there wasn't a scorpion in there or some other bug. Quite often you'd climb into the car to start the motor, and a snake would slither out from underneath."

He recalls once, at night, stepping over a "pile" of something. A flashlight revealed a coiled snake the size of a bucket.

"It didn't strike because it was feeding," he said.

Eager to return

Despite the hazards, the Divisional Shops machine shop foreman was eager to return to Guatemala recently to dismantle and crate the machine for shipment.

"It was an adventure and a chance to see friends that we had left behind when the plant was mothballed due to the economic downturn in 1981," he said.

The overland portion of the

trip to the rain forest site near El-Estora close to the Honduran-El Salvador border was just as he remembered it.

"Once you leave the city, you're into jungle," he said.

Public transit isn't what Canadians are used to. "Chicken" buses are the rule, according to Dieter, and passengers often have to share passage with squawling chickens and other livestock.

At one point, he had to hitchhike a ride along a section of jungle road that's euphemistically called a "highway" in the Central American nation.

"The jungle comes right up to the pavement," he said. "Off the shoulder, you're into the jungle. Sometimes, the road disappears into a river."

The last leg of the two-day journey was by boat.

The skeleton crew of locals left behind to care for the plant is fighting a stand-off action with the creeping jungle, he said, and the jungle is winning.

"Inco used to spray against mosquitoes when the plant was in operation. With the jungle taking over now, so do the mosquitoes."

Pesty visitors

He said his legs were a welcome feeding ground for the pests, and at one point he was so bitten up that his legs began to fester.

He was prepared, however. "I pumped myself full of antibiotics before I left," he said, "and plugged myself up to avoid Montezuma's revenge."

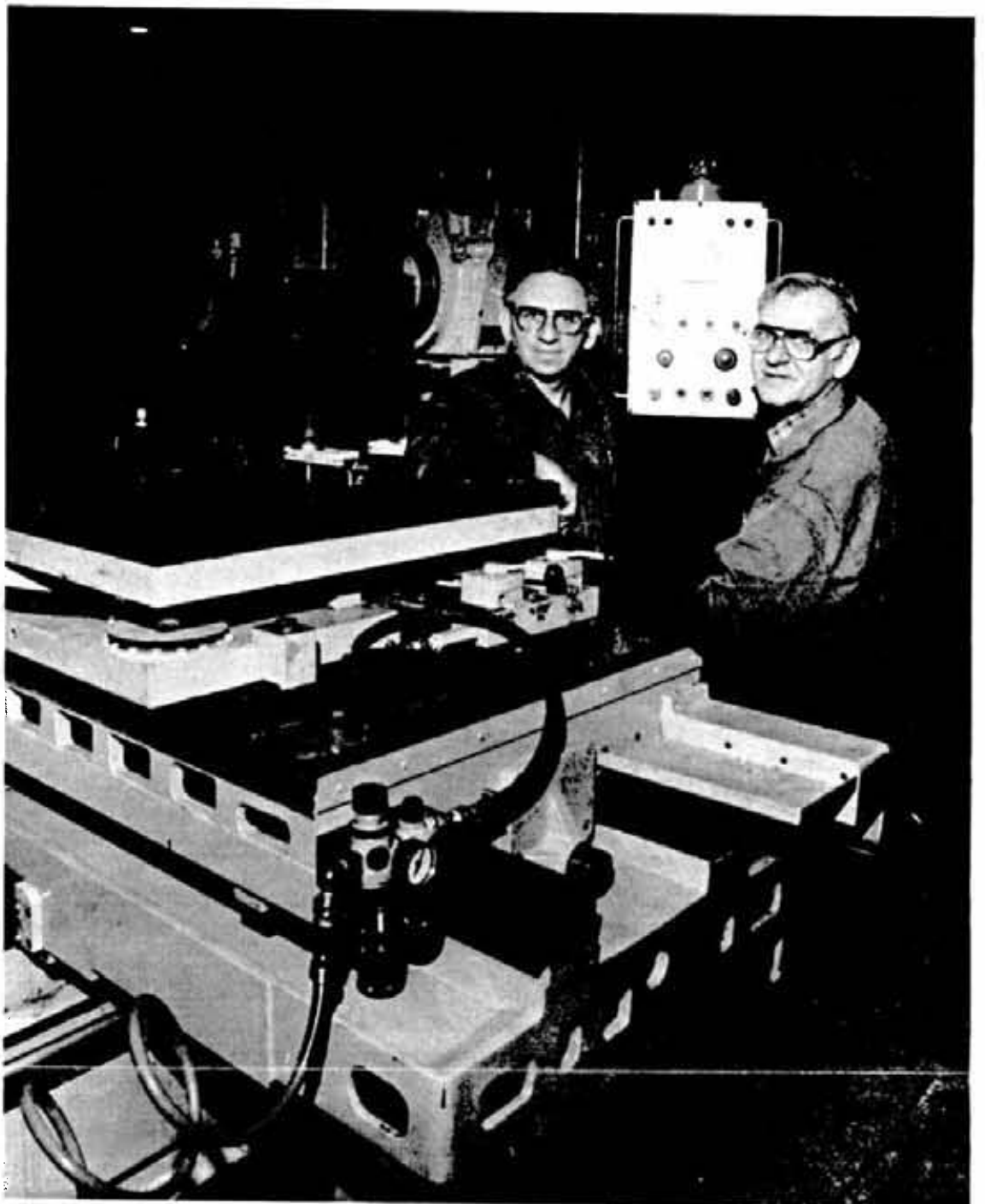
For three weeks at the site, he slept in the plant. "By a sheer coincidence, my old furniture was stored in the plant."

He rescued an old coffee machine but found the decade-old packages of instant coffee were "rock hard."

"I smashed the coffee to make it usable," he said. "It tasted okay."

Fluent in Spanish, Dieter was able to converse with the locals and get help in dismantling and crating the equipment. Other equipment was sent to Inco's Thompson plant.

"But about 75 per cent of the work I had to do myself," he said.



Dieter Wehner with Divisional Shop's "Machine Doctor" Bill Moskal at the mill. Bill assembled the machine.

Food was scarce even with money and he lost at least 20 pounds on a diet of mostly onions, eggs and tomatoes.

"I ate turtle once," he said. "That was the best meal of the trip."

Entertainment was limited and in one restaurant Dieter spent the time waiting for his meal by watching the rats dodging from between the liquor bottles on a nearby shelf.

Thanks to the friends the Wehners made during their five-year stay in the country, Dieter wasn't alone.

Stream of visitors

"I spent three of the six weeks in Guatemala City preparing the equipment for shipping," he said. "People heard that I was in town and I had a steady stream of visitors."

Despite efforts made to quarantine the crates before shipment, a few stowaways were able to sneak aboard.

The skeleton of a small rodent was found during uncrating at Divisional Shops along with a few Guatemalan cockroaches that some wide-eyed Divisional Shops employees swear were as big as kittens.

The alarm that Inco had imported a new species of pest into the country was soon quelled when authorities found that the South American bug couldn't survive in the Canadian climate.



Mothballed machine in Guatemala.



Machinist apprentice Timo Paavola loads crane shaft he milled on the new Divisional Shops machine for shipment to Indonesia.

Susan Nordman: Miss Fit is no athletic misfit

She eats up miles like Dom Deluise devours pastry. And she makes the average fitness buff look like a slouch but then again, Susan Nordman is not your average girl.

For three consecutive years, Susan has captured the "Miss Fit" title as the top individual female competitor in the annual Sudbury Fitness Challenge - a gruelling series of six athletic events held over several weeks. It calls upon individuals to compete in cross-country skiing, swimming, canoeing, long distance running, cycling and the Beaton Classic, a 60 metre "quadrathlon" of swimming, cycling, canoeing and running.

This considerable achievement does not represent Susan's ultimate goal. The Fitness Challenge happens to be a small part of a continuous training regimen she undertakes in pursuit of excellence in her favourite sports, cross-country skiing and triathlon. Different events work muscles differently thereby developing them.

"Cross-training," she terms it.

Rarely a day goes by that this little, blond dynamo is not either competing or training. Susan not only appears in a prodigious number of events but she also places consistently well.

Consider some of her recent competitions: first in the 10 kilometre race at the Ontario Cross-Country Ski Championships; 17th in the 20 kilometre event at the Canadian Cross-Country Ski Championships; 12th overall in a Kitchener biathlon (combining a 10 kilometre run with a 43 kilometre cycle); 17th overall at the National Capital Triathlon (a 1.5 kilometre swim, 40 kilometre cycle and 10 kilometre run); second in the 50 kilometre Centennial Cycle; second in the 18.5 kilometre Canadian Canoe Marathon; third in the one-mile Island Swim; among the top 30 in the National Capital Marathon.

True Tests

Susan considers these sports



"Miss Fit" Susan Nordman with parents Bruna and Jorma Nordman.

"a true test of athletic ability." Determination, skill and endurance are the main factors behind her consistence. While determination might be genetic in origin, skill and endurance are products of serious training.

So Susan, the athletic progeny of Bruna Nordman, a senior cost analyst in the cost control department and Jorma Nordman, a stationary engineer at the Copper Cliff Nickel Refinery Complex, spends her days working as a physiotherapist at the Sudbury General Hospital and the rest of the time working out.

Her daily routine transcends

mere straining and sweating. She scientifically develops programs which carry her to new levels of ability.

"I keep stats and times. I set up my own program. I set up my goals and set certain intensities of workouts," she states. "It keeps you disciplined."

Psyching the mind

The mind is trained as well as the body, Susan points out. Her mind must achieve a new level of resolve in order to realize another personal best time or distance. "It's amazing what you can get your body to do,"

she stresses.

Amazing, indeed, it will even allow the body to defy. At a recent competition Susan felt her hip "blow." The painful injury did not prevent her from starting and finishing the next segment, a long distance run.

"I probably shouldn't have continued," she shrugs, "but it's like anything else in life. If you want to do something bad enough, you go for it."

That kind of gutsy drive puts her in an elite group of female athletes in Sudbury. It also lets her unintentionally bruise some fragile male egos along the way. In mass start events men and

women generally compete in the same field. She says a few fellows have been aggravated by the sight of a female swishing past them on skis or bounding past in a marathon.

It all began, Susan recalls, in elementary school where she took part in track and field meets. From then on she dabbled in every sport that was offered. Her love for cross-country skiing was sparked by her family's entry in the Inco Loppet, a mass participation event sponsored by the company a few years ago.

Trophy Room

Susan's room is crammed with ribbons, trophies, awards and other mementoes of a successful athletic career. "Yeah, that's getting a little out of hand now," she admits somewhat sheepishly. "I wish they gave you money instead of trophies."

Susan foots the bill to travel to meets across the province. During the summer she saves on accommodation costs by camping out and "making some fun out of it." Shoes are but one of her expenses. A new bicycle cost her \$1,400, a special paddle for canoeing another \$50, and her five pairs of skis cost hundreds of more dollars.

Though her "hobby" pinches cash flow and takes a toll in time, Susan feels it's well worth it. Competitions are fun. She meets new people and she is realizing certain athletic aspirations.

"It's an investment in my health and well-being," she maintains.

A dream would be for her to compete in the big "Ironman" triathlons held in Hawaii and France but she admits they would dictate a more devoted and regimented lifestyle than her life can now handle. For the time being she is content with shaving minutes off her running times and building up to bigger and better competitions. ■

Inco partnership on superconductivity

When pie-in-the-sky Science Fiction comes down to earth, Inco will be waiting on the ground floor.

Levitation and other futuristic possibilities could become reality with the new superconductivity technologies and an Inco Alloys International partnership will ensure the company will be in on the action.

American Superconductor Corporation, IAI's joint venture partner, has received a license to use a newly patented technology to process high-temperature superconducting oxides. The technology was developed by Massachusetts Institute of Technology (MIT) and is the first significant U.S. patent involving new superconductors.

The patent brings the promise of superconductivity closer to commercial usage, and is

suance of the license assures that American Superconductor Corporation (ASC) and IAI will be in on the ground floor of the technology. In the joint venture, we are using our alloying technology to make metallic precursors, which ASC will convert into superconductors using the proprietary oxidation technology licensed from MIT.

American Superconductor said the MIT process results in superconducting oxides which are at least 5 to 10 times tougher than superconducting oxides produced by others using conventional ceramics processing techniques.

Superconductors are materials which can carry large amounts of energy so efficiently that none of the energy is lost in the process. Scientists believe that high-temperature supercon-

ductors eventually will be used for many applications such as highly efficient computers, levitated trains and electrical power transmission.

PUBLIC MEETINGS

Continued from page 1

The meeting was even more appropriate at this time, he said. "It's the first time that we've had this many issues before us at one time."

"We've moved to expand the information process with our employees in the past," he said. "Why not the public as well?"

He said that distributing information will help, not hinder Inco operations here.

Good response

"So far, I've been very pleased with the public response."

Perhaps the most emotional

The technology looks so promising that Inco Venture Capital Management, Inco Limited's venture unit, has made an equity investment in ASC. It is the first

subject at the meeting was underground blasting that some Copper Cliff residents say cracks walls.

Paul suggested homeowners who feel blasting is doing damage should mark down the date and time of the explosion.

Recognizing the concern about blasting, Paul indicated that Inco will increase the monitoring program.

The company has available blasting monitors which can be installed in house basements to measure the effects of blasting.

Also of considerable concern by residents was the purchase by Inco of homes in two specific areas in Little Italy to create a green space and sound buffer

materials deal the venture unit has ever done and the first time the unit has invested in conjunction with an Inco Alloys business arrangement. ■

between residential areas and adjacent company operations.

Property Management Superintendent Don Taylor said Inco is purchasing the homes if approached by the owners first, but the company is not approaching homeowners first.

Residents expressed fears that Inco purchases will lower property values, a fear that Paul Parker does not share.

"If anything, property values should increase," he said.

Company officials also went on the road to Walden and to the Gatchell-Kelly Lake area in the west end of Sudbury this month to talk about other company activities with residents. ■

Life on the boards hectic for hoop referee

For Cec Goudreau, the highest flattery is for his contribution to be unrecognized.

On the basketball court, that is.

"The nicest compliment paid to an official is to be invisible," said the Inco Industrial Relations representative whose spare time passion is basketball officiating. "If they ask you where you were while the game was in progress, then you know you've done a good job."

It's taken Cec more than 20 years to perfect the art of disappearing into the woodwork.

"Officiating is more than just applying the rules of the game," he said. "The officiating has to make the game flow and keep it flowing. Poor officiating destroys the tempo of the game."

A member of the Sudbury Association of Basketball Officials as well as provincial, national and international associations, he's officiated at games ranging from local high school basketball to the Canadian Women's University Championships here in Sudbury earlier this year.

A high school and college player, Cec was recruited by long-time basketball official and Inco pensioner Bill Prince. "Bill was supervisor in the accounting department where I worked," said Cec. "He was always looking for new talent."

He describes his first five years of transition from playing to officiating as "difficult."

"I used to get exasperated at the shenanigans that coaches pulled but as you get more experience, you learn how to control your frustration."

Temper tantrum

He still loses his temper, he admits, but "inside."

"I never walk off the floor frustrated," he said. "I make it a point to leave my frustration on the basketball court behind me."

Personal abuse was the toughest to control, particularly

from fans. "But today, after 20 years of officiating, it's like water off a duck's back," he said.

His cool on the court has earned him the honor of officiating provincial high school and university championships as well as national championships.

Considering the busy annual schedule of clinics, training ses-

sions and exams demanded of officials, he's not exactly sure why he still does it.

"I guess it's the love of the game," he said. "And the kids. I think you do it for the kids."

The approximately 800 basketball officials in Ontario represent the largest group in the country. Considering they must deal with three different sets of

rules, experience and constant upgrading is an absolute.

"The United States and Ontario are the only two areas where rules other than international federation rules are used," he said. "In Ontario there are different college and high school rules."

He said rules change continually and are gradually merging. "Referees would like to see one set of rules world-wide," he said, "but I think it probably won't happen for a long time."

Officials keep up with the changes by clinics and exams. "You have to score 85 per cent or you won't get accredited," he said.

Between September and March, Cec officiates at least three times a week in places as far away as Ottawa, Toronto and Waterloo.

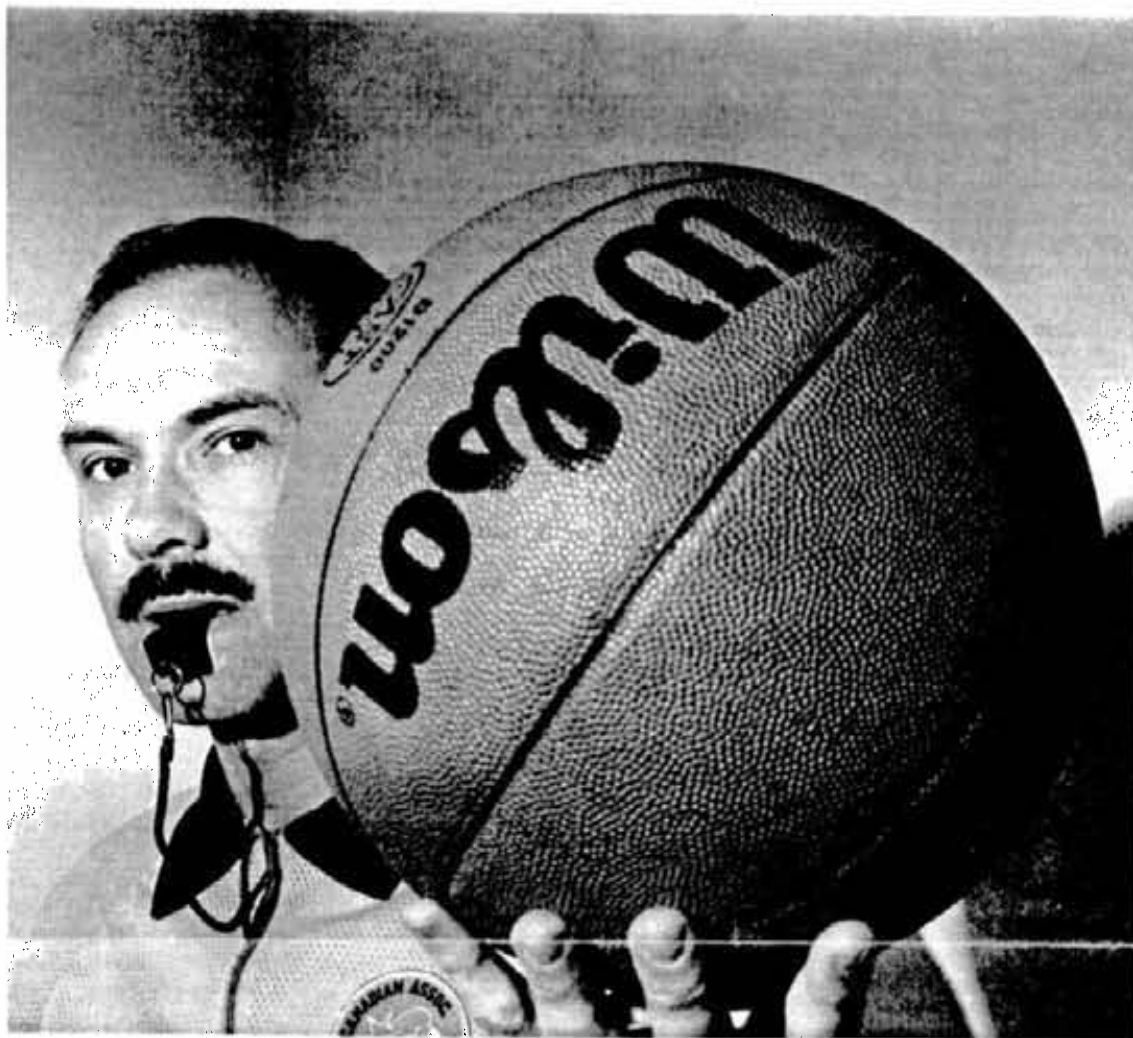
"You get sort of tired by the time the end of the season comes around," he said.

The exhaustion can be physical as well as mental, he points out. "You can run yourself ragged in a game. If it's back and forth from end to end, the referee has to keep up with the action."

And it can be downright hazardous, too.

Today's players are big. At six feet tall, Cec is no shrimp, yet when he sets up for a jump ball, he gets out of the way quickly.

"Normally you might catch a foot in your ankle or knee", he said. "But with players almost seven feet tall you have to watch out for your head."



Cec Goudreau: Life is a ball.

THE BRACKET

A LOT OF PLANNING WENT INTO THIS BRACKET
SURE I'VE COMPLAINED AND THE CDD TIME CAUSED A RACKET
BUT WITH THIS SUGGESTION WE CAN WIN
YOU GET THE BRACKET
I GET TO GRIN

MIKE



Mike Demers with some Suggestion Plan poetry.

Steel cable inspires respect, creativity

Mike Demers has a healthy respect for working with steel cable. That's probably one reason why the electrical leader with Inco Construction thought of a \$4,700 Suggestion Plan idea to make his work easier.

Mike was featured in the February edition of the Triangle as a new member of the Wise Owl Club. He earned the honor when his safety glasses

prevented damage to his eyes when a heavy cable came untied and struck him in the face.

The problem of stringing copper and steel support cable is not unlike needlepoint. All you do is thread the stiff, heavy cable through small holes in a series of overhead brackets, then pull as much as 1,000 feet of cable through each of the brackets spaced every 15 feet

along the run of the cable.

"To install a 1,000-foot length usually took well over an hour and it was backbreaking work," he said. "Because the cable is so stiff, it was sometimes very hard to fit the end of the cable into the holes."

Mike's idea was to design a new bracket of angle iron with cut-out slots to the holes. With the brackets installed overhead,



Mike with the "Demers Bracket."

a length of cable is laid out underneath and the cable is simply lifted, fed into the slots and into the holes.

"The job takes about 20 minutes and with no struggle," he said. "I've done this many times, and believe me, it's a lot easier."

Unlike jobs at Inco shops where employees get to "take things apart and put them

together," his job doesn't lend itself to a lot of gadgets and gizmos for the Suggestion Plan.

"Instead, we have to come up with new processes, better practical ways of doing things. Maybe a combination of a gadget and a method."

Inco gift a bridge to Port prosperity

Port Colborne city fathers hope an Inco gift of \$340,000 will be the catalyst to propel the city into the front rank of tourist attractions in the Golden Horseshoe.

Calling Inco the community's oldest and most loyal supporter, Mayor Bob Saracino said the company's gift for the building of a pedestrian bridge in a new waterfront park should inspire others in the private sector to join a "winning team" in Port Colborne.

"Inco, over the years, has been an excellent corporate citizen and has proven to be the anchor in our city's economy," said Mayor Saracino. "We have always enjoyed an excellent working relationship with Inco."

In a brief presentation attended by company officials and civic and business leaders, Inco chairman Donald J. Phillips gave Mayor Saracino \$340,000 for the proposed Sugarloaf Harbours project.

Describing Inco's commit-

ment to the city of 20,000 as one based on "a long-term relationship" dating to 1918, Mr. Phillips said Sugarloaf Harbours could transform Port Colborne into a prime recreational haven on Lake Erie.

"Sugarloaf Harbours will fit in well with the city's existing family of recreational attractions, including Nickel Beach, which the company has leased to the city for \$1 a year for more than half a century. Together, these developments will do much to fulfill the city's catchy promotional slogan: "Port Colborne . . . where business and lifestyle are a perfect match," Mr. Phillips added.

Prime mover

The prime mover behind the marina-hotel-restaurant in Gravelly Bay, Mayor Saracino said the waterfront complex will bolster the city's strategy to diversify its economy by encouraging more tourism.

"This donation is tremen-

dously important to the City of Port Colborne. The Sugarloaf Harbours project is, without question, a magnet that will certainly draw thousands of tourists and boaters to the municipality," he said. "The economic spinoffs will be enormous. Boating today is a multi-million dollar industry in North America and we're diversifying our economy to capture some of that."

Under study since 1985, the estimated \$15 million complex would feature a 900-ship marina in Gravelly Bay, a major hotel, restaurant, fishing centre and formal botanical gardens.

The 120-foot pedestrian bridge will span a four-acre lake at the entrance to Sugarloaf Harbours and will provide the access to the marina. The lake, which will be the focal point for the hotel and restaurant, is expected to be popular with canoeists and day sailors.

The marina phase begins this spring with the construction of docking facilities and the



Major Donation

In a ceremony marking the largest corporate donation in Port Colborne history, Inco Limited Chairman Donald J. Phillips presented Mayor Bob Saracino a cheque for \$340,000 early this month. The city of 20,000 will put the money toward a pedestrian bridge in the new Sugarloaf Harbours recreation complex.

breakwall for the harbour. The bridge will follow next spring.

While the city hopes private developers will invest at least \$10 million in the project, the

federal government has already committed \$2.1 million. The province is giving \$1.4 million and the city itself, \$1.7 million.

Inco employee named Woman of the Day

Mining has always been seen as machismo. Brute strength, machinery, dirt, risk and endurance.

Yet when the Sudbury Business and Professional Women's Club designated its choice of six Sudburians to be honored as Women of the Day recently, Inco wasn't left out.



Karen DeBenedet

"It's quite an honor," said Inco's Public Affairs coordinator, Karen DeBenedet who was co-winner for a day, "particularly since there are so many women doing so many great things in the community today."

The 18-year Inco veteran claims she's never seen herself as a feminist crusader. "I see

myself as a professional and that's how I want to be seen by others. That does not mean I will not be an advocate of women's issues."

Karen came to Inco as a senior secretary at the Nickel Refinery, a position she held for 10 years before moving to Public Affairs.

She credits supportive employers for recognizing her skills, although she admits a certain naivete when she accepted the promotion eight years ago.

"I knew that the public affairs' role didn't lend itself to easily-identifiable success or failure. Like some say in the business, it doesn't produce a single pound of nickel. Yet I had the usual misconceptions about public relations being a good time with lots of perks."

She discovered almost immediately that her new position meant good-bye to the 9 to 5 day. She also discovered what "precision communications" meant.

Demands accuracy

"When you are representing the company, you'd better know

what you are talking about," she said. "And you better learn to be accurate."

To be knowledgeable about Inco wasn't enough, she found. "In this job, you have to be aware of what's going on, both inside and outside the company."

She said she's never viewed the fact that she's a female as a roadblock. "I don't see myself as a woman in the workplace. I see myself as a professional. I believe in integration, not segregation."

She has little doubt that over-aggressive feminism leads to a backlash.

Having established her credentials at Inco, Karen rules herself out as a judge of the company's responsiveness to the advancement of women in the workplace. "I would only hope that Inco increasingly recognizes the important contribution of women in the work force."

Women have in the past been their own worst enemy, she said. "Today women are supporting each other but in the past women have been too busy competing to help each other."

She regrets a certain elitism in some feminist circles and points out that women in non-

traditional jobs on the shop floor should be encouraged as much as women in the boardroom.

Karen has made her contribution in the community as well as Inco. As well as a long-time member of the Business and Professional Women's Club, she was appointed to the provincial government's Northern Development Council for Sudbury and serves as a board member of the Women's Development Program and Business Program at Cambrian College. She is also a member of the Board of Directors for the Sudbury and District Chamber of Commerce.

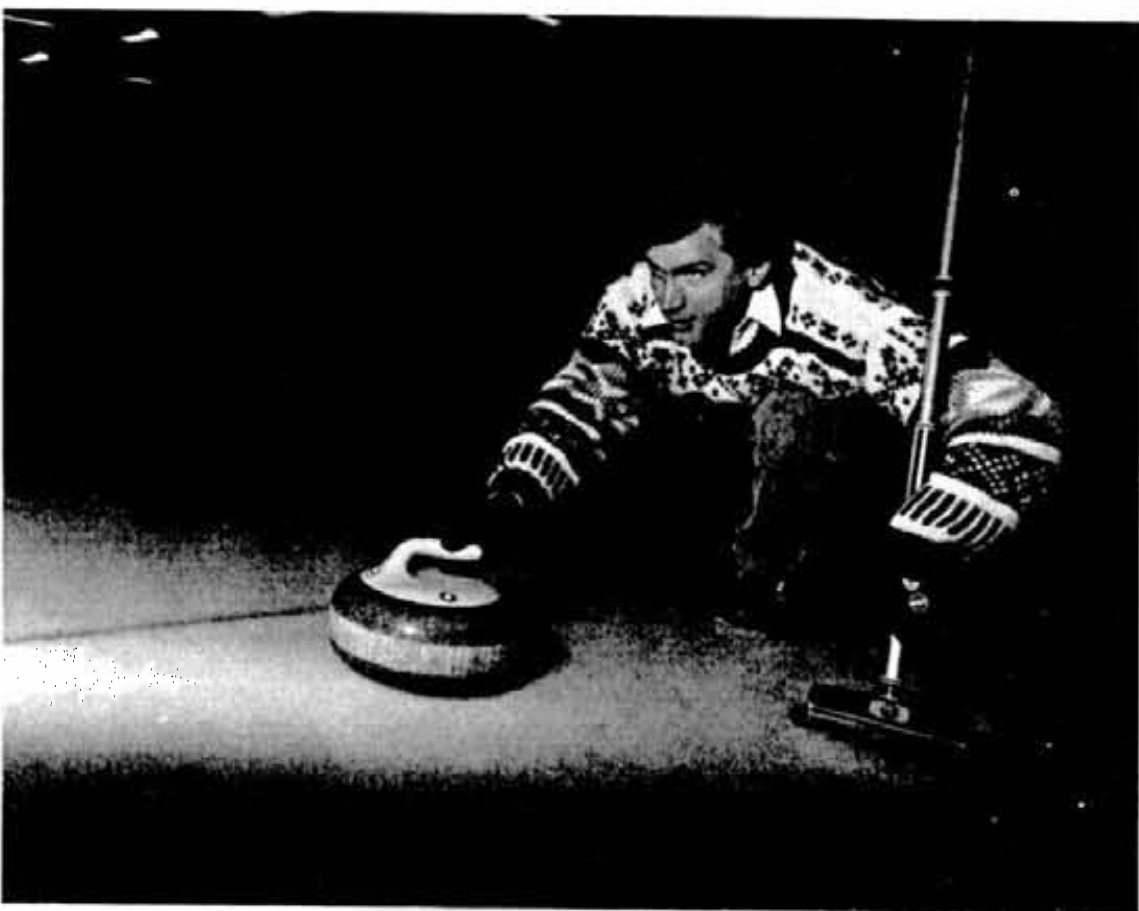
Ontario depends on mining, Conway tells mines group

"This province depends on mining to generate both wealth and employment," Mines Minister Sean Conway told the Ontario Mines and Minerals Symposium in Toronto.

Mining techniques and equipment are as "high-tech" as those in the aerospace industry, and mining professionals are among the most highly-trained, skilled and knowledgeable in the world.

The value added per employee per year in mining (\$58,700) is almost twice the

average for manufacturing in Ontario (\$32,400) and three times that of forestry (\$20,000) and agriculture (\$19,200). Metal mining leads other industrial groups with average weekly earnings of \$691.00 compared to the industrial aggregate of \$431.00. Mining activity contributes more than \$8 million each year to Ontario's economy, with 40 per cent of the population of Northern Ontario employed directly and indirectly in mining, smelting and refining.



Keen Curling

The traditional curling competition between Froot, Stobie, Little Stobie and Garson went without a hitch last month as the employees curled their way through the three-day annual bonspiel at the Copper Cliff Curling Club. Levack curler Steve Wood, one of 175 curlers, takes aim.

School visits key to reaching youngsters

"You got to wear these down in a mine or you could go deaf and won't be able to hear that rock and roll music anymore."

With the hardhat-mounted earmuffs jammed down over his

ears, Tom Gunn wiggles his rear end to the beat of some imaginary rock and roll.

Garbed from head to foot in mining gear and standing at the front of Mrs. Callaghan's class at Levack Public School, Tom captures the youngsters' imagination.

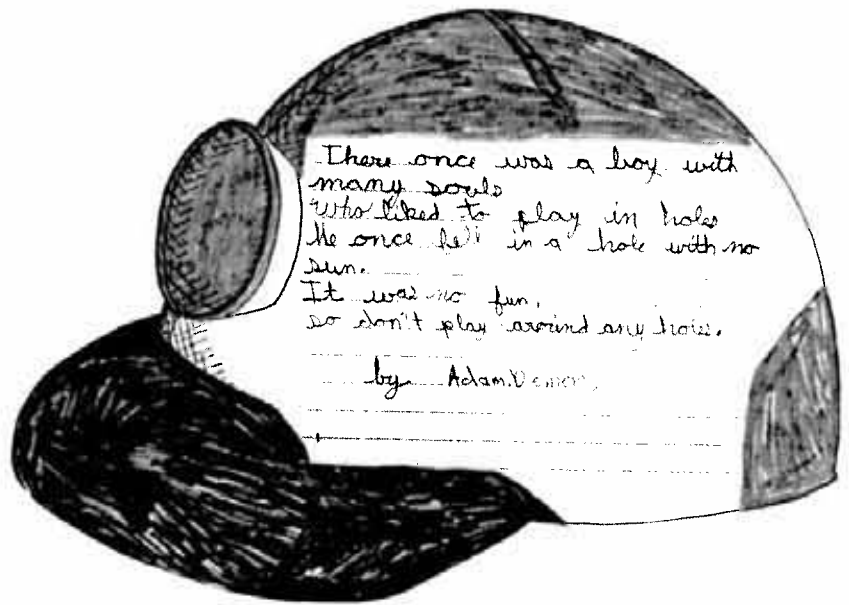
And that's the whole idea, he'll tell you.

A safety auditor with Inco's Safety Department, Tom says he can relate to kids. That's one of the reasons he's eager to visit schools in the Sudbury area to talk to kids about the hazards of playing not only on Inco property but on construction and worksites in general.

"Most of what I tell these kids is important for kids living in a mining area," he said. "But much of it applies anywhere."

Inco's program of safety prevention information is available to any group in the community requesting it. But Tom said youngsters are the people Inco especially wants to reach.

"Kids will be kids," he said.



Lively is particularly important, he said.

Reaching out

"We try to reach all the kids in the schools if possible to make sure that the message gets through."

With the use of an Inco-produced video, he covers hazards such as playing around trains and sneaking into old buildings and hydro substations.

But other hazards such as explosives are unique to Inco and construction sites.

"We've never had an injury from kids finding blasting caps or explosives," said Tom. "Inco practices a strict policy when it comes to explosives. We have to account for every fuse and blasting agent on site with a detailed logging procedure."

Yet the strictest controls can't guarantee the safety of a determined youngster.

He recalls one incident when children broke into a storage shed and stole some blasting caps.

"When we recovered them we found that the kids had attempted to set them off by smashing them with rocks," he winced. "Had they succeeded, the results could have been catastrophic."

The Inco safety film makes it graphically clear what the results could be. It shows a cap blasting apart a leather glove and the powder burns on a mannequin.

"I think we make an impression, at least on the majority of kids," said Tom. "It's all we can do."

Tom Gunn goes to school with safety message for kids.

Matching gift program brought back for universities

Doubling your money may sound as impossible as finding the proverbial "money tree" but here's a way to do it now.

Make an annual donation of up to \$2,000 to any university listed in the Directory of Canadian Universities or accredited Community Colleges and Institutes, and Inco will match your gift dollar for dollar under the reinstated Matching Gift Program for Higher Education.

The minimum employee gift matched will be \$25.

Started in 1973, the program was cancelled in 1982 because of the economic downturn. The program was reinstated in March.

Responding to employee interest in contributing to educa-

E = MC² or Employees = Make Cash Double

That's our version of the equation to help you ensure Canada's schools stay at the razor's edge of today's technology. Make a donation of up to \$2,000 to any reputable university, community college or post secondary institution, and INCO will match it dollar-for-dollar under the Inco Matching Gift Program.

For forms or more information, call Joan O'Grady at 682-5200.

tional institutions in Canada and the United States, the company hopes the program will capture

the enthusiasm of employees in assisting their community and country to maintain educational

excellence.

The maximum amount which the company will match each year under the program is \$50,000 (U.S.) for United States employees and \$50,000 (Cdn.) for Canadian employees. If a request for a matching gift is received after the total has been reached, the matching contribution will receive priority in the following year.

While employee gifts may be designated for a specific purpose or purposes, company matching gifts will be unrestricted, to be applied at the discretion of the recipient institution.

All regular, full-time employees in Canada and the United States who receive either Inco Limited, Inco U.S. Inc., or IAI Inc. benefits are eligible, subject to unit management implementation of the program. Expatriate employees from

those locations can take part in the program as well.

Interested employees may obtain Matching Gift Forms and a copy of the policy outlining details of the program from Joan O'Grady at 682-5200 or from the administrator of the program in Toronto.

Employees will be made aware of the program through benefits statements, bulletin boards posters and notices in employee magazines.

Employees are required to complete Part 1 of an Inco Matching Gift Form and forward this with their cash gift to the institution. On receipt of completed parts 1 and 2 of the Form, the Company will forward a cheque to the institution, sending a copy of the transmittal letter to the employee.

Gifts will be matched twice a year in April and September. ■

Winter diving is icy feast

"You do the work when you can find it."

With that short statement and a quick smile, Harold Crab disappears under the black, frigid water at Inco's Big Eddy

Dam, the only sound the swish of ice chunks and slush that close over his helmet in the small hole hacked in the ice.

Harold, 29, is just one of the divers for Can-Dive Services

Ltd. of Mississauga, a company hired by Inco to examine the underwater portion of Inco dams on the Spanish and Vermillion River systems as part of an over-all comprehensive dam

safety program.

The water is just two degrees above freezing and visibility ranges from just a few inches to five or six feet. Tethered by an air line from a surface compressor, the diver moves back and forth along the submerged concrete in 100-foot sweeps.

"We're looking for leaks, erosion, cracks," said Harold as

he zipped himself into the drysuit in preparation for the dive. "So far, we haven't found a lot of damage. There seems to be nothing to worry about."

He said most of the damage was minor, caused by ice near the surface.

"I'd prefer to do this in the summer months," he said. "But winter work is increasing and



Diver climbs down to the icy deck.



Last-minute check before making the plunge .



Nature's icy carvings are beautiful . . . but cold.

Winter diving assesses Inco dam

"Sec. 53. If any one be too lazy to keep his dam in proper condition, and does not keep it so; if then the dam breaks and all the fields are flooded, then shall he in whose dam the break occurred be sold for money and the money shall replace the corn which he has caused to be ruined."

Inco may not be concerned

about getting sold for money to replace flooded fields, but the company is no less concerned about the safety of its dams and waterway structures than was Hammurabi, a Mesopotamian ruler who 4,000 years ago included the above legislation in his famous legal code.

That's why divers were disappearing through holes in

the ice recently, braving the frigid waters of the Spanish and Vermillion Rivers to examine the underwater portion of Inco operated dams for damage, wear, corrosion or other warning signs.

The underwater examination is just the initial stage of a \$300,000 Power Dam Safety Study that will be incorporated



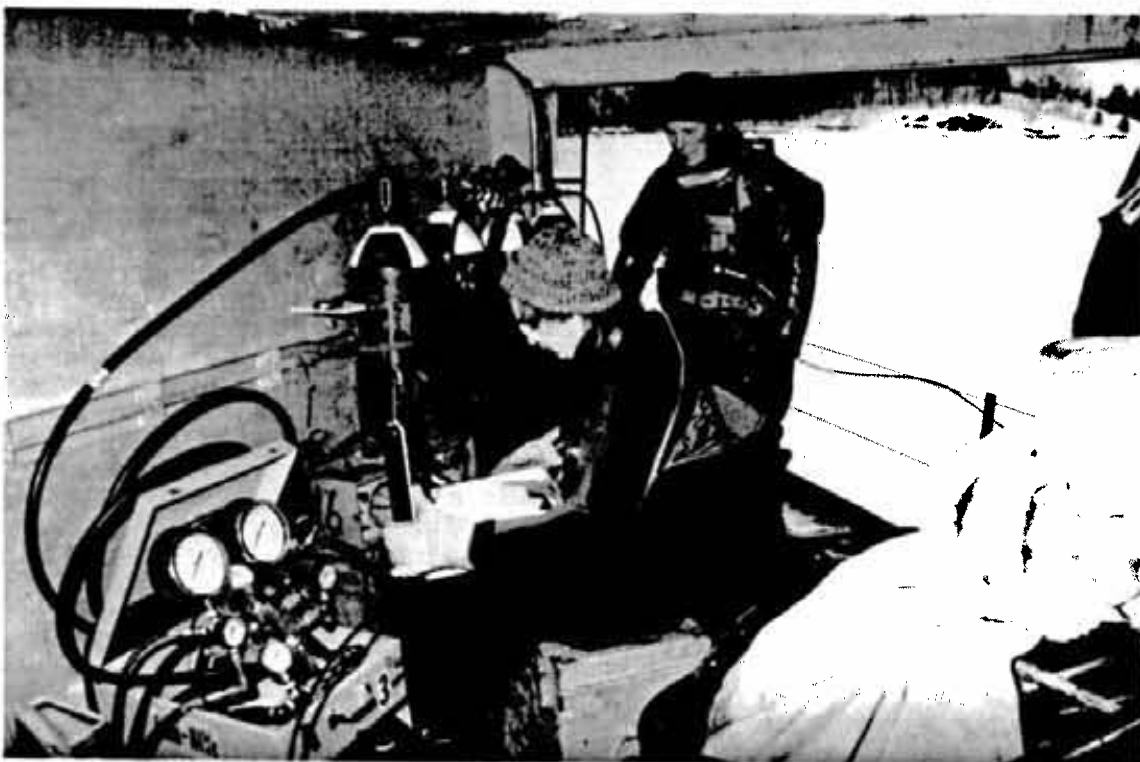
Going under: You only freeze if you stop working.



Divers must check the underwater side of this dam.

you do it when you can get it.”
The walk to and from the hole in the ice, particularly the climbing back out of the water, is the coldest part of winter diving.
“Once you’re in the water, it’s quite comfortable. Providing you keep moving around, you don’t get cold.”
Diving is done on a rotating

basis, not because of the cold, but because dive of more than 30 feet demand a lengthy stay in the portable decompression unit at the site.
“The deeper you go, the less time you have available in order to avoid decompression on surface,” said Harold. “At 100 feet, you can’t stay down longer than five minutes without decompressing.”
Can-Dive divers have stayed down as long as an hour on the Inco project, demanding decompression stops on the way to the surface and at least an hour in the chamber.
“You have seven minutes to get to the chamber from the time of the last decompression stop on the way up. If you don’t make it you get the bends.”
Getting the bends can be painful and even fatal. “You get bubbles in your veins and in your joints,” he said. “It’s like bubbles in a bottle of coke.”
Despite the dangers, Harold likes the work. “You have to like it to do it,” he said.
“But sometimes you have to ask yourself,” he said as an icy



John McElligott checks portable air supply equipment in back of truck as diver Harold Crab looks on.

wind blew open the dressing room door, “why am I out here?”

Water (hot) line

Inco has in place a telephone information line that interested people can telephone to receive information on lake elevation and river flow in the Spanish River Watershed. The information is updated each Thursday at 12:00 noon. To access this line, call 705-866-2880.

ed flood study, safety evaluation, and engineering work for the dam rehabilitation project.

Priorities set

Only the structures evaluation and flood study are included in the \$300,000. The dam rehabilitation program, to be carried out in order of priority, will involve additional funds.
“We will be evaluating our dams on the worst flood criteria possible,” said Mr. Zajc. “We are dealing with dams that were built as far back as 1905 and we don’t know what criteria the designers of those dams used for construction at the time.”
Well ahead of upcoming provincial dam safety legislation, the project will

demonstrate the company’s commitment to Fail-Safe programs and concern for the protection of the public and public property.
“The first phase of the study could be completed by the end of June,” said Stan. “And so work on the rehabilitation program could be underway by mid-year.”
Plans call for a permanent operations, maintenance and inspection program that will ensure continuous, economical and safe performance plan and emergency preparedness for flood inundation areas.
Inco owns and operates 12 water regulating and four power dams on the Spanish River and one power dam on the Vermilion River system.



Diver Harold Crab gets suited up.



S in Inco’s developing Water Management Plan.
“We’ve done surveys before,” said the Power Department’s general foreman of power systems Stan Zajc, “but never on this scale. This will be the first time a comprehensive inventory of this magnitude has been carried out.”
To be followed by a dam rehabilitation and dam operations program and long-term maintenance and inspection program, the survey is part of an initial stage that involves a detail-



John McElligott climbs out of decompression chamber.

The eternal flame flickers at Frood

You'd think after 20 years of fighting the same fire, Keith Rogerson would give up.

Instead, the Ventilation Supervisor's enthusiasm for the battle with Frood Mine's 37 year old underground fire seems to ignite anew as he outlines his tactics on a diagram spread on the desk in front of him.

"There's hundreds of areas smoldering down there right now," said Keith. "It would be impossible to put them out. The best we can do is control them and make it safe for men to work and to remove the ore."

Using that yardstick, the record is impressive.

"We've removed ore from areas that we previously thought would be impossible to mine. Many of the methods we're using are our own technology, things we've learned by trial and error over the years."

In fact, in the vast majority of cases so far, Frood's high-grade ore has been removed with ingenious methods of ventilation, water cooling, monitoring

and planning.

"Only a very few areas have defeated us," said Keith. "In these places it would be suicidal to try to mine."

Underground "fires" (more accurately, heated areas or smolderings) are a concern in older mines like Frood where early mine backfill methods have left ore and air pockets to feed oxidation. Not only did the rockfill method used until the mid-1960s contain Colborne's ore, but it settled to create air pockets. According to Keith, today's sandfill methods vastly reduce the chance of oxidation.

Tough fight

"Oxidization builds up the temperature to a point where it ignites timbers," he said. "Once ignited, it's virtually impossible to put out unless you flood it and leave it underwater."

The smoldering travels through the timber toward the source of oxygen, turning them into charcoal in the intense heat

that will often reach more than 600 degrees.

"Uncover it, and it looks like your barbecue at home," said Keith. "Leave it uncovered and exposed to a new oxygen supply and it can erupt into open flame."

The first serious outbreak of open flame happened in the early '50s when four drifts on the north end of 2,600-foot level of the mine were engulfed in flames. Bulkheads had to be installed in the drift in an attempt to starve the fire of oxygen.

It was 13 years before mining could continue in the area.

Such outbreaks are rare, however, and most "heated areas" such as the south end of the 2,400-foot level that was uncovered in 1971 was made safe for mining with a combination of ventilation, sandfill, water and the construction of bulkheads.

With the added precaution, mining Frood ore is an expensive proposition.

"If it wasn't for the high

grade ore, it wouldn't be economical," said Keith.

Luckily, the fires do not create explosion hazards.

"The main concern is carbon monoxide, the intense heat and to a lesser degree, smoke," he added.

The entire affected portion of the mine, an area from 1,400 to 2,800-foot level representing about half the area of the working mine, is wired with Carbon Monoxide monitors.

Underground flooding can, and is, being used to extinguish fires but the method can't be used in all circumstances.

"The fire here is located at about the middle of the mine," said Keith. "It would be impossible to flood without creating a danger to people working below."

But in areas mined out, flooding is often used by starting at the bottom and working up.

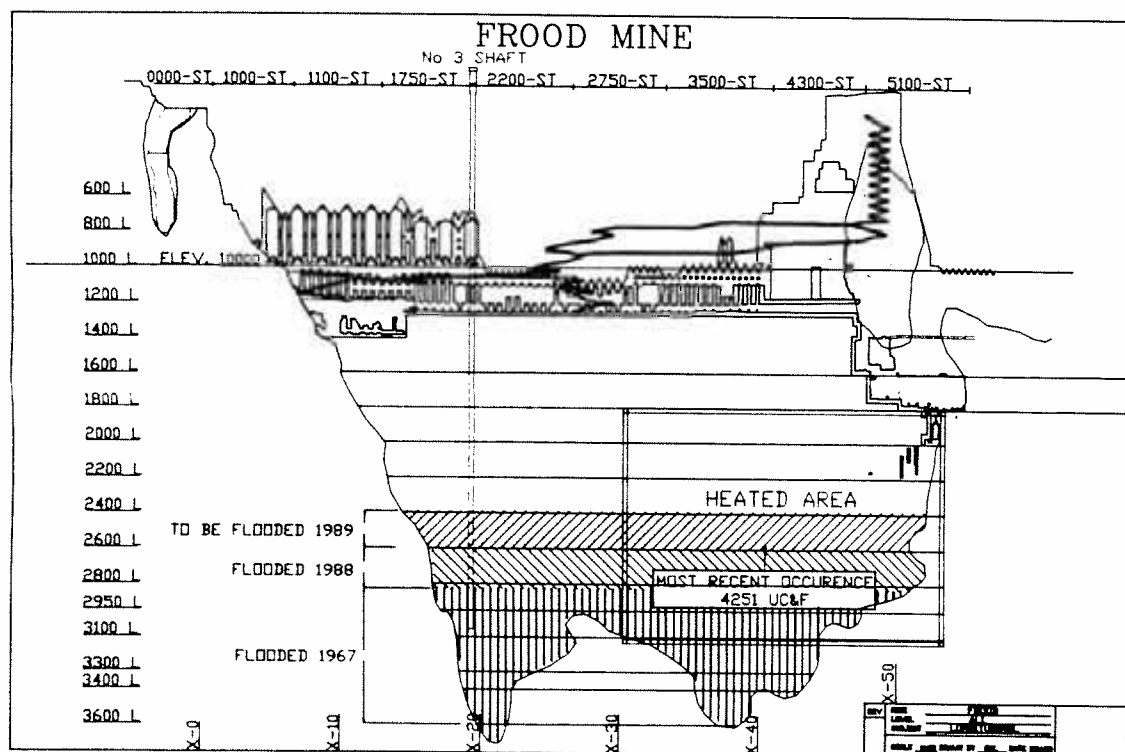
Extinguishing fires with other methods is virtually impossible, so controlling conditions in working areas is the emphasis.

"There is no way of knowing if it's 10 feet or 110 feet away," he said.

Ventilation is used in most areas such as the 4810 undercut and fill pillar at the 2,200-foot level where Frood miners are working between areas mined in 1937. The mining operation is continually uncovering charcoal timbers in the walls, a sign that temperature in the area was once more than 600 degrees.

Occasionally, work must be done in the hot spots, and often a continual spray from water hoses is used to cool down the area to make work possible.

"We are fighting a fire that we can't see here," said Keith. "You just never know where it is or where it is heading."



Keith Rogerson with piece of charred underground timber.

Sopko credits employees for Inco turnaround

Long before traffic builds for another working day at the Ontario Division's General Offices in Copper Cliff, the lights go on in the president's office at around 7 a.m. It's perhaps the only time Mike Sopko has time to be philosophical.

"The people," he says, with no hesitation. "I'm going to miss the people."

When Mike packs up this summer to assume the vice-presidency of Human Resources at Inco Ltd. in Toronto, he'll not only be saying goodbye to the many friends in the division and the community but also to the very people he credits with making his presidency successful.

"Management has the leadership role," he said. "But there's no doubt in my mind that our success has been the result of the commitment and participation of each and every one of our employees. When you boil it all down, our recovery is the result of our people

who have come through under some very difficult circumstances."

"Difficult circumstances" may be an understatement.

When Mike returned to Sudbury in 1978 after serving five years as operations manager of Inco's Guatemalan subsidiary, Inco's image, locally and nationally, was tarnished by troubled management-labor relations, growing environmental concerns and by the actions that the company had to take to meet the worst economic slump in memory.

The first priority was to develop a "game-plan" to navigate these troubled waters. And even then when Mike took over as president of the division in 1984, the company's survival was still in doubt by some.

Survival in doubt

"There were those who predicted Inco would go

under," he said. "Our future was very much at stake. If we had simply sat on our hands and waited for the general economic climate to change, we would probably have gone under."

Mike insists he never doubted Inco's low-cost producer philosophy would eventually lead to better times, but he was pleased with the levels of enthusiasm shown by the division's workforce to get on with the job.

"Union and management have worked hard together to solve important issues in the workplace," he said. "We've made some real progress in this area."

He said nickel prices that rose far beyond the most optimistic forecasts are also refueling not only the company's recovery, but also its ambitious new programs such as new mine openings and major environmental projects.

"These things all happened at the most crucial time in our

history," he said.

"I'm pleased to have been part of all that," Mike added.

Mike's term at the helm covers a period when employees, once intimidated by negative public perceptions, sewed their Inco crests back on their jackets and hats. It's a change Mike sees with a great deal of pride.

"I think it's an area where we've made some major progress," he said. "Our image has improved dramatically not only in the industrial relations area, but on the environmental and management fronts as well."

Corporate image

Inco is more and more recognized as a responsible corporate citizen, he said, not only by Inco employees but by society at large.

But Mike doubts that all the difficult problems facing the company are solved. When Sudbury native William P. Clement returns from Inco's Indonesian

operation, there will be plenty of challenges. "Most important, the current high emphasis on safety in the workplace must be maintained to eliminate all accidents."

"Then also, the successful SO₂ abatement program and the start-up of new mines represent a major challenge" said Mike.

Perhaps the biggest challenge on the horizon is a result of Inco's senior workforce. "Again, it will be a people challenge. We are going to have a lot of new, young people entering our operations, people who will have to be highly-qualified and motivated. I think that's going to be a very important challenge in the future."

Any regrets?

"We put the emphasis on people to turn things around, and certainly justified by confidence. I can't think of a single thing that I would have done differently."

Dick discovers trusty steed to ride into sunset years



with stamina," says Dick, describing the qualities of the beast he so admires. "They have a particular colour. They were bred by Indians for speed, stamina and strength."

\$600 mare

Dick eventually found and purchased a six-year-old Appaloosa mare for \$600. Since then he has acquired another horse, a colt of "Hafflinger" extraction, a species of horse indigenous to the Tyrolean part of Austria.

While Dick's wife was fully supportive of his new pursuit, his buddies on the job were a little taken back when he waxed rhapsodic about his new source of joy. Now, apart from the occasional horse joke, it is not unusual for serious conversation to turn to the topic of horses. He has even convinced a few of them to try riding.

He is now on the verge of becoming a partner in the Wagon Wheel Ranch. With about 35 horses in the stables, the man who wanted to own one horse has fallen into horse heaven.

Dick's avocation may become a vocation of sorts with his retirement. Between his consulting work and his interest in the ranch, he will be in touch with the business end of both kinds of horsepower in retirement.

Into the sunset

The genesis of Dick's dream lies in a long-held fascination for things "western" - the place and time of cowboys, cattle and rugged individualism. That love turned him into a collector of Western memorabilia such as holsters and guns. At one time he owned 200 Winchester rifles and over 60 Colt pistols, some dating back to 1835. It seems to have been only a matter of time before he turned to the ultimate symbol of the wild west, the horse.

You might say that Dick is concluding his years with the company in much the way the hero in the finale of a Louis L'Amour novel - quite literally riding off into the sunset on a trusty steed.



Dick England with part of his collection of weapons.

Horsepower means two things to Dick England. It's either something activated by the flick of an electronic switch or a big animal you ride for enjoyment.

Dick spent a good portion of his career tinkering with the former, developing big machinery to get out the muck. Recently he has turned to the latter for the pure fun of it.

Now that he's retired from the mines research shop, Dick will go full speed ahead in a long-standing desire to ride and own a horse. About a year and a half ago he decided to take the first step.

"You reach a particular point in life when you say am I going to fulfill a dream or just forget it?" he says.

Dick's search for a steed ended when he chatted with Phil Bertrand, owner of the Wagon Wheel Ranch in Sudbury. "I found that Phil appeared to be the person that if I wanted to learn about horses, he's the one I should talk to," he recalls.

The big moment came when he actually climbed aboard one

of the big animals. "At first when I got on, I didn't know what to do," Dick remembers. "It felt like I was sitting on a big bowl of jelly, with the movement and everything. For the first 15 minutes I just hung on for dear life." A couple of hours later he felt completely comfortable in his lofty perch.

So content was he with the experience that riding became his hobby. "It was a good way to relieve stress," he says. "After a while I made it a habit to go out for a ride after work every day.

"It did a lot for me. When you reach 52 you wonder 'Am I really washed up or what? Is it too late to start something new. Can an overweight, 52-year-old businessman get involved?'"

And the answer became as plain to Dick as it does to anyone who explores a new avenue of life.

Riding regularly, he found the rest of his dream within his grasp. He looked for a horse of his own. Not any horse but an Appaloosa.

"They represent something



The 1886 Winchester Dick England is aiming was presented to an Apache Indian Chief. It's one of his prize possessions.



Dick saddles up for a ride.



In Your Yard . . .

Tree planting: getting to the root of the spring ritual

Many factors need to be considered in deciding which trees and shrubs to plant. The first is **climatic adaptability and hardiness**. A numbering system has been developed for nursery stock as a guide to winter hardiness in your area. Sudbury is located in hardiness zone 4b. Trees and shrubs will be hardy in the Sudbury area if they are labelled for zones 1 to 4, a or b. Toronto is in hardiness zone 6a, Port Colborne 6b.

In general, trees will tolerate a wide range of soil conditions including pH (a measure of acidity or alkalinity), nutrient levels, amount of sand, silt, clay, moisture, etc. Certain plants have specific **soil requirements** or will tolerate specific conditions. Red and silver maple, dogwood, green ash, larch, white spruce, white cedar. European high bush cranberry and Canadian hemlock are able to grow in moist areas. Birch, Siberian peashrub, mugo pine, jack pine and basswood or linden will grow in dry soil. Nutrient-poor soil will support sumac and cinquefoil or potentilla.

Trees and shrubs also have a wide range of **sun or shade requirements**. Honey-locust, junipers, mugo pine, lilacs and crabapples prefer full sunlight. Dogwood, alpine currant, elder, golden mock orange, hydrangeas and bridalwreath spirea will grow in shaded areas.

Consideration must also be given to the ultimate **size** (height and/or spread) and **form** of the tree or shrub. This is especially important when planting close to the foundation of a house or under eaves. Overgrown junipers, for example, crowding a front window or shrubs growing over doors or walkways indicate an unwise choice in variety. Information on the height, spread and shape of plants is available from your local nursery, garden center or reference books.

Different plant **textures** and **colours** add variety and focus to the landscape. Careful use of variety allows emphasis to be placed where it is desired. However, too much variety causes confusion. Leaves or needles add texture. It may be coarse such as Norway maple or Savin juniper or fine and soft such as Cutleaf weeping birch, locust or Blue Rug juniper. The colour of plants is also an important consideration. Leaves may be a solid colour or variegated, ranging from Goldflame spirea to Crimson King maple. Also consider the brilliant fall colour of red and amur maple, Downy serviceberry, burning bush and sumac. Bark texture may be smooth, mottled or shaggy adding interest even in the winter. Golden ninebark, sycamore, striped maple, birch and red and yellow-stemmed dogwood are examples. Flowers and fruit provide colour, texture, fragrance and also attract birds.

Growth cycle

How quickly trees and shrubs **grow and develop** should be taken into account. Poplar and willow have little value in residential landscaping. The lifespan of many species is short and their potential to cause damage, especially with roots is enormous. Poplar roots will grow upwards of 23m in search of water. If you cut down a poplar tree getting rid of the suckers growing up from the roots is a major problem. There are many other fast-growing and attractive tree species from which to choose. When planting trees, be aware of the location of underground services, overhead wires and distances from buildings.

Certain varieties of trees and shrubs are much more **susceptible to insect and disease** than others. Efficient and economical methods of control are available in some instances with problems such as birch and cedar leafminers, maple gall mites, caterpillars and powdery mildew. Other problems such as bronze birch borer, fireblight (especially on mountain ash) and witches' broom on honeysuckle are extremely difficult to control.

Trees and shrubs to plant in your landscape will also be determined by **commercial availability and price**. For special varieties chosen for a unique colour or shape, you may need to examine your budget. Substitutions, with similar features, may be available at a reduced price.

Finally, your decision should take into account allergies to plant parts and thorns. Certain varieties of honeylocust, hawthorn, roses and peashrub are very picky. Also, bees are especially attracted to false spirea. Well-placed trees and shrubs increase property values. The primary factor in determining what plant to use is its aesthetic value - how good it looks!

Planting trees and shrubs

Three types of trees and shrubs may be purchased from a nursery: bare foot (BR), container-grown in fibre or plastic pots or balled and burlapped (BB).

When transporting BR stock home from the nursery, the roots must be kept moist and protected from sun and wind at all times. Before planting, put nursery stock in a protected location and water as necessary.

Different tree species vary greatly in their reaction to being moved. If you are digging trees, do it with a minimum of shock to the tree so it will be able to continue to grow and develop with the least possible interruption. Trees with compact, fibrous root systems are more easily moved with less shock (ash, linden, maple) compared with trees with large taproots or long scraggly root systems like birch and pine.

It is best to transplant trees and shrubs in the spring. Planting may begin as soon as the frost is out of the ground. Transplanting may be done at other times depending on species, size of tree and rootball and after-planting care. The soil should be prepared ahead of time. Use good garden loam and mix in bonemeal and finely ground agricultural lime, as required.

Make the hole large enough to accommodate all roots without crowding or folding. The plant must be placed to a depth so that it will be growing at exactly the same level as previously in the nursery.

Remove any broken, split or scraped roots. The amount of shoot pruning depends on the condition of the tree at transplanting time. Maintain the natural shape of the tree. The growing tip of shade trees should not be cut back. Remove dead, damaged, or diseased branches, crossing or rubbing limbs and suckers.

Prune deciduous trees in the spring except for maple and birch. Prune them early in the summer. Spring flowering shrubs should be pruned after flowering. Shrubs that bloom in late summer or fall should be pruned in the early spring. Prune to an outside bud, maintain a wide branch angle - not narrow, cut close to the main branch or stem, do not leave a stub.

To plant BR trees or shrubs, make a cone-shaped mound of soil at the bottom of the planting hole, set the roots on the mound and spread them out. For container-grown stock, **always** remove the container. Place BB plants in the hole and then untie the burlap and rope and either cut it off, or push it down the sides of the planting hole. Add soil gradually and carefully. Once the roots have been covered and hole filled with soil, tap down the area with your feet.

Water is necessary to settle the soil and eliminate air pockets. Allow the water to soak into the ground slowly until the soil is moistened down to the roots. Form a shallow basin with soil around the edge of the planting hole to catch and prevent water run-off. Check the tree to see if additional soil is required and that the tree has not settled too deeply after all the soil is in place. For the first season, water well once a week.

Stake BR trees if necessary. Do not tie up the tree too tightly. Allow for some movement. Use a piece of wire, inserted through a length of garden hose (to protect the tree trunk) to tie the tree to the stake. Check frequently to make sure the stake is not damaging the bark or branches. Remove the stake after two years.

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.



Jim Bradley talks with reporters. At right is Environmental Control Coordinator Ellen Heale.

Symington replaces Fregren

Ron Symington has been appointed manager of Purchasing and Warehousing following the early service retirement of Trevor Fregren.

Ron joined Inco's Manitoba Division in 1960, as a warehouse clerk and was transferred from Thompson to Copper Cliff in 1974. He has acquired extensive experience in the Purchasing and Warehousing Departments of both Divisions. Prior to this new appointment he had been Superintendent of Purchasing and, more recently, Superintendent of Warehousing.

In his new capacity, Ron will be reporting to P.W. Parker, Vice-President of Administration, Engineering and Maintenance.

Henry Salach has been appointed Superintendent, Warehousing. Henry will be reporting to R.D. Symington, Manager of Purchasing and Warehousing.

Henry joined Inco in 1971 as a warehousing clerk, Frood-Stobie warehouse and has since held positions of increasing responsibility in the Purchasing and Warehousing Department of P.T. Inco and the Ontario Division. Prior to this new appointment he was Supervisor, Warehousing.

Also announced was the appointment of Menno Friesen to the position of Manager Capital Projects. He will report directly to G.D. Marshall Vice-President Mining, and liaise functionally with the mine manager of the project site concerned.

Menno joined Inco Limited in 1973 as a Planning Supervisor in the Mines Engineering department at Garson Mine. He has since held positions of increasing responsibility in both Mines Engineering and Mines Operating. Prior to his new appointment Menno was Mines Production Co-ordinator.



Bradley lauds Inco

Ontario environment minister Jim Bradley called Inco's revegetation efforts "significant" during a tour of Inco's tailings area last month.

The minister also considered the company's emission reductions a good example to United States industry and said he'll use the Inco example for American industry the next time he visits the United States. Mr. Bradley made the comments to Sudbury area reporters during a brief stop in the tour.

Taking a cue from hubby, this lady is a pool shark



Linda Thompson takes aim.

Pool Hall.

The very name sends mothers into tailspins with visions of sleazy, smoke-filled backroom dives, sons and husbands caught in the clutches of cussing, boozing and gambling.

Meet Linda Thompson, wife and mother of two who can put herself behind the eight-ball quicker than you can say "women don't play pool."

The attractive 36-year-old nickel products process clerk at the Copper Cliff Nickel Refinery isn't only a pool player. She's the 'shark' of her league, the Minnesota Fats and the Boston Red rolled into one. Among the top scorers last year, she's doing it again this year as both president and player in the Sudbury District Ladies' Pool League.

"I don't ever recall Mom lecturing on the evils of the pool hall," she said. "I don't think it ever came up."

She has a brother but claims hanging around in pool halls never interested him.

She sees no reason why women shouldn't play the game and was so determined after being introduced to the sport on a friend's pool table that she helped form the women's league eight years ago.

"It's a growing sport among women and I think that's changing the image of the sport, particularly in Sudbury," she said. "Pool halls don't have to be grimy. You don't have to put up with the swearing, drinking and gambling."

Butt out

As for the smoke-filled rooms, she likes that even less.

"I'm allergic to smoke," she said.

The ladies' league plays high-low (eight-ball or spots and stripes), a game that involves opposing players attempting to "sink" either all the striped or all the solid balls, then the high-scoring black eight-ball.

Last year Linda won the most games in the league during regular season play yet claims she doesn't have the time to practise.

Husband helped

Thompson has been a process clerk at the nickel refinery the past eight years. The previous six she shuffled between jobs.

"I've been in this particular department for the past eight years, which is by far my longest stay in any department, and I really enjoy my work," she said. "The people here are great to work with and I enjoy the type of work that I'm doing so I guess I'll be here for a few more years yet."

As much as she likes her work with the world's largest nickel producer, Thompson also enjoys her one night a week — from September to April — away from the kids playing pool in the all-ladies district league.

"I started playing pool eight or nine years ago with a bunch of girlfriends and we decided since there were so many men's leagues around that we'd start one all our own just for women," she said. "All the girls felt it would be a good idea to get out of the house once a week and get together for a friendly night of pool and we've been at

it ever since."

Thompson says husband Frank — who will complete 20 years service with Inco's transportation department at the end of 1989 — first encouraged her to play pool and she's glad he did.

"He's a pretty good player himself and he taught me a lot about the game," she said.

She's obviously learned well as she was the top shooter in the league last season and is near the top once again this year.

When she's not at the office or playing pool, Thompson is kept more than busy with 18-year-old daughter Tracey and 16-year-old son Troy.

"Between work, the league and the kids, I manage to keep myself pretty busy," she said.

In the summertime, Mr. and Mrs. Thompson head to the local links a couple times a week to take in a game of golf.

"I play pool in the winter as sort of a hobby and it's also a lot of fun," she said. "In the summertime, I've taken to playing golf the past couple of years and I absolutely love it."

"My husband is also a pretty good golfer and one day I just hope that I'll be able to be as good. I wouldn't mind beating him one day to tell you the truth."

Thompson hopes to finish her career at Inco and hopes the future years will be as good to her as her first 14.

"It's a good company to work for, I really enjoy the work I do and the people I work with, so I think I'll be here for a long time yet," she said. ■

Carver seeks perfection in a piece of wood

The perfect piece of art.

It's an illusion, carver Fern Albrechtas admits, yet he'll spend days on end in his basement studio trying to create it.

"I don't think I've ever started something that I didn't think would be the perfect work," said the Stobie general foreman of operations. "Every time I start something new, I tell myself that this is it. Yet I've yet to make something that I'm satisfied with."

The perfect piece, he said, never comes.

When he started as a miner for Inco 28 years ago, the 49-year-old father of four had already been carving for 20 years.

"I've been whittling away at a piece of wood since I was a kid," he said. "I guess the whittling turned to more serious carving by the time I was 19 years old."

Not that Fern takes himself too seriously. He still considers himself a hobbyist rather than a serious artist but he tackles each piece with obsession.

"I guess it can be fairly hard on the family sometimes," he said. "My wife barely sees me for weeks when I disappear in the basement shop."



Fern Albrechtas at work with carving tool.

Among his carving knives, chisels and rasping files, and with his favorite Flamenco music on the tape recorder, Fern attacks his carvings and "sometimes forgets about time."

"Sometimes I start Saturday morning and don't come up until Sunday morning," he said. "I even forget to eat."

Luckily, he said, his wife is understanding. "There are very few around like her," he said.

Tough critic

While he has difficulty pleasing himself, others aren't so critical. He figures there are more than 1,000 of his carvings and sculptures "all over the place," and he sometimes can't keep up with all the requests.

Although he'll consider art as a second career after he's retired, he wants to keep it as a "therapy" now.

"It's a way of relaxing, a way to relieve the tensions of work," he said. "Once you start doing it for money, all that changes."

He sometimes sell pieces, basically to cover his costs. "I do it for the love of it, not for the money," he explains. "I

suppose when you do something for the love of it and somebody wants to pay you for it, that's even better."

A native Lithuanian, he figures he's carved more than 250 Lithuanian coat-of-arms. With his work demand, he is often asked to carve gifts for retiring co-workers.

Working mainly in basswood, he's experimented with everything from soapstone to amber.

He even plans to sculpt in clay.

He never gets tired of his art but admits there are lengthy periods when inspiration has fled.

"There are times when I don't feel like touching anything. At those times, I'm glad that it's a hobby and not a business."

For the same reason, he hates to be pressured. Sometimes he'll leave a piece unfinished to tackle something else that captures his interest, then return to it months or years later.

"I started a horse two years ago and left it unfinished. I've just recently started it again." ■

Heritage Threads

by Marty McAllister

Author's Note: This is the inaugural column under "Heritage Threads", which it is hoped will be a sometimes-regular visit to the people and places of this area's past. We'll try to gradually weave a tapestry that will give some appreciation of events that played a role in establishing one of the world's truly great industries and its surrounding communities. To put it all in context, from time to time we'll take a look at what was going on in the world beyond this frontier. Along the way, we may even have a chuckle or two at our own expense.

"Mr. Watson, come here, I want to see you."

With those famous words, carried by wire from one room to another on March 10, 1876, Alexander Graham Bell signalled yet another great achievement of that electrifying age. It was a time of invention and discovery, and of staggering events that would ultimately bring man's genius and perseverance to bear upon the riches of our Canadian Shield.

By the time Bell 'reached out and touched someone' for the first time, that other communications medium, telegraphy, was already well-established. A trans-Atlantic cable had, for a decade, connected the old world with the new. The already-booming demand for COPPER now had fresh inertia -- and gained even greater momentum with each advance in the exciting, frightening magic of ELECTRICITY! The relationship between electricity and the highly-conductive red metal became an interdependent marriage.

Shortly after Confederation, a demand of another sort surfaced. Our powerful neighbour to the south was united anew, not only with the end of its tragic Civil War, but also by the completion of its first railroad to the Pacific. If our fragile young Dominion was to hold together, we would have to forge our own link from sea to sea, entirely within our own boundaries. On February 15, 1881, the Canadian Pacific Railway was organized.

Sea to shining sea

By 1883, the main line of the new road had reached beyond Lake Nipissing, cutting its way westward. Neither Tom Flannigan, the CPR blacksmith who noticed the outcrop that has become so famous, nor the Murray brothers and their colleagues, who in 1884 patented that first claim in the Sudbury region, could have imagined the magnitude of their find. They knew the sulphide ores contained copper, and copper meant money. Those Ottawa Valley boys figured the claims should be worth something to someone. They were.

During 1884 and 1885, two Germans who never met were busy developing what each argued was the world's first motor car. While Daimler and Benz experimented in the tamer surroundings of Europe, and while London was reeling with the terror of Jack the Ripper, scores of gentlemen and others were battling the swamps and black flies of Northern Ontario, following up on the copper discovery along the CPR line.

Some of them struck paydirt, and they are the ones we respectfully call 'prospectors'. Most weren't so fortunate and were accorded the reward of failure: anonymity. Finding such treasure in Nature's bosom was one thing, but mining and extracting it was a game neither for the faint of heart nor the penniless. It would take financial and technical resources beyond the prospectors' means to develop a real mine, so they began selling. Buyers weren't far off.

In a letter in this issue of *The Triangle*, I briefly describe how our "cliffs of copper" came to the attention of Samuel Ritchie, who proceeded to buy up claims from the prospectors. We'll hear more of Ritchie in future columns, but first let's visit those who preceded him.

Back to beginnings

In truth, the story of mining in the Sudbury Basin really begins in 1856, with the visit of a Provincial Land Surveyor (Province of Canada) named A.P. Salter. He, too, had worked westward from Lake Nipissing, doing work preparatory to a general survey of the lands between that lake and Sault Ste. Marie. Upon reaching Whitefish Lake (now part of Whitefish Lake Indian Reserve #6), Salter interrupted his base line and ran a meridian line north which still bears his name. Between the fifth and eighth mile, his compass went crazy, right at about the junction of what would later be defined as the townships of Snider, Creighton, Waters and Graham.

In his field notes, Salter observed that "iron was plainly discernable on the rock." He described his find to Alexander Murray, a provincial geologist who subsequently took samples that established the presence of copper and nickel. Although both men duly reported their discovery, the documents were virtually ignored for nearly 30 years.

The great Creighton Mine could sleep a while yet.

Following the spring of 1884, however, the orebodies of the Sudbury area would never again be ignored.

Take a look at any map of Ontario, and picture it without a direct highway or railroad from Sudbury to Toronto. Then follow the CPR line westward from Ottawa, and it will start to make sense why so many of the first prospectors to arrive here that spring came from places like Renfrew, Pembroke, and Mattawa. Getting to Sudbury was not the problem. All they had to do was catch the train. It was then, that the expert bushmen stood out from the crowd. Novice fortune-hunters either found a skilled partner in a hurry or retreated to a more dignified occupation in town -- if they stayed at all.



The lowdown on Clarabelle

Dear Jerry:

As a long-time employee who has seen a fair bit of the Company in Canada and the U.S., I especially enjoy our publications that deal with Inco worldwide. The recent "Review for Employees 1988" is no exception; it not only covered a lot of territory, but also a broad and interesting range of subjects.

As a bit of a local history buff, and Chairman of the Board of Management of a local museum, I was particularly interested in the piece entitled "Postal Address - Clarabelle Station". The first three paragraphs are deserving of comment.

Samuel J. Ritchie was indeed from Ohio, but his first Canadian venture was the Central Ontario Railroad, based in Trenton. When the Coe Hill iron deposits proved unworkable, he had a railroad with no tonnage to haul. Upon hearing of the "cliffs of copper" to the northwest, and with the full intention of extending the C.O.R. to Sudbury, he began buying up properties in 1885. Canadian Copper, of course, was incorporated the following year.

Had Sir John A. MacDonald truly been his brother-in-law, he (Ritchie) perhaps would have been more successful in obtaining the federal support he tried for so many years to obtain, in order to extend his beloved railroad. Van Horne and the C.P.R. had their own ideas, and considerably more clout.

In September of 1886, Ritchie was able, however, to convince the Prime Minister and his wife, et al, to visit the operations at Copper Cliff -- with particular attention to the #5 or McAllister (no relation) Mine, which was being re-named the Lady MacDonald. The small lake nearby also came to be known by her name.

Lady MacDonald was Sir John's second wife, and her maiden name was Susan Bernard. His first wife had been Isabella Clark, who had died in 1856.

Isabella

It is true that Ritchie had a sister also named Isabella, but doubtful that he would have committed the faux pas of naming a mine after each of the Prime Minister's wives. He had three other sisters, one of whom was called Clara, wife of Lew Ashmun, the Company's first superintendent at Copper Cliff.

At about the same time, the #6 mine, one concession north, was called Clara Belle -- as was another small lake, and, of course, the railroad junction. There is considerable evidence that it was originally a two-word name, likely to honour Ritchie's daughter Clara Belle.

I hope my comments won't seem picayune, but Inco's history is an integral and important part of our heritage in the Sudbury Basin. As with any locale, I suppose, some local legends have been embellished a little over time.

Yours very truly,

Marty McAllister,
Power Department

Fast ore in 1866

As you would expect, initial efforts fanned out from the Murray site in about a five-mile radius, resulting in the discovery of all the "numbered" mines in and around Copper Cliff, as well as the Evans, the Elsie, the Frood orebody, the Lady Violet, and, of course, the first Sudbury area mine to actually ship ore, the Copper Cliff itself. It was this first ore, shipped in October of 1886 to smelting plants that included the Orford Copper and Sulphur Company in Constable Hook, New Jersey, that revealed the presence of our bread and butter: NICKEL.

Each of these famous or forgotten locations could become a story of its own, as could the other properties found further afield: Levack, Kirkwood, Cryderman (Garson), Crean Hill, Creighton, and so on. They can be likened to tributaries, each winding its way over and around innumerable obstacles to become part of a mighty river.

Next month: "Down to Hades on #215"

Origins

Naughton is a shortened version of "McNaughtonville". It was named after Andrew McNaughton, Sudbury's first magistrate, who once became lost in the fog and ended up at the Trading Post that still stands, along the south side of Regional Road 55 at, of course, Naughton.

Belated Credits

The letter in this month's *Triangle* on the origin of "Clara Belle" owes much of its accuracy to the generous help of Ron Orasi, the main man at Inco's own record centre, and to Dr. Matt Bray, of Laurentian University's history department. Dr. Bray has done extensive research into the life of S.J. Ritchie.

Comments, queries, and fresh insights are most welcome. Just drop a note to The Triangle, c/o Marty McAllister.

Aitken appointed to national environment body

Inco Executive Vice-President Roy Aitken has been appointed by Prime Minister Brian Mulroney to the National Round Table on Environment and Economy.

Roy is one of 24 prominent Canadians chosen for the new agency. Politician members are Finance Minister Michael Wilson, Environment Minister Lucien Bouchard, Harvie Andre, Minister of Regional Industrial Expansion, and Edward Connery, Manitoba Environment Minister. Also included are chief executives of several major corporations and representatives of environment organizations.

Roy's appointment is a reflection of the leading role Inco is playing in regard to the environment. He had been Vice-Chairman of the National Task Force on Environment and Economy.

In a letter to Aitken, the Prime Minister said:

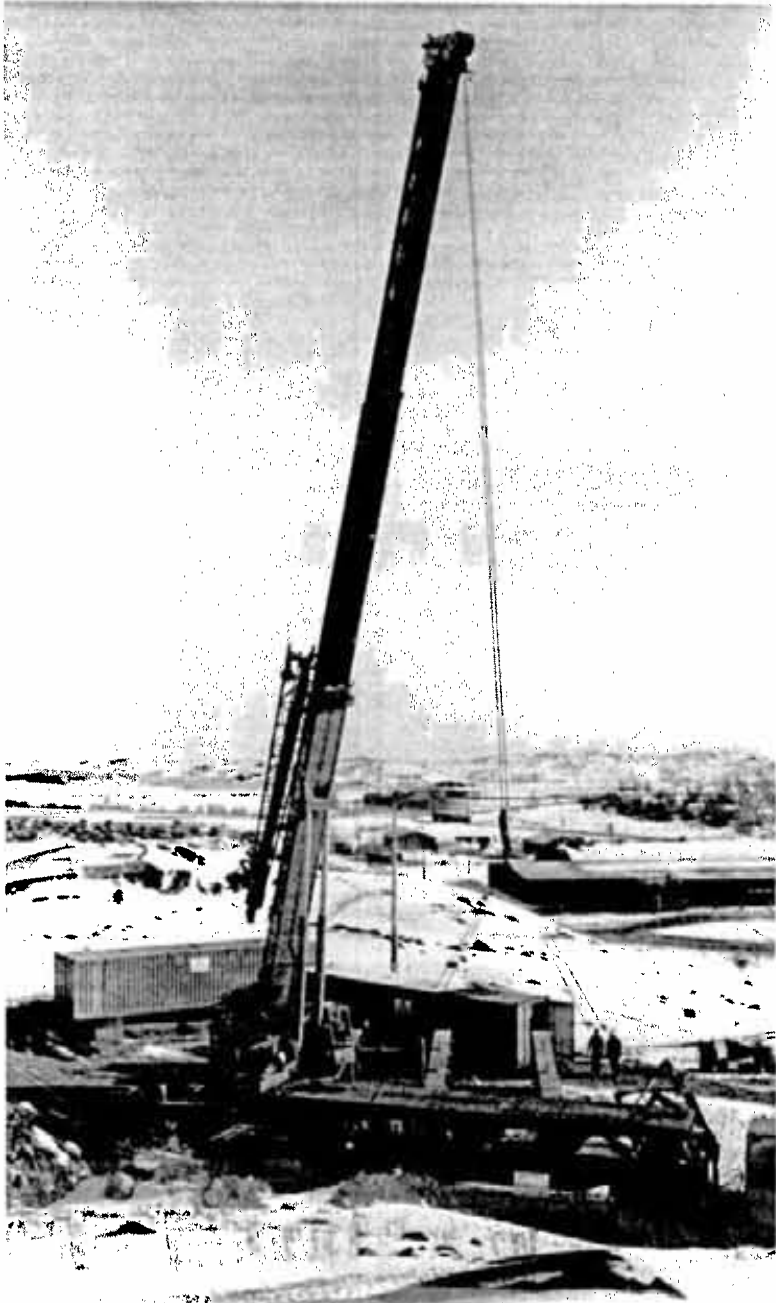
"The environmental consequences of current approaches to economic development clearly demonstrate that the maintenance of the global status quo is not a viable alternative. We already are placing excessive demands on our environment and these demands can only escalate in the years to come as a result of projected rates of

population growth and the universal desire for a better quality of life. Accordingly, the question is not whether our economics grow, but how they will grow. The decisions we take today which affect the fine balance of environment and economy, and the kinds of investments our nation makes in both these areas, rank among the most important of the challenges facing our society as we enter the 1990s."

"The issues and decisions involved are complex and multifaceted. No one sector of society can provide all the answers. We must apply the wisdom of our best minds to these problems. Our challenge involves both innovation and forging broad consensus on the directions for action. The National Round Table will become, in my view, an important instrument for developing the necessary sectoral consensus on the choices we face as a nation. This Government is committed to providing the tools for making the National Round Table work."

"Senior Ministers will participate as members of the Round Table and I will personally review the recommendations and conclusions of the organization." ■

Two ventilation raises bring air to South Mine



Work begins on ventilation raise.

With the cooperation of Copper Cliff residents, Inco is getting to the bottom of things.

"We've had nothing but good response from our neighbors in Copper Cliff and the Region," said South Mine's Mel Bray, one of the engineers involved in a project to drill two ventilation raises (vertical shafts) to provide fresh air for miners and their equipment working 1,200 feet below Copper Cliff in the northern most reaches of South Mine.

The company plans to landscape the above-ground drilling site after completion of the project.

The 1,200-foot bore holes, one 12 feet and the other 10 feet in diameter, is the surface phase of a three-phase project to provide air to the 880 and 865 ore body of South Mine located more than a mile away.

"We are using air now from Number Two Shaft, air that will be required in the long-term for South Mine's main ore body."

As the forecasted mining activities increase and expand, he said, much more air will be required.

Located under Copper Cliff, the 880 and 865 ore bodies are the farthest from the main South Mine ore body, and the two new shafts will initially provide air for the 1,500 foot level and above.

The second phase of the project will bring air from the new shafts to the 2,050-foot level and will be drilled underground.

The third phase will again involve underground drilling, this time to bring fresh air from the 2,050 level to the bottom of the ore body.

Three year deal

Mel said the project will take a minimum of three years and should provide enough air to meet the mine's needs for the life of the ore body.

Huge underground fans located at the 1,450-foot level will suck in approximately 450,000 cubic feet of air a minute. It will be transferred to other areas as subsequent stages of the project come on line.

Two heater houses used to heat the air in winter will be located over the shafts on the surface. The building will be totally secured to ensure no public hazard and architecturally designed to enhance the surrounding area.

Ironically, the project could be seen as Inco's picking up where pioneer miners left off. The raises are being drilled in the footwall rock of the first mine in the area.

Copper Cliff Mine, in operation from 1886 to 1903, gave Copper Cliff its name.

According to Mel, today's mining technologies give miners the tools to find the ore missed by the mine's operators at the turn of the century.

The work, being done by new Sudbury mine engineering contractors, Bhardi-Laamanen

Mining Incorporated, involves initially drilling a 13 7/8-inch pilot hole all the way down. The firm was hired because specialized equipment needed for the project was not readily available.

Reaming

When it's at the bottom, a 10-foot diameter reaming bit will be transferred to the bottom of the hole where it will be connected to the drill string (rods) from the surface.

The huge rotation bit will then be pulled to the surface like a cleaning plug through a rifle barrel (but quite a bit slower.) The tons of cutting (rock chewed up by the reaming) will be transported more than a mile to an underground stope left unfilled for that purpose.

Mel said the drilling site, located on the hill located approximately 450 feet northeast of Market Street just north of the arena, had to be rezoned from residential to industrial before the work could be carried out. He said the project could not have gone ahead without the cooperation and understanding of both the Sudbury Region and neighbors in the area.

"We appreciate the cooperation of the people here," he said. "We plan to do the work with all the environmental concerns in mind."

Fair or fowl, Nick's one for the birds (canaries)

He wanted a song. He got a chorus. Sometimes it drives him nuts.

"You get 'em all singing together and it makes quite a racket," said Smelter maintenance mechanic Nick Bulfon as he studied the half-empty beer bottle in his hands. "Sometimes it'll drive you right out of the house."

The 30 or so caged canaries in the other room zipped their beaks, as if recognizing Nick's somewhat pensive mood.

Nick doesn't look like the kind of guy who would appreciate the sweet, fragile call of a songbird. The stocky 54-year-old seems to fit with grease up to his elbows, knee-deep in the machinery or gears at the Smelter roasters.

At his Sudbury home, there is ample evidence of his more traditional, masculine pursuits. Several deer heads (he uses the antlers of one as a hatrack), a beautiful set of moose antlers and a stuffed monster lake trout adorns the walls.

He bagged them all but admits there's more to his life than hunting and fishing.

Which is where his canaries come in.

"I got my first bird about 15

years ago," he said. "I wanted a male bird, a singer, so I got one from my brother."

Although he was assured the bird was male, he became increasingly suspicious when, for a full year, the bird managed barely a note.

"Cheep, cheep. That's all I got," said Nick.

Tired of waiting, Nick borrowed a proven male from a friend and stuck him in the cage with the taciturn canary.

Odd egg

"Suddenly there was lots of singing going on," said Nick. "And within weeks, we had chicks."

He kept one male from the first flock. "You can tell the males from the females right away," he said. "They attempt to sing almost immediately."

He soon discovered that males do more singing when females are around so he invested in some companionship for his lonely male.

He's been up to his armpits in feathers ever since.

"I've had as many as 40 birds at one time and as few as six or eight," he said. "When you get that many, they not only

make a lot of noise but they demand a lot of attention."

He's gained a lot of experience over the year, and knows just what to look for in a young bird. Perfect temperament for a male, he said, is not the same as for a female.

"Males are loud, active, and display their colors."

On the other hand, females should be seen and not heard. "You need a quiet female," he said.

Keeping his males mouthy and females meek takes some expertise. He tries not to overbreed and will periodically bring in birds for breeding from as far away as Toronto to "mix the blood."

Considering the amount of time he spends powdering, cleaning and feeding the birds and keeping them free of "bugs", Nick can't tell you why he likes them. They return no affection, he said, and can't perform tricks like other pets.

"I just like them," he said.

What other people think of his hobby?

"I'm not worried about my macho image," he said. "Sure, some people laugh at me, but who cares?"



Nick Bulfon and feathered friend: Love on the wing.

Inco kids on ice

The Walden Figure Skating Club's annual carnival was held at the Walden Arena, and many of the proud parents of the performers who watched the "Colour Our World" presentation were Inco people. Just to prove their pride is justified, we took some pictures.



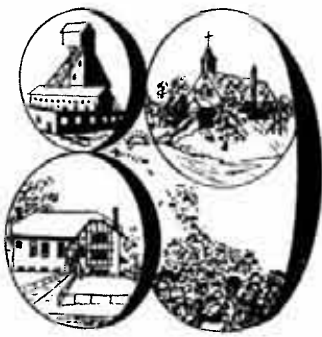
Katie Holmes, (Brent Holmes, Creighton); Krista Akerman, (Allan Akerman, Murray Mines); Courtney Tario, (Pauline Tario, Occupational Health); and in foreground, Dana Marshall, (John Marshall, Copper Refinery).



Erick Vickman, (Bill Vickman, Industrial Relations); Tommy McCourt, (Tom McCourt, Creighton); Duncan Epps, (Allen Epps, Frood).



Erin Shrigley, (Les Shrigley, Levack); Julie Woloshyn (Larry Woloshyn, Nickel Refinery); Lana Laframboise, (Richard Laframboise, Stobie); Jennifer Prowse (Gary Prowse, Stobie); and Jennifer Smith (Norman Smith, Nickel Refinery).



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 _____

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

Calling all "Cliff dwellers"

Former residents as well as present inhabitants of "The Cliff" are expected to make this year's "Come back to the Cliff" celebrations a resounding success.

To be held May 20, the event will see registration at the Anglican Church along with advance registration for the 1990 Copper Cliff High School reunion.

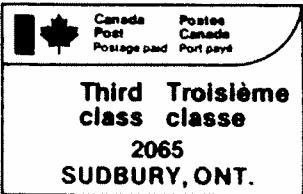
There will be a Copper Cliff archives display as well as a Strawberry Festival.

The day's activities will include a parade at 11 a.m. with the C.C. Highlanders Band (Sam Laderoute) and 3 other bands, C.C. Cadets, Figure Skating Club, Legion Colour Party, C.C. Public School children - decorated bikes, Scouts, Cubs, Brownies, Guides, Fire Department, C.C. Dairy Wagon, Northern Breweries Wagon, Vintage Cars, Wagon Wheel Ranch (horses & carriage), Regional Police Colour Party at noon until 4 p.m. at C.C. Park. Races & games for the children, bingo (under a tent), Old Timers ball game, Cub-Scout camp out, C.C. Cadet annual inspection, many food outlets by local organiza-

tions, C.C. Legion, Catholic, United, Lutheran & Anglican Churches.

In the evening, visit and dance with old friends at the

C.C. Legion.
There will be an Ecumenical Church Service at C.C. Park on Sunday.



MR WILLIAM L GAGNON,
SITE 11 BOX 2 RR #1
LIVELY, ONTARIO.
CANADA
P0M 2E0

Manager Public Affairs Publications Editor
Jerry L. Rogers John Gast

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