

Ontario Division



The ring's the thing for Peter Yannacoureas kids. Pictures and story, Pages 4 & 5.



Big blast

Two-year old Pamela Ripley, grandaughter of Stobie Mine School stope instructor "Rip" Ripley got a blast out of the parade at the Creighton Reunion this summer. For more pictures and story, see Pages 8 and 9.

Inco/Cambrian join forces to recruit miners, tradesmen, mineral processing workers

1989

Inco Limited and Cambrian College are teaming up to launch a bold new project to meet the growing shortage of miners, tradesmen, and mineral processing workers in Northern Ontario.

Inco and Cambrian announced plans for a joint program that will help ensure the development of a new skilled workforce for the province's mining industry as early as this winter.

Officials for the two groups said the mining and mineral processing certificate program would be offered by Inco Limited and Cambrian and would help meet mining industry needs as first identified by Inco.

The implementation of educational aspects of the program depends on approval and funding by the provincial government. On the job training will be funded by Inco at prevailing wage rates.

Inco Vice President of Administration Paul Parker described the one-year program as exciting and unique to Ontario education since the impetus has come from within the industry itself.

Mr. Parker said the program is urgently needed to develop and train new employees so that the Ontario mining industry can remain competitive internationally.

"We feel this program will go a long way in addressing the urgent need for new people in this important industry", he said, adding that the mining industry in Ontario will likely re-

quire up to 500 new people in the next two to three years. "At Inco alone, because of our anticipated attrition due mainly to early retirements, we expect to hire from 150 to 250 people a year for the next five years.'

Unique Partnership

Cambrian College President Glenn Crombie said the pro-Continued on page 10

Plants to go head-to-head on United Way campaign

proach to raising funds for this plants, organizers hope to infall's United Way campaign will take advantage of company and have grown from \$165,000 in plant pride, a keen sense of in- 1983 to \$209,000 last year. terplant competition and the extension of the in-plant campaign adulthood," said organizer Bob from a one week blitz to a Todd. "We've grown from an month long campaign to con-overall support of 48 per cent of tinue the past record of ever our employees when the camincreasing contributions.

In moving from a centrallyorganized, one to one canvass to a group effort conducted by

Organizers hope a new ap- individual Ontario Division crease the contributions that

"I think we've matured to paign started in 1983 to 54 per cent today. I feel that there may

Continued on page 6

Horseshoe rivalry enlivens Pensioner Days

Photo by Garth Wunsch

If they are going to beat him, they'll have to earn it, says Ray Tremblay as he studies the horseshoe in his hand.

And for as far back as they can remember, that's exactly what Siro Alberton and Maurice "Doc" Gaudette have been try-

maintenance supervisor at the Iron Ore plant after 36 years of service. "It's a family thing. Two bucks and a big jug of draft for the winner."

At the Gaudette cottage, the clang of the horseshoes on the metal pin can be heard from dawn to dusk as Doc squares off with his son.

mechanic said he'll have to work hard to keep his advantage.

Since retiring in 1985 after 22 years with Inco, he's occupied his time with horseshoes and

fishing. "It's what I do all summer," said. "I play in a pit in my backyard. When I play with my five boys with something on the barbecue, I'm in heaven.'



ing to do.

It's a friendly rivalry that's been a part of the annual Pensioner Days celebrations for the three horseshoe enthusiasts since they retired in the early '80s.

"We try to team up every year," said Siro, 61, who retired in 1982 as an Iron Ore plant maintenance man. "We've made it to second best so far but we've never made it to the top."

Ray, he said, is the guy to beat.

It's not that they don't practice. "I practice all summer at the cottage," said partner Doc Gaudette, 57, who retired as

"He beats the h... out of me most of the time," he said. He's sure hard to beat."

The contest is a dry run for the match with Ray at the Pensioner Days competition.

So far, Doc and Siro haven't practiced enough.

"He gets just ahead of us every year," said Siro as he prepared to throw the horseshoe to his adversary's pit.

Ray Tremblay, 58, said the spread in points is narrowing, and the Clarabelle Mill

The boys keep him in top shape.

"They try hard to beat me, but they got a long way to go," he said with a wry smile.

The backyard competition began early in the year, said Ray, but probably not as early as friend and fellow pensioner Murray Predon says.

"Ray clears the snow to look for the pins," insists Murray, 67, retired as North Mine Construction Leader in 1981 after 40 years with Inco.

Ray Tremblay: the man to beat





Dr. Kay Bech-Hanson of Copper Cliff, Inco Medical Director Dr. Bob Francis, Rehabilitation Services Supervisor Hank Derks, and Sudbury cardiologist Dr. Alnoor Abdulla discuss Inco programs at a company dinner and reception.

Healthy reception for Inco, 60 MDs attend

If there was ever a good time to have a medical emergency, it was during a dinner hosted jointly by the Occupational Health and Safety departments at the Copper Cliff Club recently.

There was a doctor in the house. Sixty doctors, to be more accurate.

"It was a worthwhile meeting," said Rehabilitation Services supervisor Hank Derks. "I believe most (guests) were surprised at the extent of Inco's involvement in the fields of modified work, occupational health, rehabilitation and longterm monitoring."

The dinner and information meeting was held to inform Sudbury area doctors about present and future efforts to not only help their injured employees return to productive lives, but to use education as a tool to prevent injuries before they happen.

"We were very happy with the turnout and the general reaction," said Hank. "We are committed to holding these information meetings periodically to keep the local medical establish-

ment up to date on what we are trying to do here."

The meetings are just one step by Inco to ensure the assistance of local doctors and to give injured workers access to treatment facilities without long delays.

Outlining Inco's programs for the visitors was Inco medical director Dr. Robert Francis who has been the driving force in Inco's efforts to make its prevention, rehabilitation and monitoring program an industry leader.



Mrs. Millie Thompson does a juggling act with a plate loaded up at the General Offices Barbeque held shortly before the shutdown this year. Millie's good sense of balance probably comes from years of balancing the books as accounts payable clerk.

Do you fear a return of economic hard times of the early '80s?



Roy Grabell, lift truck operator, Port Colborne: "I doubt very much if it will ever happen again. Besides, we're pretty much at rock bottom now with things we can cut. We can't lose any more people or we can't run the place. I think it is the employees here who have given the extra effort to get through the hard times. We have a very mature work force."



Carl Ellsworth, construction coordinator, General Engineering: "They won't return or ever return to the way it was but we can't continue this rapid growth for too much longer. We'll probably slow down somewhat but we've streamlined too much to cut anymore. We're having trouble right now getting good, qualified people, so I can't see us letting people go."



Martin J. Cole, operator Copper Refinery tank house: "Everything seems to be running smoothly now. I don't think there will be any more layoffs since we're working now short of people right here at the refinery. I don't think there's any more room to make cuts although things have got to level out sometime in the near future."

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Richard Marois, trackman and engineer, Transportation: "Inco won't do it, government will put us out of work with all their regulations. What we have today is far fewer people than we had 20 years ago but doing the same work. Of course, there's a lot of new equipment around these days but it still puts a lot of pressure on people to get the work done."



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Terry Closs, process operator at Nickel Refinery: "I don't think the good times we're having now will be around for much more than two or three years but it'll never get as bad as it was in the early '80s. I don't think Inco will overhire like they've done in the past. I don't think we'll lose any more people, though. The people we have helped us through those times. Along with management making good decisions, it got us through the hard times together."



Stan Weatherbee, loco engineer, Transportation: "They'll never return. We have an older workforce now. But then, you never know with the interest rates on their way up again. I can't see how Inco can cut any more. Most of our people have a lot of seniority."



Italo Orfei, laborer, Port Colborne: "I sure hope not. I think it should be okay now if we keep busy and work hard. People think about it and keep doing a good job. People know that everybody has to do a good job together."



Adrienne Lachance, janitor, Copper Refinery: "I don't see it right now. But you can never tell about what's going to happen in the future. That can be very unpredictable with machinery replacing people all the time. I could see more people being cut if they have to. At least Inco is phasing out jobs as people retire. Thank God for that, or I'd be long gone. I missed the last big layoff by 70 days.

Conrad Dube, maintenance mechanic, Nickel Refinery: "The way things are going, I can't see it returning. Things have to drop quite a bit before it'll start affecting us again. But I don't think things will bottom out to the point where they did before. Our manpower is experienced and it would be pretty hard to lose anybody. But then, Inco does what it wants to anyway."



Bill Zawalnuk, construction coordinator, General Engineering: "I don't think it will ever return, at least not to that extent. We are leaner and meaner these days and that means better per unit prices. And that's bound to get better. Inco is always looking for bigger and better ways to improve.



Old wooden test tower.

Elevating safety in the shaft

Experienced miners speeding upwards in a "cage" from over a mile down don't seem to give it a second thought, but for the uninitiated, the imagination can sometimes run wild.

If the cable snaps, it's a long way down.

Perhaps one reason for the miner's trust of the cage (elevators to those unfamiliar with mining) and cage mechanisms is the degree of engineering, design and safety precautions that have gone into not only building the mechanisms, but in the intensive testing of the equipment even before it is installed in the shaft.

And it's continually being upgraded with projects like the new cage test tower nearing completion at the Divisional Shops building at Creighton. Resembling rocket launcher scaffolding, the 56 foot structure was a year in the making from research, design, and construction. The steel structure will replace the old wooden 35 foot tower built in Creighton's No. 5 hoistroom almost 45 years ago.

"The importance of testing cage safety systems became abundantly clear after the Feb. 2, 1945 accident at the Paymaster mine in Timmins," said Inco hoist expert Largo Albert. "Sixteen miners were killed when a hoist rope broke and the safety dogs failed and the cage plunged to the shaft bottom."

Inco played a major role in the testing and research of hoist safety mechanism as part of a government study on safety catches initiated shortly after the





New concrete and steel tower.

accident.

Since installing the test tower, Inco has tested all its cages except the three very large double deck cages.

Not only was the tower approaching its lifespan, but it couldn't accommodate the large cages for testing and the tower itself was poorly located for efficient working conditions.

"Companies that don't have testing facilities must test cages right in the shaft," said Largo. "That can not only be dangerous, but a test that fails can do a lot of damage to the shaft."

The Inco designed, researched and engineered back-up safety mechanism is simple but effective. Safety dogs are installed on four shoes mounted on the cage. The shoes slide along four wooden guides installed the entire length of the shaft. In the event of a hoist rope failure, the safety dogs instantly gouge into the guides and bring the cage to a halt.

Inco meets or surpasses government standards that call for the arresting of a fall from between one to three gravities.

Tests conducted at Inco inolves free falling a cage at its being used for regular mining operations.

Largo said the tower will also be used for checking skip and cage structures when hanging in their normal position vertically. Such things as guide shoes can be properly positioned.

Inco's cage safety research plans call for research on other types of exotic woods in attempt to find even better cage braking charactenistics than the BC fir now used for the shaft guides. Good quality BC fir is becoming increasingly harder to get.

Research will also continue into improving safety mechanisms, and the company plans to contract testing services to manufacturers and other mines for testing cages.

Inco has approximately 22 cages and spares that are tested not only before going into service, but after major repairs or rebuilt every five years.



Huge metal "breaks" on the cage.

normal operating speed (a 44 man cage operates at 1,500 feet per minute). The cage must be "free-falled" approximately nine feet, eight inches before the safety dogs are activated.

"That means the safety dogs must stop the cages at a distance of less than nine feet, six inches, but not less than three feet, three inches."

The new test tower will not only be able to handle all Inco cages, but also the even larger cages operated by other companies.

The tower's new location means better access and a crane available to do the lifting required, and the company's large cages won't have to be tested in the shaft. Previously, the testing of large cages had to be done on weekends when shafts were not

Senior Hoisting Specialist Largo Albert with a wooden beam gouged by the tower's emergency breaking gear.



Youngsters shadowbox while Peter Yannacoureas watches.

Veteran Boxing Coach Peter keeps on punching



Peter Yannacoureas leans in-

show as the boys he coaches.

"I started boxing as a kid when I was 12 years old," he said "It's been my love, my life."

For more than 15 years, Peter has shared his boxing enthusiasm with Sudbury area athletes. "His boys" have returned the favor by earning at

Disappointments are nothing new for Peter. As a young politics and economics university student in Switzerland, he earned the university boxing championship twice and boxed with the Swiss team throughout Europe.

Barred

But as an immigrant from Athens, Greece, he was barred from representing Switzerland at

of a foreign legion." he said. "It was frustrating. I was fighting and beating their best boxers but I couldn't represent the

working as an electrician on the side but dropped out after two years when he discovered his moonlighting was more in-

Mike Stewart and Ray Paquette, 14, take a break.

Andre Leblanc, 16, takes a shot at the bag.



Going at it with all their skills.

The decision to come to Canada was more political than economic. "I wanted to be a fullfledged citizen," he said. "I didn't always want to be a foreigner. I wanted to vote and to participate."

He came to Canada and brought his electrician's skills to Inco.

Boxing, he found out, would be more difficult.

"I looked in the telephone book and found no boxing clubs. There was no boxing to speak of in the city."

He finally contacted local boxing enthusiasts at a match held at the local arena and when they saw what he could do in the ring, he was asked to box for a local coach.

"I was too old for boxing but I told him I'd help out with the coaching."

He's been coaching ever since.

He laments the fact that Canada has some world class coaches readily available but little support for the sport.

Bad image

"We won't have enough kids interested until we get proper facilities and enough support," he said. "We also have to get rid of the bad image created by the professional sport." His club is a prime example of how a lack of support can affect athletes. Once located in a high-profile downtown location that was easily accessible, his Phoenix Sports North Boxing Club was forced to take up cheaper accommodations out of town at the Moose Hall along Highway 17 on the east end. Although membership has dropped drastically, he said, one advantage is that he now deals with only the most dedicated of athletes. A self-described club owner, head coach, president, fix-it man and everything else, Peter is a thinking boxer and demands his boys exercise their minds as

much as their bodies.

"Brute strength doesn't account for much here," he said. "We teach self-control and not blind aggression and self-control demands an intellect. Besides, these boys understand that there's a life after boxing and they have to prepare for it."

Most of his boys do well in school and usually do even better with their academic work after applying the self-control and self-discipline demanded on the gym floor.

How much of his spare time goes to boxing?

"Many, many hours," he laughs. "But that's okay. I love the sport. It's been my life."



Mike Stewart, 14, son of Stobie miner Don Stewart, looks threatening.



Peter braces himself as Andre Leblanc winds up.



Carl Niemi and son Kevin.

UNITED WAY

Continued from page 1

be a good number of people who haven't been involved only because of the one-on-one, perceived higher pressure approach."

campaigning is one that's been adopted by most other major companies with some showing participation rates in the 80 per cent range.

Inco employees have consistently broken records in the campaign, despite the fact that the number of employees has shrunk from 10,600 six years ago to 8,200 today.

With fewer people to draw from, the workload on the more than 180 volunteers needed last year to run the canvass involved a full week of canvassing. It does not take into consideration the planning, and organizing of the campaign and tabulating the results.

Heavy Pressure

"With the smaller workforce, the pressure on the canvassers was getting heavier every year," said Bob.

Although there will be a two-

member central committee to coordinate the Inco-wide campaign, most of the control and responsibility for raising funds will be left to the initiative and enterprise of two committee members at each plant.

The committee teams are made up of an hourly-rated representative and a staff member.

Bob hopes the less centralized campaign will instill some friendly competition.

"We were told by people at the plants that if they are allowed to direct their own individual fund-raising efforts, a keen sense of direct identification with the United Way campaign would develop.

"When people are allowed to take control of their own efforts," said Bob, "it usually turns out for the better."

Each plant has the freedom to organize its campaign its own way, said Bob.

"In the long run I think this will enhance the overall results of the campaign," said Bob.

The date for this fall's campaign will be announced soon.



Kevin Niemi, 11, in action while dad looks on.

Scrapbooks grow as swimmer takes plunge into competition

Carl Niemi should have known he had a water baby for a son.

"He used to get into his grandmother's backyard pool and you couldn't get him out," said the Creighton drill fitter. "When he finally got out, he was wrinkled up like a prune."

Up to five times a week for two years now, Carl has been driving his 11-year-old son, Kevin, to Sudbury Sports North Aquatic Club training sessions. And the scrap book of ribbons for winning swimming competitions keeps getting thicker.

"I don't know where he gets it from," said Carl. "I'm from a farming background and I'm not a swimmer like he is."

Nevertheless, Carl is enthusiastic about his son's swimming. He often attends training sessions, drives Kevin to out oftown competitions, helps out at swimming meets and even billets visiting swimmers in his Sudbury home during competitions.

"It's good to have Dad around when I compete," said Kevin. "It helps me."

Kevin recently earned the high point trophy in his category for the Ontario Region Novice and "B" Level Swim Competitions held in Elliot Lake.

Kevin's training is hectic, almost continual laps of the pool for about 1.5 hours at a time. "It's fun," said Kevin. "But a lot of work."

There are spin offs from swimming competitively, according to Kevin. "I've made a lot of friends all over the place and I've been to a lot of places to compete."

He's still as enthusiastic about swimming as ever, although he admits recreational swimming tends to bore him.

"I like the thrill of the race, the competition," he said.

Meanwhile, six year old sister, Kyla, is already testing the water.

"She's at (swimming) level three already," said Carl. "She wants to race."

Carol 'wings' it to the top

Inco's own Carol Wing has been chosen the Canadian Figure Skating Association's Club Volunteer of the Year.

The Utilities Department utilities services coordinator was selected from candidates from figure skating clubs across the country.

Mrs. Wing said she's been involved with figure skating for more than 20 years and has served in almost every capacity with the Copper Cliff Figure Skating Club.

"I've been everything from club president to setting up the props for the annual skating carnival," she said.

Carol's name was submitted

local promotion efforts, but also because of the success of Canadian skaters internationally.

"Canadian skaters have shown what is possible," she said.





to the national body after first being chosen top volunteer in the Northern Ontario section of the CFSA.

Although she doesn't figure skate, Carol has dedicated many hours to help local skaters develop into top notch competitors on the figure skating circuit.

The club has been successful by producing some excellent skaters that range from Junior Men's Canadian champions to gold medalist precision teams.

"When the club started, there wasn't the interest in skating that there is today," said Carol. "Membership has grown steadily over the years."

She said interest in skating has grown, not only because of

Carol Wing with her award.







Art McGinn

In the swing

On most weekends during the summer months, many employees are leaving their hardhats and tools behind and heading for area golf courses for some friendly competition with workmates in tournaments held by Inco plants, mines and offices. This year was no exception, and record numbers turned out to chase the little white ball from green to green. Clockwise from left: A Utilities tournament convoy moves to the next hole; Art McGinn takes a swing at the Divisional Shops tourney; Andy Moisan, the Traffic and Transportation Tournament organizer, closes in on the kill; Ken Heron does the five finger putt at the Traffic and Transportation tournament; Roy Edey, Carl Murchie and Nick Wilson take it easy at the Utilities event; Felix Ventresca studies the situation at the Port Colborne tourney.

Utilities convoy





Felix Ventresca



Roy Edey, Carl Murchie and Nick Wilson

Andy Moisan



Five-finger putt

Former Creightonites flock to reunion



Retired Creighton miner Moe Leblanc doesn't let a cane get in the way of a dance with Lynn Sharpe McAuliffe.



They came from the east, the west, the north and the south. Some even came from half way around the world to visit a town that no longer existed and to renew a past remembered by a few more than half a century

ago. "I was originally from the old country," said 77-year-old Scotty Goodward. "My uncle was here and told me if I came over and played soccer they would give me a job, so I came. We won the championship one year. But I can't remember the names of the players. It was a long time ago."

Three days of entertainment and events was the draw to lure them back, but the magnet that held them was an affection of the heart.

For Bobby Wallace, who had come from Edmonton after leaving Creighton 33 years ago, his one concern was whether his brother, Gordie from Brantford would make it.

"He's going to try and come today," said Bobby. "But I don't know if he can. He's trying awfully hard.'

For more than 90 years, the 5,000 people who came to the Creighton Shines in 89 Reunion and their ancestors were attracted to this town from all over the world.

Distinctive

In an unique way and in an unique place, as distinct as any

on earth, they became a part of the Sudbury milieu. And maybe because they were a small town on the edge of the basin, 15 miles away from the core, they carved out a distinctiveness all their own.

It was a distinctiveness they were proud of and their return was to pay tribute to that distinctiveness, even though most of them had left many, many years ago.

Joe Fabris, who worked in Creighton for 36 years, described the mood and essence of the town in very simple terms.

"Everybody knew everybody else," said Joe. "We were more like a family than a town. Creighton was a good place to live in."

His friend, Eldon Furlotte, put it another way.

"If you were in trouble, they helped you," he said. "If they were in trouble, you helped them. That's the way we were."

Walking along what used to be George Street, lined with tents (full of tables and benches), food concessions and beverage outlets you heard bits of conversations you seldom heard anywhere else, but understood immediately.

"She was in my class at school, and -- was born down the street"...

"You'll never guess who I saw"...

"We just looked at each other, and I couldn't remember his name" . . .

'She was our neighbour and I was born the day she got married and your grandmother couldn't go to the wedding"....

"Have you seen - I just saw and he wants to see him".

"I talked to him about two weeks ago, and he said he was coming".

"They moved down south, but didn't like it, and came back two years ago" . . .

Strange nights

And there were things you saw that you understood right away, too, such as the 32-yearold women who met unexpectedly in the crowd, screeched, and threw their arms around each other, while two embarrassed husbands stood by awkwardly because they were strangers.



"My father was the Chief Engineer at Creighton. He



Mrs. Aino Mumford and Angelina Gonella unveil plaque.



Retired Creighton miner Tor men, pulled away from the crowd, who continued to pump each other's hand as they talked, not wanting, it seemed, to let go.

There were children who eyed each other curiously while their parents carried on an animated conversation, and middle aged women who hugged each other's children almost as affectionately as they would have hugged their own.

But there were things you didn't understand like an old man who stood in front of a vacant lot with an identifying peg on it to mark its former owner and cried.

"He told me how strangers used to be met at the train station by the former residents and were either brought home by the people or brought to a boarding house," said a young man who talked to him. "Some couldn't even speak English. Maybe it happened to him."

The memories were old and vivid. "I can honestly say I have seen people I have not seen for 50 years,'' said Anthony

Sudbury Region Chairman Tom Davies: a Creighton boy.

Inco's Paul Parker addresses the gathering.



lurphy carried off field for "steroid use."

And there was another memory that was vivid, too. The Creighton Mine Whistle. After a lot of problems, Tom Shannon finally got permission to have it blown. For many it had been an integral part of the town's well remembered past.

At the beginning of the baseball game, the memorable clarion call of Creighton that had been used for many occasions boomed loud and clear as the players took to the field.

Some of the players were now in their seventies. Although not moving with the same athletic grace they had had 50 years ago, they showed flashes of former athletic skills and their desire to clown it up hadn't slackened.

Boogie Signoretti, who used to do a somersault through the air everytime he caught a fly ball in centre field 50 years ago, did one while chasing a clown dressed up as a big yellow chicken.

Tom Murphy, who once pitched two complete baseball games in one day-in a Northen Ontario playoff, got pulled from this one for using steroids at the tender age of 74. And Bill Kapeschuk pulled himself from the game and couldn't be coaxed back, even with a bottle of beer -- although he almost was.

The clowning went on and on and the crowd loved it, especially when Creighton won the game over the visiting Allstars, led by Harry Haddow, by a score of 11 to 1.

Having a ball

"I'm having a ball," said 76 year old Boogie who didn't look much different standing up at the plate then he did 50 years ago.

To just say the Creighton Shines in 89 Reunion attracted 2,000 people to the ecumenical service on Sunday morning, 4,000 people to the dance, 3,000 people to the wine and cheese party and social gathering and 1,500 people to the baseball game hardly describes what it was really all about.

To say there was a golf tournament, a parade, a fireworks display, a children's program, a barbecue and a badminton club reunion, again, only partially describes what happened.

"It's just like one big family reunion," said Gwen Woitowich. "It's been a real party." And to many, that's what it was.



Retired Creighton shift boss Snug Mynerich carried banner of former Creighton unoffical watering hole.



Too young to remember, but having a good time anyway.



Skip shop plater Richard Jones and warehouse storeman Gino Gonella: Two Blueberries.



Boogie Signoretti at 76: still a good swing.



Retired miner Ivan Ainsworth (hat) recalls carving his name on Creighton rock almost 40 years ago. Son Adrian carved his name nearby six years later.



Joanne Bagley and Harry Vallbacka



Al Holm and Henry Fiacconi

INCO

Reserved Scholarship Competition for Children of Canadian Employees & Pensioners 1990 Awards

Le	Up to twenty 4-year university admission scholarships will be awarded in the 1990 competition. The awards are valued at \$10,000 each (\$2,500 annually). Up to five \$1,000 finalist scholarships may also be awarded.		
ELIGIBILITY	Children of Canadian employees, pensioners, expatriates from Canadian locations and deceased employees are eligible to enter the competition. Candidates must have a strong academic record and be enrolled in a secondary school program of studies required for university admission. Award winners are expected to enter university in 1990.		
SELECTION	An independent committee of high school principals will select award winners on the basis of the complete academic record, SAT scores and information supplied by the applicant and the high school. Award winners will be announced in mid-August.		
APPLICATION	The application deadline is MARCH 30, 1990. Application forms and SAT Test material will be available from September 1, 1989 at the applicant's school, or from:		
	Administrator, Scholarship Program Inco Limited Box 44, Royal Trust Tower Toronto-Dominion Centre Toronto, Ontario M5K 1N4 (416) 361-7844		
SAT TEST	APPLICANTS MUST WRITE THE SCHOLASTIC APTITUDE TEST ADMINISTERED BY UNIVERSITIES AND SCHOOLS ACROSS CANADA. PLEASE NOTE REGISTRATION DEADLINES AND TEST DATES:		
	REGISTRATION DEADLINES	TEST DATES	
	SEPTEMBER 25, 1989 OCTOBER 23, 1989 DECEMBER 18, 1989	NOVEMBER 4, 1989 DECEMBER 2, 1989 JANUARY 27, 1990	
	APPLICATION DEADLINE: MAP	RCH 30, 1990	



Esko Kalviainen and David Kalviainen

Engineering a good time

Over 150 people turned out for the General Engineering Pool and Bowling Party at Holiday Lanes. Upper left, Library Assistant Joanne Bagley and Surveyor Harry Vallbacka discuss the fine points of pool while (top) Estimator Esko Kalviainen learns how to make a difficult shot from son, David. At left, the Instrumentation Department's Al Holm and Construction Services Supervisor Henry Fiacconi show their style on the lanes.

INCO/CAMBRIAN

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gram represents a unique partnership of government, industry and education working to create a highly-skilled workforce with the potential to make an immediate contribution to the mining industry. This is exactly the type of partnership the Ontario government, especially through Skills Development, has been promoting. Students will be offered the program through Cambrian's Science and Technology division.

The cost of implementing and running the program over the next five years is estimated at \$3 million.

"At Cambrian College, we're extremely excited about the prospects for this program," Mr. Crombie said, "it's a bold ginative response to e mining industry's need for skilled, new ople. We're pleased to significant role in he industry."

that this was the first nining company has he college, Mr. Crominco has provided the for the program ll cost the company on in wages over six

ment at Inco Limited. The program would conclude with a second, 16-week semester at Cambrian of advanced mining and metallurgical courses.

An Inco-Cambrian task force is now refining the curriculum, which will include such subjects as English, physical fitness, mathematics, trades, chemistry, physics, mining, metallurgy and electrical/ hydraulics. Inco is involved in discussions with Local 6500 of the United Steelworkers of America for its ideas on occupational health, safety and labour / management relations.

During their work placement at Inco, students would be paid by Inco. On completion of the one year program, the students would be considered for full time employment by Inco. Students wishing to pursue further educational qualifications in trades or technology programs will be granted advanced standing into these programs at Cambrian. Inco will attempt to provide continued work related placement.

Although Inco initiated the program with Cambrian to address its own manpower requirements, Mr. Parker said the

this program is d, it will be quite clear am is avant-garde," he

ne year certificate proild appeal to students 8 years old who have or its equivalent or considered mature

ents

irst group of students admitted to the proanuary, 1990.

he first, 16-week they would study ubjects related to the nd mineral processing This would be followed by 16 weeks of work place

certificate program could have an impact for other mining companies in the province.

"The development of our natural resources is essential to our economy. It's also important that we continue to develop the skills of our most important resource, our people," he said. "It's especially important that we find, train and develop new people for our mining and mineral processing industry'

Inco launched its first hiring in a decade last year. Since then, more than 400 new employees have joined the company. But it's believed that the pool of the people with an industrial base of knowledge, skills and ability to meet the challenges of 1990's is being exhausted, Mr. Parker added.

Taking the mystery out of science

Inco scientist wins coveted award for SO2 work

Do two wrongs make a right? Do two evils add up to one good? Can a silk purse be made from a sow's ear?

Inco's Gyula Borbely has discovered a way to do just that.

He may look a little like the proverbial mad scientist as he dashes back and forth among the test tubes, dials and gauges, beakers, and computerized testing equipment in the Process Technology laboratory in Copper Cliff. But he hardly looks like a magician.

Yet, with some scientific knowledge, a lot of initiative, imagination and determination, the project development leader with Process Development at the Central process Technology lab has managed to combine chemically an air polluting agent with a lethal poison to produce fertilizer.

"It's the perfect solution," said Gyula. "While destroying two things you don't want or need, you produce something that is a benefit."

Canadian Patent No. 1 165 474, "Cyanide Removal from Aqueous Streams" has not only given Guyla his "greatest satisfaction of his career as a researcher" but it has earned him the award for the best new process by the prestigious Sheridan Park Research community.

To win the award, his process had to meet three qualifications: it had to be developed by a research and development department; it had to be developed to a working commercial process; and it had to be a help to society.

Ironically, the process he developed at the Inco lab to produce harmless fertilizer by oxidizing cyanide with sulphur dioxide and air, isn't being employed by the company in Sudbury.

"At one time, when I started the work, Inco was researching the possibility of using cyanide chemicals to separate pyrrhotite from nickel ore. At the same time, we wanted to find out if there were ways to destroy the cyanide."

Other means

Inco found better, less harmful ways to do the job without using the deadly cyanide and when Gyula devised a process to render the toxin harmless, Inco had little use for it.



Gyula Borbely in his Copper Cliff laboratory.

"I came up with a solution to a problem that we didn't have," he said. "But there are



Inco team wins award

Inco scientists were awarded a technical achievement award this summer for their research. They are from left; Bruce Conrad, · JRGRL; Gyula Borbely, · Copper Cliff; Branka Tandi, · JRGRL; Bal. Waugh, · Sheridan Park Assoc. (President); Alin Mosoiu, · JRGRL; Konstantin Schitka, · Copper Cliff. Absent are Eric Devuyst and Victor Ettel, both of JRGRL.

lots of industries out there that can use the technology and government environmentalists are sending them to see us for help."

Already, two dozen companies are paying royalties to Inco for using the process, and Gyula said there are many more in the wings. Industries in Europe, Brazil, and Australia are scheduled to use the process and interest in the procedure is starting to "mushroom," he said.

"We've barely scratched the surface of potential customers," he said.

Simplified, the process involves the oxidation of cyanide to harmless cyanate by exposing it to a mixture of SO2 and air. The new chemical state of the cyanide then decomposes with the acid rain to ammonium sulfate. Eureka, a fertilizer.

The process is not only relatively simple, but it's the most economical cyanide destruction method around.

"And the SO2 that comes

out the other end as gypsum, also is harmless," said Gyula.

Liquid SO2

Royalties aren't the only advantages to Inco. Liquid SO2, a by-product of Inco's smelting operations and the main focus of the company's emissions reductions program, is already being sold to companies using the method. Although the sales represent a fraction of Inco's production of liquid SO2, Gyula feels it's a step in the right direction.

As well as helping customers establish their own plants, Inco technicians follow up by providing 10 days annually to help keep the system running efficiently.

"It's the perfect scientific solution," he said. "It's simplicity itself."

His solution to the cyanide problem reflects the 63 year old scientist's unique view of many of today's most pressing environmental problems.

Continued on page 12

South American sojoum set for Inco teen

Mike Varieur will be spending about three months of an international exchange program in an Ecuadorian rural community.

For the son of Inco geological technologist Jack Varieur, it'll be the first time in a Third World country, yet the adventure will be only a sideline.

The real journey, he admits, will be discovering himself.

"I'm going with an open mind," said the 17-year-old Lockerby Composite High School student. "It'll be a learning experience, a chance to learn about myself more than anything else."

Most of all, he'll try to leave behind every preconceived idea. "I'm going with the attitude that I want to learn everything I can about other cultures, other ways of looking at things. I figure the way to do it is not to expect everybody to adjust to me but for me to adjust to them."

Western cultural arrogance won't be the only thing he'll try to overcome. He'll have to adjust to a change in living standards.

"The emphasis of the exchange program is on agriculture so chances are I'll end up in a small, rural community," said Mike. "I expect that living conditions are going to be a lot different there."

But he's prepared to do without many of the conve-

niences that he's learned to take for granted as a Canadian teenager. "It's nice to have a nice home and a soft bed to sleep in," he said. "But I don't mind roughing it."

Romantic

Mike admits he's a bit of a romantic, which might account for his ambition to become a helicopter pilot in the north. He's already taken flying lessons but he's not interested in military flying like many other young people.

"I'm not saying I wouldn't want to fly a jet at twice the speed of sound," he said. "That would be great and I'd like to do it once but I'm not too high on military regimentation. I'm a romantic and a bit of a loner so I'd like to fly in the bush."

He started with the Canadian World Youth program on July 20 when he was scheduled to join seven Ecuadorian exchange students here in Canada for three months of community working in southern Ontario communities.

For the last segment of the exchange, the group of Canadian and Ecuadorian students will go to Ecuador until February of 1990.

He figures he's going to miss his family and friends. He doubts he'll miss school.

"I figure this is going to be a great education for me," he

said. "I'll be learning a lot, things that would be impossible to learn in a classroom. I figure the experience I'm going to gain will more than make up for any time lost in school. I think broadening my outlook will be much more valuable than anything I can learn in school."

Not that Mike's a slacker in school. Taking all advanced subjects, he is doing well.

Chances are, he'll have to adjust to a different kind of work when he begins the Canadian Development Associationsponsored program.

"I heard that one group on an exchange to Columbia had to build a bridge by hand completely out of rocks," he said.



In Your Yard . . .

Let herb do it

... harvesting and preserving herbs and flowers will provide you with supplies for cooking, potpourris and lasting floral arrangements. An inexpensive method of preserving herbs is to dry them. Pick stems or leaves on a dry, sunny day early in the morning, after the dew has evaporated. For the fullest flavor, leaves of sage, mint, thyme, savory and marjoram should be harvested just before flower buds open. Make sure leaves are clean and healthy. Cut the stems and tie bunches thightly together with elastic bands. As the stems dry, the hands will hold the bunches secure. Hang them upside down in a warm, dark, well-ventilated room.

Chamomile flowers are harvested when heads are open. Harvest seeds when they first start to ripen. For example, cut dill heads and spread them out on a tray to dry in the sun for a few days. When completely dry, gently shake the seeds out of the heads.

Small amounts of herbs may be wrapped in paper towels and dried in a microwave oven. Experiment with the time required to dry thicker stems. Herbs may also be spread on a cookie sheet and dried in an oven (125°F) for approximately 20 minutes. When stems snap and leaves crumble, allow the herbs to cool and store them in airtight tins or glass jars placed in a cool, dark cupboard.

Some herbs will lose their colour and/or flavor if dried. An alternative with fresh chives, fennel and basil leaves is to finely chop leaves, mix them with a little water and freeze in ice cube trays.

Flowers for preserving are found in your garden, in the wild or from a florist. Air drying in one of the simplest methods of preserving plant material. Again, harvest on a sunny, dry day in the early afternoon. Choose blooms that are in the best condition, before they are fully open. Carefully strip all leaves from the stems. Tie bunches together with elastic bands and hang them upside down in a warm, dark, well ventilated room. Drying usually takes 2 to 3 weeks. Dried plant material can be stored in covered cardboard boxes in a dry area.

Air drying works very well for garden flowers such as statice, chinese lanterns, yarrow, artemisia, silver dollars, globe amaranth, PeeGee Hydrangeas and delphiniums. Strawflowers should be picked when buds are just starting to open and their stems should be wired (with florist wire) for additional strength.

Teasel, cattails (harvest early in July), baby's breath and many grasses may be dried by standing stems upright in jars. Milkweed seeds should be removed from the pods before taking them in the house.

Many desiccants are available for drying plant material. These include silica gel, borax, sand and kitty litter. Flowers that grow in clusters are dried with their stems. However, large, individual blooms, such as roses, marigolds and peonies, must be removed from stems and wired before drying.

Place 2 to 4 cm of silica gel granules in the bottom of a plastic container or coffee can. Insert the stems with the flower face up. Be careful not to overlap petals. Flowers such as sweet peas, lilac and snapdragons are placed in the container horizontally. Gently sprinkle granules between individual petals and over flowers to a depth of approximately 3 cm. Cover the container tightly, label it and place it in a dark, dry place for 2 to 6 days. If dried, petals should feel papery and brittle. Slowly and gently, pour off the silica gel and brush granules off blooms with a soft brush. Store flowers in an airtight container, with a couple of tablespoon of silica gel, until ready for use. To reuse silica gel, heat it in a 250° F oven for 1 hour. Dark red flowers dried in this method turn black.

Although less expensive, borax takes longer to dry the flowers and does not preserve the colour as well. Place flowers face down in the container and leave the lid off during drying.

White silica sand is readily available, inexpensive and does not leave a residue on the flower petals. Sand does not absorb moisture from the flower, so drying is slow. Drying in the sun will speed up the process and improve the colour. Sand is heavy and must be removed very carefully.

Finely ground kitty litter (non-chlorophyll) is also inexpensive. Place the plant material as outlined above for the silica gel method. Any residue on the flowers is easily brushed off. Place completed floral arrangements away from direct sunlight.

Flowers, leaves and ferns may be pressed in flower presses or telephone books. To avoid staining plant material, spread white kleenex or paper towels on pages. Place the flowers or leaves flat and avoid overlapping. At 2 cm intervals in the telephone book layer plant material in even thicknesses. Put a weight on top of the books and store in a dark, dry place for a month or until needed.

Tree and shrub branches may be preserved with glycerine and water. Collect branches of maple, oak and beech on a dry, sunny day and place them in water to prevent wilting. Mix 1 part glycerine with 2 parts hot water in a jar and shake well. Split, scrape or pound the ends of the branches and place them in the glycerine solution to a depth of 10 cm. Place the container in a warm, dry place for 2 to 3 weeks. Leaves should then feel pliable. Remove the branches from the solution and store them in cardboard boxes for later use.

Ellen L. Heale, P.Ag.

WINS AWARD

Continued from page 11

"There is no such thing as garbage," he said. "Garbage should be considered raw material for something else."

He thinks industry in general is becoming more conscious of environmental problems but admits he has personal knowledge only of Inco's efforts. "I can talk only for Inco and I think we've always shown an environmental concern even before government regulations and the growing public attention. Inco is teaching the world how to do it," he added.

Gyula sees his job as a scientist is one of discovering rather than inventing. "I didn't make the law (the chemical reactions that destroys cyanide)," he said, "I just tried to understand it so we can adapt it to our advantage."

Practical science

As opposed to "moon shot" science, he said he deals with the practical application of science and the solving of problems on a day to day, operational basis.

But that doesn't mean there can't be a sense of urgency in his line of work. The job regularly involves what he calls "firefighting," or solving a problem that has surfaced suddenly and needs an immediate solution.

"There are a lot of misconceptions about science," he said. "And the main reason is that scientists haven't communicated too well in the past. That's one of the reasons the public is frightened and suspicious of science."

"But science can't solve everything," said Gyula. "All we can do is try to find out how the Good Lord made the world and adapt it to our best advantage."





Nickel Beach bonanza

Nickel Beach in Port Colborne is a popular recreation spot for people in the community and surrounding areas. Inco charges the community a dollar a year for the use of the beach, a good bargain, according to the swimmers who packed the beach this year. At left, Calvin Ashby, 4, catches the smiles of Bonnie Agretto, Tammy Stewart, and Kerry Andrews. Above, a dash for the water on a hot day.

He sees beauty in the rock of ages





A rock's a rock, you say. Hurts on the toe. Smashes your windows. Bangs up the mower.

Not so for Harry Christakos. From the Inco Gold geological research technician's unique perspective, rocks are a work of art, a library of information, and a challenge that takes skill as well as a good deal of intuition and interpretation.

Harry doesn't throw rocks, drop them on his toe or dig them out of the lawn.

With a great deal of precision, dexterity and patience, Harry slices, mounts, and grinds them to paper thin thickness. The glass-mounted specimens are then examined under a polarizing microscope to reveal a colorful, transparent beauty that an artist would be hardpressed to duplicate.

"It's like a intricate jigsaw puzzle, an unbelievable number of pieces of different colors and shapes," he said. "It's beautiful art, like a painting."

In fact, he's heard that at least one Toronto artist is using thin sections as his personal art form.

For Inco, however, the thin sections are more than something to dazzle the eves. The roughly 4,000 slices Harry prepares every year provide geologists with information ranging from rock composition to crystal size.

The postage stamp-sized slices tell how much and what kind of mineral is in the rock. The ore itself does not necessarily have to be found. It reveals the environment or "neighborhood" where the ore is likely to be located.

Demanding skills

Preparing the slices is an in-

tricate job that takes as much intuition as it does skill. The slices can crack, break or crumble.

The best bet for success is to learn through experience.

"You develop a feel for it," said Harry. "You have to be able to anticipate things. After a while, you can almost smell that something's about to happen."

Some specimens have to be "cooked" before they are worked. With the consistency of sugar that falls apart when handled, the rock is impregnated with plastic and cured in an oven.

Amazingly, the special circular saw blade that slices through pieces of rock like a hot knife through butter leaves fingers intact.

"I suppose if you were to iam your hand into the blade you could get hurt but it isn't as dangerous as a regular blade."

With a price tag of up to \$500, the blades do not sport the standard "teeth" of normal circular saw blades. Instead, tiny industrial diamonds that feel like grit are embedded on the outside rim.

"But they'll slice through a fingernail in an instant," he said.

Not all the department's work deals with thin sections, however, and the unique talents of Harry and co-worker Greg Saville are put to bear on preparing, shaping and polishing special projects such as trophies, bookends and other items.

The expertise comes from skills learned before thin sections were used for analysis. Polished sections were used to reflect light that would then be analyzed in a manner similar to the thin section analysis.



Special saw slices through rock sample.

Finished product ready for filing.



Heritage Threads

by Marty McAllister

the May issue, the "Six in Six"? a northeaste Pending the adoption of a suitable designation, its temporary owned the

The argument that spawned a giant

name simply grew out of its location: lot 6, concession 6, McKim Township. Soon, however, the area of which it was an important part became known as Canadian Copper's #3 Mine -- later, of course, the Frood. Thank goodness!! Can you imagine calling Graham Ross, the manager of the Six-in-Six Complex?

Did anyone figure out that mysterious orebody I mentioned in

As did so many others among this area's hardy pioneers, Thomas Frood gave up a more genteel way of life to pursue his fortune. Another native of Renfrew, he had made school teaching his first profession. He then trained as a chemist, and established himself in a drugstore in Southampton. To our area's gain, he next followed the new railroad to Sudbury, working for the CPR as a timekeeper -- and caught the prospecting bug. Judging by the frequency with which his name was associated with important discoveries, this man from such an unlikely background seemed to have a natural eye for promising mineralization. One has to wonder, however, if he was as perceptive in choosing his partners.

Two men, one orebody

In that hectic spring of 1884, he heard from a trapper named William Nelson that the northern part of McKim Township had some indication worth examining. As if bent on proving that two heads aren't necessarily better than one, Frood set out for McKim with a partner, A. James Cockburn.

1,200 tour South Mine on Family Day

Family Day at the South Mine was an introduction to the world of modern mining technology for the families of mine employees.

Given a guided tour through the mine's surface and underground operations, they observed, from ringside, the complex operation of a modern mining facility.

Remotely operated scoop trams and computer controlled equipment were all on display and explained to the curious as they toured the different departments and facilities.

In the engineering and geology departments, family members were given demonstrations of computer controlled map making equipment and a laser survey transit that was more accurate and quicker than the human eye could read a tape measure to determine distances.

The tour began at the main gate where all the children under 16 were asked to put their names on a free ticket for a draw on a girl's and a boy's bicycle.

"People who came in were greeted at the gate," said Tom White, organizer of the affair, "and divided into groups of 25 to 30 people. They were given a little speech by Fred Sandford, a general foreman at the mine, and assigned a tour guide for



Eyeing the prize

Kristy Giroux, daughter of Andy Giroux of Inco Construction and Marc Coutu, son of Inco sub-contractor Ron Coutu take a good look at the bikes up for grabs in a South Mine Family Day draw.

rescue equipment, said Tom, where some of the new technology was explained to them such as blasting cable that burns a mile in less than a seto see the geese and the environmental reclamation program that has been done on the tailings.

"The bus ride was approximately fourteen kilometers," said Tom. "And when they finished they were brought back to the shaft site for barbecued Italian sausages, hot dogs, potato chips, donuts and soft drinks and people sat around, ate, and generally enjoyed themselves. The vein was discovered in lot 7, concession 6, and was traced in a northeasterly direction into lot 6. Then came the dispute as to who owned the respective lots. If they'd had even a short range crystal ball, they might have been a little more cooperative ... but then, Ritchie hadn't yet arrived on the scene. In any case, they settled their disagreement by sharing the spoils up front: Frood took lot 7, and Cockburn took lot 6. In July, Cockburn transferred his claim to our old friends Metcalf and McAllister, in whose names the grant was issued. Frood, however, secured the patent for only the south half of lot 7. Bad move? Maybe so, but it was this exclusion of the north half that set in motion a sequence of events that would reach a dramatic conclusion more than forty years later.

Tough way to go

Why did Thomas Frood settle for so little? A man of means by no means, he would later tell the 1890 Royal Commission on The Mineral Resources of Ontario that: "I have had to give away 95 percent of mineral land to secure the other 5 percent." Lots had to be paid for in cash, a scarce community for many prospectors.

When Ritchie came to town, Metcalf and McAllister were quick to sell the "Six in Six" and it became one of Canadian Copper's first holdings. Later in 1886, Frood also sold to the company, but by then he had two new partners who shared in the \$30,000 paid: P.C. Campbell and Robert J. Tough.

In his autobiography, "Bemocked of Destiny", Aeneas McCharles described the shrewd and handsome Tough as "the luckiest man in the district from the very start . . .," and observed that "the most remarkable thing in his case was the fact that he never went out prospecting even going to see what they were like."

Frood's share of the modest fortune must have seemed small indeed, compared to his misfortune. That same year, back in Kincardine, his wife Mary left this vale of tears, never to benefit from the sacrifices they had made.

Sporadic beginnings

Frood Mine was opened in 1899, and yielded 110,545 tons of ore between then and 1903, when it was closed for a lack of ore \cdots taking a back seat to Creighton and, after 1905 for a while, to Crean Hill. By this time, Canadian Copper had become part of International Nickel.

Just before World War I, diamond drilling proved that only a dent had been made in the vast reserves at Frood and preparations were made to re-open the mine. In 1913 and 1914 the townsite was established, this time anticipating that Creighton was petering out. Not very bloody likely! The Creightonites took another breath, and the drilling there in 1914 revealed sufficient ore for many years to come. So, in 1915, Frood closed for the second time, while sinking began at Creighton's own #3 shaft.

If descendants of loyal Mond employees are wondering when I'm going to get around to the story of their company, this is it -- smack dab in the middle! In a future column, I promise, we'll get to the beginning of that fascinating story.

It was the competing Mond Nickel Company that had picked up the north half of lot 7 that Thomas Frood had relunctantly let go, and it did so in two parts. The northeast quarter was bought in 1910 for \$100,000. The northwest quarter, having become unpatented, was acquired from the Crown for \$80!

Which was the better parcel? You bet: the \$80 one, but that's showbusiness. In 1916, Mond began work on what was known as the Frood Extension; the dramatic conclusion mentioned above began to take shape.

Frood mine's turn

Following the War, the Roaring Twenties saw new fears that the Creighton orebody might finally be reaching exhaustion, so it was the Frood that became an integral part of the massive expansion program that was undertaken by International Nickel. In March, 1928, Frood #3 shaft was completed and construction began on the surface buildings. In turn, Mond had sunk #4 shaft. By then, it was clear that the two companies were working a common orebody of herculean size, some 9500 feet in length, diminishing somewhat at

their tour through the site."

From there, they went to the dry where miners change to go underground, he said, and then took a tour of the hoist room.

"Then they went into the yard where they were shown the service lunchroom, the service garage and mining equipment that had been brought up to surface; three scoop trams, a haulage truck, a computerized bobcat and other equipment."

At this point, family members were given a demonstration showing how all this equipment worked.

Equipment display

Then they were taken to the machine shop and displays of blasting equipment and mine cond and breathing apparatus used in mine rescue.

Later they went underground to the 1500 feet level and the 1700 feet level, depending on which cage they were on.

"The last time we took them down we didn't have the equipment in the drifts," said Tom. "But this year we displayed the equipment to give them a better idea how a mine operates."

Back on surface they went up the ramp to the engineering office, the geology office and downstairs where they were given a display and a talk by the police on drunk driving.

The tour wound up with a bus ride to the tailings pit, the surface ramp, the sand plant and then to the mining tailings area During the day, approximately 1,200 people toured the complex.

For a souvenir, as they signed out, they were given a stoneware cup with a picture of the South Mine headframe on it, thanking them for their response to Family Day at the South Mine.

depth.

Near the surface, the proportion on Mond property was relatively small, but increased dramatically at lower elevations. With Inco holding lot 6 and the lower half of lot 7, Mond's important ore in the upper half of lot 7 effectively separated the former into two distinct entities. Worse still, the great pillars that would have to be left to divide safely three separate operations would have left unminable tens of millions of tons of valuable ore.

A marriage of convenience

The messages received by Sir Alfred Mond (elevated to Lord Melchett at about the same time) in London, and by Robert Stanley in New York, were essentially the same: the only responsible solution to the Frood question was common ownership! It would be naive in the extreme to suggest that the proposed merger was other than a good business alternative, but it was abundantly clear that such a move would ensure the full utilization of a vast quantity of Canadian natural resources.

Agreement was reached, and, on January 1, 1929, the Mond

Nickel Company became part of The International Nickel Company of Canada, Limited. The giant was born, and the Frood Stobie Complex has grown to become a proud child of that corporate marriage.

"Team Construction" wins eternal tug-of-war

An immeasurable improvement in safety as well as in time, effort and money is the end result of some clever adaptation and ingenuity by the folks at Inco Construction.

A hoist, originally purchased from a Maritime potash mine to do Inco's hoist rope installation and removal, has been adapted by the department to thread heavy power cable from underground to the surface like thread through the eye of a needle.

The problem of lifting thousands of pounds of mine armor cable is not unlike yanking a cleaning plug through a badly corroded rifle barrel or lifting a grand piano up the stairwell to your 10th storey apartment: One tug will rarely do it.

Before the new system, construction crews used to set up the hoist at different levels of the mine and pull a length of cable up in stages, usually in intervals of about 1,500 feet.

"The job took a lot of time, dismantling the equipment and setting it up at the next level on the way to the surface," said Inco Construction planner Don Findlay. From the lower levels of a deep mine like Creighton, the job of feeding the cable to the surface would have to be done in as many as four or five separate stages.

With the new winder's 24,000 pounds of pull, the same job can be done by setting up once on the surface and pulling the cable all the way up in one go.

"Of course, the installation of the hoist and sheave on the surface is a more permanent job and takes longer than the more temporary setup," he said. "But the new method is a one-shot deal."

The new system is cost efficient, less time-consuming, and means less interference with the normal operation of the mine.

But perhaps the biggest advantage is the permanent base for the hoisting company that is left at the site after the equipment is moved off.

"That means the next time we do a job there, it'll take us only about a day to set up the equipment," he said.

Not only is the new electrical equipment more powerful than



That's using the ol' headframe. Don Findlay and Art Leroux check sheave wheel in the South Mine headframe.

the old pressured air hoist, it is easier to "fine tune."

"We can inch the cable up through tight spots if we want to," said Don. "It is much easier to control."

Already, the system has been used to install power cable for new compressors at Creighton's 6,000 foot level. A second project underway is using the new system to install mine armor cable from the surface at South Mine to the 4,000 level.

"It's worked well," said Don. "We've already lifted weights of up to 10,000 pounds with no problem."

Power cable weighs over eight pounds a foot.

At South Mine, the hoist is mounted on a concrete pad and bolted onto lugs installed on the pad. A sheave mount built at Divisional Shops was installed over the shaft. As the cable moves up the shaft, it is "clipped" in place.

"The new system is used mainly to install power cables, but it can be used to do communications, control cables and even pipe repair work," said Don.



This construction crew has a lot of pull. From left (front), Kal Hallsten, Mike Demers, Brian Rautiainen, Angelo Parolin, (rear) Art Leroux, Bob Keyes, Bruce Killah, Randy Johnson and Kevin Jokinen.

A pat on the back for us

An editorial in the May edition of the International Wildlife magazine has given Inco high marks for its environmental efforts. Headed "Inco - a responsible corporate citizen," the editorial called for a pat on the back for all of us at Inco.

The Canadian Wildlife Federation frequently, and perhaps repetitively, chastises industry for failing to clean up its act. So, when Canada's biggest producer of acid rain gases announces a \$500-million initiative to reduce those emissions, a pat on the back is in order.

nounced it will slash its yearly

sulphur dioxide emissions from its Sudbury smelter complex by almost two-thirds — from 685 kilotonnes to 265 kilotonnes by 1994. These reductions, demanded by Ontario's Countdown Acid Rain regulation, will be achieved through the introduction of new technologies, such as oxygen flash smelting furnaces and a new milling process.

Roy Aitken, executive vicepresident of Inco, is a leading exponent of this new approach. He served as vice-chairman of the National Task Force on Environment and Economy, which reported in September 1987 to federal and provincial environment and resource ministers, industrialists and environmentalists, the task force presented a new consensus for incorporating environmental concerns into economic decision making. The philosophy guiding this new spirit is "sustainable development": ensuring that the use of resources today does not jeopardize the prospects for their utilization tomorrow.

Skeptics may say that Inco had no choice. Like Falconbridge, Ontario Hydro and Algoma Steel, Inco is obliged to comply with the Ontario law. But there appears to be a new attitude in the nation's corporate boardrooms. More than a few captains of industry have publicly proclaimed their commitment to environmental protection.

Roy Aitken has been a vocal champion of the task force and its recommendations, both in Canada and in the United States. His work has been, in short, above and beyond the call of duty.

Mr. Aitken and his colleagues in Ontario are proving by example that it is possible and economically feasible - for industry to achieve real progress in the fight against pollution. Now, they should go one step further, taking their message to Washington this spring and convincing their American counterparts to support legislated reductions in the emissions that cause acid rain. Canadian industrialists could exert a powerful influence on the progress of clean air legislation in the United States simply by telling their story.

While conservationists should applaude industry's acceptance of its responsibility in the fight against acid rain, we must continue to press for even greater reductions in emissions. In 1994, Inco will still emit a massive 265 kilotonnes of sulphur dioxide.

Still, Inco's most recent work for conservation and a healthy environment is a good first step.

Inco Gold gets name change

A new subsidiary of Inco Limited has been established, Inco Exploration and Technical Services Inc. (IETS), to replace and expand the functions formerly carried out by Inco Gold Management Inc.

The new company will operate on behalf of Inco and its affiliates and subsidiaries, and be responsible worldwide to seek, acquire, and explore mineral properties, worldwide; to develop mineral properties through to production and to provide mineral research and other services to Inco and its subsidiaires; the new company will also generate earnings by selling services to third parties and by marketing Inco's primary metals technology and processes.

Excluded from IETS' mandate are mines exploration and mines development within the jurisdiction of Inco's operating units.

Congranding a lost in the second seco

Time out for a burger

Instrument Man D'Arcy Dussiaume digs in for a hefty bite of his burger at the Copper Cliff Nickel Refinery's barbeque held to celebrate the plant's excellent safety record. Over 300 people turned out to devour the heaps of goodies. The barbeque was the first of its kind for the refinery.



A new department called Occupational Medicine has been established under the management of Dr. R.W. Francis, manager and medical director for the Ontario Division. Dr. Francis will report directly to P.W. Parker, Vice President of Administration, Engineering and Maintenance.

Under this reorganization, Dr. Francis will be responsible for the overall direction and control of medical services for the division. Dr. Francis has been associated with Inco since April, 1986. In this capacity, he has developed policies and procedures for our medical surveillance and rehabilitation programs.

This new department will work closely with our Environmental Control and Safety and Training Departments in promoting and monitoring health and rehabilitation programs across the division.

The department was officially created August 1.



With a little help from our friends

With a little financial and material help from Inco and other supporters, the Red Deer Lake North fire team is ready to provide fire protection in the community. Inco donated new doors for the fire hall and "dump valves" for the fire truck. From left are Fire Chief Roger Desormeaux and volunteer firemen Graham Hubley, Eric Gifford, Don Tessier, and Bill Maizuk.



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PRESSed into service

The folks at Central Mills didn't miss a trick in their determination to have a successful blood donor clinic earlier this summer, and even visiting newsmen covering the event like Barry Mercer of the Canadian Broadcasting Corporation (right) were signed up for a pint by Ed McIlveen and Pat Van Exan. Barry's a full time donor.

Manager Public Affairs Jerry L. Rogers

Publications Editor John Gast

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Letters and comments are welcomed and should be addressed to the editor at Inco Limited, Public Affairs Department, Copper Cliff, Ontario P0M 1N0. Phone 705-682-5428.