

INCO Triangle

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Big fires start small

Did you know that more children die in home fires than anyone else in the family?

That chilling fact will be stressed during National Fire Prevention Week activities at Inco October 8 to 14.

With the theme of Big Fires Start Small, Inco's safety department plans a special advertising and promotion blitz to focus on fire prevention and fire safety in the home.

Fred Nicholson, general foreman of safety and the man speakheading Fire Prevention Week activities, said surface plants and mines personnel will increase the public awareness of fire safety in the home through group safety talks and demonstrations on fire prevention, the use of firefighting equipment and alarm systems and other fire prevention

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Duck!!!

Inco pensioner Hilton Fowler, a participant in the Inco Pensioners' golf tournament at the Lively golf course, could well have foregone the traditional golfer's warning "Four!" for

something more suitable . . . like "Duck!!!" Either way, the feathered family didn't need the warning.



Inco fire safety programs get praise



Sudbury firefighters Dan Wendler and Dan Stack flank Phil Izzard as they go over diagram of Inco locations.

Inco's cooperative fire protection arrangements with area fire departments and an ongoing in-house prevention program have given our insurance companies a unique problem.

"We're at a point now where the companies that insure us are having a difficult time coming up with new recommendations for more improvements," said Inco insurance analyst Rolly Wing.

He said inspections of all Inco plants and offices are conducted twice a year by a management group comprising of representatives from all the insurance companies that insure Inco.

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Red Cross, Sudbury Branch executive director Brian Koivu and vice-president Betty Cromble at the Nickel Park floral display.

Red Cross, Inco share rich partnership

When the Sudbury branch of the Canadian Red Cross Society throws a birthday party, Inco and its employees are prominent among the guests.

"Inco has played a large role in our work here over the years," said the branch's executive director Brian Koivu.

"The company has always been very generous and cooperative, and Inco employees have never failed to respond when it comes to giving blood or their time as volunteers."

The company's agricultural

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In Touch seeks Christmas memories

Do you remember that first magical Christmas when your child's eyes opened wide at the sight of brightly wrapped presents beneath the tree?

Do you recall a Christmas dinner when all the grandparents and all the grandchildren got

together in your new home?

Was there one Christmas made special by a midnight Christmas Eve church service?

Or is the spirit of Christmas still alive when you recall your very first Christmas together when you just got married?

If you have some special memories about Christmas, and if you are an Inco pensioner, then In Touch magazine is interested in hearing about them.

Public Affairs Manager Jerry Rogers says that to

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INCO
Cares and Shares



United Way
1989

SAFER system coming this fall

For Inco and its neighbors, the future will be safer.

That's SAFER, or Systematic Approach For Emergency Response, a \$770,000 computerized system for quick assessment of the

potential impact from a hazardous chemical release.

Expected to go on line by October, the system will involve the installation of separate microcomputers at the Copper and Nickel refineries, Copper

Cliff Smelter and Port Colborne complex.

With information about wind direction and speed, temperature, humidity, atmospheric stability and other weather conditions automatical-

ly fed into the system from 40-foot meteorological stations installed at the sites, the computer combines the information with customized site-specific details such as topography and data files for chemical properties and allows the system's operators to predict better the impact of a chemical release in a crisis situation.

According to Safety and Training manager Dar Anderson, the system means a significant improvement in the company's emergency response capability. It will allow teams not only to react to an emergency but to have some foresight into any developing scenario.

"We'll have programs in the system that are tailor-made just for us," said Dar. "Many possible scenarios, anything we can dream up that could possibly happen, will be fed into the computer."

Coupled with information about the type, amount and containment of on-site hazardous substances such as Nickel Carbonyl, Chlorine, Liquid SO₂ and Sulphur Trioxide, the system will display on a monitor the predicted path of the hazardous cloud superimposed over maps of the plant and community.

numbers, messages, and health effects are displayed on a separate monitor and a hard copy printout of all response information can be made.

Although worst-case scenarios and release values most likely to occur are stored in the system, the SAFER advantage comes from the continual updating of information as the scenario develops. A plot of the entire cloud "footprint" is displayed, including sweep-out effects and wind shifts. All critical downwind locations in the community which are predicted to be affected by the cloud are printed and displayed according to arrival time, degree of hazard and even expected dosage.

The system can even calculate discharge rate from tanks and pipelines for cases where the vessel's geometry and characteristics are known.

Dar says the Inco system now is in the 'infancy stage' of development. By summer or early fall there will be "some kind of a simulation" held to test the company's emergency response.

"Some wrinkles may surface and will have to be worked out," he said.

The possibility of linking the system with the outside community's emergency services such as police and fire departments will be discussed in the future, said Dar.



Electrowinning process supervisor Colin Pollard monitors Safer equipment.

Printouts available

Emergency telephone

Is Inco doing its part to protect the environment and is it being recognized?



Maria Bellantino, 22, Environmental Control, Port Colborne: "I think Inco is being very conscientious about the environment and I think people are starting to recognize what we are trying to do. The public is starting to take notice that things are being done by major corporations like ours. I can't say if we are doing enough. I think we're doing as much as we can."



Roger Szydziak, General Foreman, training: "We're on the right track. As far as the SO₂ abatement program is concerned Inco is making substantial progress. As far as the local environment is concerned, we're doing a lot of reclamation work. It certainly impresses me by the amount of work we are doing. Local people are aware of what Inco is doing, but very few people down south know. I find that I have to tell them. They don't know."



Cathy Tweedy, accounting clerk, Main Office, Port Colborne: "We are doing enough to protect the environment. You can see it right here in Port Colborne. The public is starting to take notice, but I think it's important that we let people know what we are doing. Everybody's concerned about acid rain these days."

George DeRuyte, cost analyst, Main Office, Port Colborne: "I don't think we are getting the credit for all the environmental work we are doing from the people in this community. I haven't seen much publicity in the local press. I don't think we are getting much credit for the work we are doing. As a big corporation, we are doing as much as we can, a good effort. We are at least trying."



Bruce Sheehan, Smelter Protection Officer: "Definitely. It's going by leaps and bounds. You can see it improve every year, along Highway 17, in the tailings area. People tell me they notice the environmental progress. Inco is putting out the money and making it part of their business operation. Inco didn't get enough credit for their efforts before, but I think that's changing now."



Helene Lebel, Nurse Occupational Health: "I think the general attitude is changing and people are realizing what Inco is doing, but I don't think we are promoting ourselves enough. It seems there's a push on getting the word out, and then there's nothing. I think our promotion and information program should be more of an ongoing thing."



Robert Schwartz, electrician, Copper Refinery: "I see the company making a substantial effort. At least around here, the greening program has made the area a lot nicer to live in. But I think down south we are still seen as a major polluter and it will take quite a while to change that attitude, it just seems to go with being a mining town. I don't think people down south have a clue what the company is doing with emission controls, but we have to keep plugging away and promote ourselves. What else can you do?"



Bob Dube, chemical assistant, Copper Refinery: "The company has made mistakes in the past, but I think the effort is there. We're not having to shut down as much as we used to. We seem to be getting more recognition for our efforts than before from the public and government. And around here with the greening program, it's getting better all the time. From one to 10, I think the company deserves an 8 1/2."



Red Cross, Inco

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department was in charge of a special gift to the society on its 75th Birthday this year, a floral "birthday card" at Nickel Park displaying the society's symbol.

Mr. Koivu said Inco and its employees were the major supporters of the organization

before they came under the United Way umbrella. "Today we get our funding through the United Way. Since between 20 and 25 per cent of the United Way proceeds come from Inco and Inco employees, indirectly we still get a lot of our support from Inco."

Support has been more than financial. "Many of our volunteers who work in our pro-

grams are Inco employees, pensioners, or their spouses," said Mr. Koivu. "Look down a list of milestone blood donors, and you're bound to find Inco people among them."

On the organizational end, Inco people have also made a contribution. "They've been a big part of our board in past years," said Mr. Koivu.

Launched this year was the

Side by Side Campaign, a joint effort by the Ontario Division of the Canadian Red Cross Society and Red Cross Branches throughout the province to raise funds for designated capital projects.

The goal of the provincial Side by Side campaign is to raise a total of \$6 million dollars over three years to aid the Red Cross in meeting its capital requirements both now and in the years to come.

Sudbury Branch has identified a three year goal of \$75,000. The proceeds of our local campaign will be used to purchase a new vehicle for our blood donor LifeBus program, instructional equipment for our First Aid program and health care equipment for our Sickroom Equipment Loan Service.

As a charitable organization, the Red Cross receives funding from various sources. The Red Cross is a member agency of the United Way for Sudbury and District and receives an annual allocation for operating expenses. The Red Cross Seniors Home Support Program and Blood Donor Recruitment program both receive operating funding from government. Other sources of revenue include service fees and general fundraising.

Through the Side by Side Campaign the society is aiming to raise much needed capital funds to complement our sources of operating dollars and to enable the Red Cross to improve and maintain its services.

The Side by Side campaign in Sudbury has been divided into two phases. In March of this year we began our campaign by approaching our Board Members, volunteers and staff challenging them to achieve a

collective in-house, Red Cross Family goal of \$7,500 (10% of the total campaign).

Conducted during the month of June was the Community Phase of the campaign in which approximately 100 businesses and community organizations were approached for their support for the Side by Side project. While the approach was made only once, campaign gifts may be made as a pledge payable over a period of up to three years, as a donation now with a pledge of future payments over three years or as a single donation.

The Sudbury branch has provided volunteer-based humanitarian service to the people of Sudbury and District since 1914, offering services that include International Services and Tracing and Reunion, blood donor recruitment, emergency services, First Aid and community-based services for seniors, youth, water safety and sickroom equipment loans.

The Sudbury Branch operates out of its main office in downtown Sudbury and through a Field Office in the Town of Onaping Falls. The Branch Board of Management has 15 members who work with over 190 front-line volunteers and a staff complement of four to deliver Red Cross programs and services to our community.

The Red Cross in Sudbury receives funding from the United Way, the Ontario Ministry of Community and Social Services, the Ministry of Health and through services fees and local fundraising.

The Volunteers and Staff of the Sudbury Branch of the Canadian Red Cross Society are committed to the task of ensuring that our resources are effectively used in the continuing effort to meet unmet human need.

Inco retiree donates 218 pints of blood



Jean and Jeannette Laframboise are surrounded with Red Cross blood, roughly the equivalent of what Jean has donated over the years.

While Jean Laframboise was tapping molten nickel from Inco furnaces, Red Cross nurses were tapping him for blood.

You might say the Inco pensioner was both a tapper and a tappee, donating a river of blood in his 63 years.

Almost 218 pints.

That's 109 quarts.

Or 27 gallons.

Retired in 1976 after 30 years with Inco, the Nickel Reverberator tapper recounts the exhilaration he felt at his first donation of blood.

"I had the opportunity to save a life back in 1943 when I was just a teenager," he said. "By chance, I was called and asked to give an arm-to-arm blood transfusion. I got a card from the girl's mother thanking me for saving her daughter's life, and that made me feel terrific. I've been giving blood ever since."

"It still makes me feel good to think that at no harm to myself, with very little effort and absolutely no pain, I am able to save lives by giving blood."

He has several plaques, awards and certificates for his donations and volunteer services, but the one he prizes the most is a homemade card signed by Red Cross staffers on the occasion of his 200th donation

Under one signature, one of the staffers wrote "modern day hero," a description Jean denies.

"I have never seen it as a sacrifice," he said. "It makes me feel good to do something for other people. I get as much satisfaction out of it as I put in."

Medical lay off

Although his donations have been interrupted for medical reasons, he plans to "get back at it" as soon as he gets approval from his doctor.

"I don't know how long I'll keep going. Until I can't anymore, I suppose," he said.

Since retiring, Jean and his wife, Jeannette, have become even more involved with the Red Cross. They attend most blood clinics and help out with such things as registration and taking care of donors in the rest area.

"I usually help with registration and Jeannette helps out in the rest area. I guess we get them coming and going," he joked.

Jean served as Chairman of the Blood Donor program from 1982 to 1986, a time when the Red Cross was suffering from a lack of public attention.

"We were losing ground at the time, so we had to reorganize the board and create more in-

terest in the Red Cross. We were very short of volunteers at the time, and I got the job of volunteer chairman as well."

The situation has turned around since, he said, and more public education of Red Cross services and programs has given the organization a higher profile.

But the need for volunteers is as great as ever, he said. "There's a big turnover in volunteers. Recruiting is an ongoing thing. You need a constant influx of dedicated people, people who will stick to it."

The two attend at least one clinic a week and three or four clinics on some of the busier weeks.

Togetherness

The support of his wife of 42 years has been an important factor, he said. "We both love to get out and help people. We've made a lot of friends as well. I think it's the perfect vehicle for retired people to do something worthwhile together. It keeps you out of a rut."

The couple seem in no danger of that. During the Christmas season, Jean plays Santa Claus for a local shopping mall. Jeannette, of course, is Mrs. Claus.

"We're together on everything," said Jeannette. ■

Radio buff shines in emergencies

When VE3 PVE calls, people listen.

In fact, when the Garson Mine engineering department planner does his thing, he's probably the only one who can be heard.

That's why the Sudbury branch of the Red Cross relies on people like VE3 PVE.

"People think we're outdated," said Glynn Clarke, an amateur radio operator who prepares for what most of us don't want to think about. "In times of a disaster, emergency or other national or regional problems when the telephone lines are down and when the lights go out, we get the message through."

Glynn (VE3 PVE on the air) loves his hobby and spends many hours of his spare time electronically gallivanting around the globe from his residential radio shack.

But the best part of the hobby, he says, is the feeling of purpose you get from providing a valuable, vital volunteer service to the community.

The Red Cross has its hands full assigning living quarters, food, clothes, bedding and other materials during an emergency. Usually the power and phone lines go out in times of an emergency, and we provide the communications link for information that the emergency services need.

"We also work closely with police, fire departments and other services such as hospital and ambulance."

To the rescue

Often, when disaster strikes other areas of the world and telephone links are disrupted, amateur radio is the only way



Glynn Clarke on the air.

messages can be relayed out to worried relatives and friends.

Even bad weather can interrupt modern communications equipment at times, but the old-fashioned "CW" (morse code) has an advantage over some of the most advanced communication systems.

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McCreeedy hooks fish derby trophy



Dan Labine with his prize.

There's no truth to the rumor that the folks at McCreeedy West haul ore out of the ground with fishing poles.

Where they got the practice nobody is saying, but the results of the Labour Day Safety Challenge Fishing Weekend were obvious enough.

McCreeedy in first place.

A total of 42 pounds, six ounces of fish were landed aboard the deck of Manitou Charter's boat off-shore at Manitoulin Island, leaving the team of Gerard Leblanc, Don Klitsgaard, Brian Parker and Dan Labine out front in the competition.

The McCreeedy crews also

witnessed the biggest fish of the weekend hooked by McCreeedy foreman Dan Labine, who successfully netted a 22.4 pound Chinook salmon.

"The McCreeedy team came out on top, despite the fact that they let five good ones get away," said owner of the Southbay Mouth charter service Bob Lewis. "All the teams except one brought fish back in."

Levack was the luckless team, although by all accounts they had a good time anyway.

Four-member teams from each of Inco's 10 Sudbury mines were picked in a safety draw to represent their mine in the derby.

"We had great weather and the fishing was great," said Bob. "But these derbies are usually more than just catching fish. They had a good time."

In fact, said Bob, some teams would have done even better if they had been a little more intense about the competition.

Fish got away

The folks at Little Stobie had an exceptional day. Of the 11 whoppers on the line, six managed to get away.

Bob, a drill fitter at McCreeedy West who operates the charter service on weekends and holidays, said only about five or six of the 40 people taking part in the derby were experienced fishermen.

"A lot of new people were introduced to the sport," he said. "The interest shown was tremendous."

The anglers competed for a trophy presented by the charter service, along with a photo enlargement of the winning team to be hung on the wall of the winning mine office.

All competitors were eligible for the \$200 prize awarded to the largest salmon lake trout caught in the Manitou Charter's own fish derby.

Bob was the kingpin behind the fishing competition idea.

"There were a lot of smiles on people's faces when they hauled in their fish," he said. "This is a good way to promote safety."

Bob and wife, Anna, have been in the charter business about three years and are already considering buying a second boat.

"It makes for long days," said Bob. "On one day, I was on the water at 6 a.m. and I didn't

get back on land until 8:30 p.m. except for 30 minutes or so between picking up another charter.

A fisherman since he was a youngster, Bob doesn't mind the long hours.

"We've chartered over 800 hours this season," he said. "It's a family business, and even my kids help out when they come home to visit."

Bob's father, retired Colman Mine foreman Marvin Lewis, runs the charter on weekdays when Bob is working at Inco.

For Bob, running the charter service is more a way of life than running a business. He emphasizes the family fun aspect and tries to provide a good time even if the fish aren't biting.

"We can't guarantee a fish," he said. "But we can give you a good time."

Second in the competition with a total of 34.03 pounds was the North Mine crew, consisting of Jack Jodovin, Bob Jimard, John Moir and Gerard Richard. Third with 32.09 pounds of fish was the little Stobie team comprising Marcel Vaillancourt, Len Thurlow, Bob Tackman and Mark Poirier.

Pensioner zaps Utilities fishing derby



Shift boss Pat Kidd shows a sense of humor with his prize clam caught in Utilities derby.

Lightning struck for the third time on Derby Day in June!

We refer not to the "Run for the Roses" in Kentucky but rather to an Inco pensioner at the annual Inco Utilities Department fishing derby on Vermillion Lake north of Sudbury.

For the third consecutive year, Walter Lapointe landed the largest fish of the day to win the top prize - a trophy and a \$100 gift certificate. It seems as though he is evolving into the Gordie Howe of this fishing world by getting better as he gets

older. This, of course, is bad news for younger derby aspirants.

The second major honour of the day, the Plant Trophy, went to the crew from Crean Hill. On this cool, overcast day, they collectively netted more fish than their comrades from other operations.

The fish weren't exactly jumping into the boat on Derby Day. While countless numbers of them were spotted hovering in the waterway reaches or on fish-finding graphs, only a few could be tempted into hitting a lure.

The action was a little warmer back at the lodge where the traditional buffet and reverse draw occupied the attentions of the 55 participants. Matters reached a climax when Leo Beaudoin's name was drawn and he won a trip to Las Vegas. Leo was a guest of Ben Munch, chief engineer, utilities at the Copper Refinery.

And as organizers plan next year's derby, participants are left to sharpen their hooks and wonder if lightning will strike again.

Big push for "Cares & Shares" campaign

Inco will provide greater promotional support than ever before in an effort to make this year's United Way appeal the best ever.

"Inco Cares and Shares" is the new slogan adopted for this campaign, and organizers hope the annual effort will become familiar as the "Cares and Shares Campaign."

According to organizer Bob Todd, the wheels are in motion in a very tight schedule that calls for canvassing to take place in October.

"Plant ownership" is the emphasis this year as each of Inco's many plants and departments take on the responsibility for their own campaigns, and Bob thinks friendly plant and office rivalry will help boost donations to record levels.

New pledge cards have been printed, and a United Way video has been developed by United Way Sudbury featuring Tom Hewlett, a local entertainer and France Jodoin of CBC Radio. "It's short, crisp, and to the point," said Bob. "Probably the best one ever."

Inco's campaign was kicked off with a managers' luncheon

meeting where the new system was explained and a list of actions outlined that included the formation of a two-person committee at each plant of one hourly and one staff representative. A half-day training session for the committees was held in September where canvass details, promotional material and other details were given.

Campaign buttons with the new slogan have been ordered, and twice during the canvass month at each plant providing a worker is wearing their button,

they will be presented with a pair of Sudbury Wolves tickets.

"Cares and Shares" T-shirts will also be used by the Committees in the promotion and a giant thermometer poster will track each plant's daily donations.

It is hoped that each plant will come up with imaginative promotional schemes on their own.

Inco pensioners, a valuable part of the campaign, last year donated over \$11,000 towards the campaign. They will be canvassed by mail.

RADIO BUFF

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"Transmitting in code requires very low power and can penetrate some of the worst weather conditions," he said. "When voice transmission fails, code will get through."

Glynn got his amateur radio licence about five years ago and has mixed his hobby with volunteering ever since. "I was liaison between the Sudbury Amateur Radio Club and the Red Cross. A lot of the guys in the club are Inco people."

He said the emergency generator the club uses for por-

table power was donated by Inco.

As well as taking disaster control courses with the Red Cross, amateur radio operators conduct at least one major exercise a year. A mock disaster is staged and regional emergency services from police to hospitals fine-tune their cooperative efforts.

Radio enthusiasts also stage North American field days, a 24-hour, continent-wide exercise designated to contact as many other stations as possible are also held.

"It lets others know where we are in case of a national emergency."

No smoking, please

In January, parkas and snow boots will become as much a part of smoking as ashtrays and matches if you work in the General Office and Computer Building.

In a "Smoking in the Workplace" survey conducted at all Inco plants and offices, a majority of general office employees indicated that the only designated smoking areas they want is the great outdoors.

About 280 employees, representing 74 per cent of

employees of the complex, responded to the questionnaire. Almost 60 per cent indicated they prefer a smoke free environment to a system of designated areas. Only 59 of the respondents were smokers.

The surveys of all Inco plants and offices will be used to assist in the establishment of a policy on Smoking in the Workplace in order to meet government regulations to take effect January 1, 1990.

750,000 hours accident-free

These folks make their own luck



Sign is a reminder of an ambitious goal.

After more than four years or a quarter million hours without a lost time accident, you can just about rule out luck.

"When you've gone this long with this many people you have to come to the conclusion that luck has nothing to do with it," said Central Maintenance, Power and Utilities safety

foreman Vince Perdue. "There's no question that our people and Inco people in general are much more safety-conscious than ever before."

About 275 people, including family and friends of the department's 150 employees, turned out for a picnic held at Rocky Mountain Ranch in recognition

of nearly 750,000 hours without a lost time accident.

"It's been a long, long time since we've had a family day," said Vince, "and this seemed like the appropriate occasion."

While there may be no luck involved in their accomplishment, the picnickers lucked out when it came to the weather. "It looked just horrible in the morning, but as the day progressed it turned just beautiful," said Vince.

As well as food and drinks, the outing included horseback riding, pony rides, hayrides, baseball and horseshoes.

"I think everybody had a good time. We had an excellent turnout and a positive response since."

The department is now shooting to reach the million hours mark, and Vince thinks that with the effort displayed so far, they'll make it.

"I think the Five-Star safety program has a good deal to do with it as well as other things like the loss control program. But it would be impossible without the awareness of each and every individual. I don't think this could



Joey Chamberlain gets last minute instruction before ride.



Greg and John, sons of Ray Larocque and Gary Carscallen of loss control, do some remote control car racing.



Mechanic Carl Gibbons gets into the swing of things.

have been possible without a very real awareness on everybody's part."

So what will they do when

they reach the million mark?

"We'll do something, that's for sure," said Vince. "Exactly what we're not sure of yet." ■

FIRE SAFETY

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"We've come a long way in the past few years," he said. "We have excellent cooperation from plant managers and from our people in general. When improvements are called for, the response has been immediate."

He said the inspections are extremely detailed and cover everything from new buildings and equipment to oily rags left on the floor.

"We've had a major turnaround in the past few years. From an internal risk management standpoint, we're doing very well."

Today, although relying on community fire departments for fire protection, Inco still retains a high priority for its own prevention programs and active cooperative programs with area fire departments.

"When it comes to fire prevention," Inco has been a very good corporate citizen," said Sudbury Fire Chief Jack Barr.

"Everything we need, we get almost immediately. These days when prevention is the emphasis, that's very important."

Preventions stressed

Firemen conduct training sessions and tour Inco locations, a necessary exercise considering the many plants, offices and "nooks and crannies" that must be found when seconds count.

As a backup, Inco personnel are assigned to guide firemen on Inco property in case of an emergency. Although they take no active part in fighting the fire, said Mr. Barr, the information they provide about hazards, locations and access is invaluable.

"It gives us an idea about what we are getting into," he said.

These guys work mainly as a liaison between Inco and firefighters," said Inco's own fire inspector Phil Izzard, who is continuously inspecting Inco properties. "Often it's just a matter of being there to show them where the power can be pulled or where the chemical storage or gas shut-off switch is."

Perhaps the biggest improvement in the past two years has been the "housekeeping" at plants and offices, an improvement impossible without the cooperation of all Inco employees.

"We are as up-to-date as we can be in all our fire protection and prevention methods," said Phil, "but the biggest advantage we have is that our people are

very conscious of fire prevention. More than anything else,

IN TOUCH

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celebrate the first year of the return of In Touch, the Inco pensioners' publication, he would like to share these Christmas experiences in the special Christmas issue.

Just drop him a note about your Christmas memory at Inco Limited, Public Affairs Department, Copper Cliff, Ontario P0M 1N0.

"In Touch is the pensioners' own magazine," Rogers said. "In the autumn of their years, they have a lot of good ideas, advice, wisdom and humour to share. I'd like to give them an opportunity to tell their stories not only to fellow pensioners but

that's given us a very good record." ■

also to others in the community. They're part of a rich heritage and their times should be recorded." ■

BIG FIRES

Continued from page 1

measures.

"We want to establish more about fire prevention than fire control," said Fred, noting that there will be special videotapes available for home viewing. "That's very subtle. There is a need for fire control but our attention should be drawn more to prevention, to prevent a loss from happening." ■



Earlen Johnston at the smelter loading bay.



Yvon Carriere: Empty space is all that's left of idea.

Unloading bay earns \$3,400

Sometimes it's best to back into a problem.

The manoeuvre worked for Earlen Johnston of the Smelter service department who pulled

away fully loaded with \$3,398 in Suggestion Plan cash.

"We used to unload the brick and other materials for the furnaces and converters from

trucks parked outside the Orford building," said Earlen. "We had to use a forklift outside to unload it and then lift the material onto the second floor of the building, then go the long way around with the forklift, lift it up again and pile it. In winter, the forklift used to get stuck outside in the snow and ice, and the entire operation was held up while the unloading took place.

Earlen's idea was to install an unloading bay right on the second floor inside the building. It allowed trucks to back right into the building and unload directly onto the second floor.

Not only did it cut unloading time by more than half, it eliminated one forklift in the operation.

"I know the truck drivers love the idea," he said. "They used to have to cover their flatbeds with canvas to keep the brick dry. Now they use enclosed vans that back right into the building."

He calculates there are about 800 unloadings at the site every year.

It's not his first idea, although it's paid the most. "I actively look for things to improve," he said. It's kind of interesting. I think safety is the biggest concern. If it can be done safer, I'm for it. ■

\$3,000 idea was too simple, said winner

Sometimes, pure genius isn't building a new mousetrap, it's noticing there aren't any mice.

Smelter grinding operator Yvon Carriere's genius is of the latter type.

Yvon's \$3,255 suggestion didn't involve building new fancy gadgetry but simply removing unnecessary existing equipment.

"Two feed pumps that took slurry into the system were always breaking down and there would be a lot of spillage. It was a filthy mess," said the 21-year Inco veteran. "I had trouble with them just about every second day for three years and it never dawned on me that they could simply be removed. When you see something designed into a system, you assume it's there for a purpose and you don't question it."

"One day it just kind of popped into my head. I guess it was too simple, too obvious."

Yvon's idea: bypass the two pumps and gravity feed the material through a re-routed line to the Number 4 mill. Gravity feed being virtually main-

tenance-free, there are no repairs and the subsequent spillage cleanup costs.

It's not the first, but the biggest cash award he's received for one of his ideas. He has another two suggestions accepted but won't know until later how much he will earn from them.

It's not just the money, he said. It's the hard, dirty jobs that are eliminated.

"It is the messy jobs that are often the most hazardous," he said. "It's nice to get rid of them."

Simplicity pays

It seems Yvon has a head for recognizing simple solutions to major problems. He's proudest of an idea that earned him \$25 about 15 or 16 years ago.

"There were light bulbs on each side of the slag chutes at the nickel reverberator. It was a hazardous place when the slag was being poured."

Yvon's bright idea was simplicity itself: Two red bulbs to warn the slag is being poured. ■



Calling all volunteers for Volunteer Sudbury

It's something of a paradox that the services offered free by volunteers is invaluable to the community.

"We do not go to volunteers because there aren't enough professional people around," said Roy Borley of Volunteer Sudbury. "But because, volunteers are better at what they do than the professionals. They would be impossible to replace with professionals."

Encouraged by the traditional involvement of Inco and Inco people in the community,

Mr. Borley is appealing to Inco employees, pensioners and their families to look to volunteering as rewarding, interesting and challenging.

To help meet the demand for new volunteers, Volunteer Sudbury has received a mandate from the provincial government and the city to organize and operate a volunteer centre for the Sudbury area.

The centre, he said, will provide not only general information on volunteering, but also direct prospective volunteers to

specific areas where the need is the most critical.

"Volunteering is gaining in credibility and importance," he said. "In our society, volunteers are not only respected, but also needed. There are always a variety of rewarding, interesting and challenging voluntary tasks to be done."

Inco's many pensioners are an ideal source of volunteers, he said, but Inco employees also have much to offer.

"The time you give is up to you," said Mr. Borley. "It can

be one hour, two hours, half a day, an evening or even a weekend. It's up to the individual. Volunteering is about shovelling snow for a senior citizen or making a long-term commitment in a close relationship with a youngster."

Why do it?

According to Mr. Borley, many volunteers discover that they get as much out of it as they put in.

"The biggest reward is the inner glow, the satisfaction you get from the sense of ac-

complishment and community."

Valuable experience can be gained through volunteering, he said, and it's a good way to try out new fields of interest.

More and more employers consider volunteering as a sign of motivation, responsibility and dedication, he said. "For young people just out of school, volunteering can be a good way to show what they can do. It looks great on a resume."

For more information, call Volunteer Sudbury at 674-4636. ■

Indonesian employees come from all over

The reunion of Indonesian employees, held at the Ukrainian Camp Grounds on the 5th of August and the Pine Grove Golf Course and Science North on the 6th of August, brought together past and present Inco employees who share a common bond that goes back 16 years to when Inco's Indonesian nickel development first got on the drawing board.

"I don't think there is a person here (at the reunion) who would have missed the experience of going to Indonesia for anything," said John Zur-

brigg, Director of Compensation, who spent time there himself. "It was an opportunity to see places and do things you would have never done otherwise. And it was a tremendous education."

The reunion drew people from as far away as Perth, Western Australia, Western Canada and Wheeling, West Virginia. Ron Jackson, an Australian who worked in instrumentation in Soroako, Indonesia from 1975 to 1981, rescheduled his trip to Canada, taking it six months later, to coincide with the reunion.

It seems like only yesterday,

he said, they were all clearing away the jungle in their spare time to build a cricket field, a baseball field and a golf course. "I just walk up to people and start talking to them like nothing has changed," he said.

For Silvio Merla, who retired from Inco in 1981, and was Vice President of Operations in Indonesia from October 1978 to December 1980, the reunion was not only an opportunity to meet old friends, but was also a chance to find out how the development in Soroako is progressing.

"I'm still interested in the things we initiated there," he said, "and finding out how they are working out. I've been talking to people who have just returned and it's been very interesting."

Tony Warner, the organizer of the reunion, said that employees with Indonesian service are a close knit group. "We don't see each other that often, but probably because we were all expatriates in a foreign land we share a common experience beyond our jobs," he said.

But an assignment to Indonesia was not just an opportunity to experience a lifestyle similar to a chapter in a W. Somerset Maugham novel and have your knowledge of the world broadened.

From the beginning the development was fraught with problems.

"When we designed the project," said Sandy Bell, who was

in charge of the engineering group that worked on the detailed design of the plant from 1973 to 1975 in Pittsburgh. "It was done on 1973 projections of a three dollar cost for a barrel of oil and a three dollar return for a pound of nickel. Of course the markets for both products went awry shortly thereafter and we were in a lot of trouble. But things are coming around for us again."

Sandy was Operations Manager of the Engineering Department in Soroako from 1980 to 1985.

Bill Clement, former President and Managing Director P.T., International Nickel, Indonesia, who returned to Canada during the shutdown to become President of the Ontario Division, Inco Limited, effective August 1st., managed to pick himself up a pretty good part-time job between assignments at the reunion as a short order cook, barbecuing steaks.

So far, he said, his new appointment as President of Ontario Division, Inco Limited during the shutdown has been pretty easy but he expected things to change following the startup. "Actually, I'm looking forward to it," he said.

Commenting on his assignment in Indonesia and what being out of the country for a number of years does to your social life, he said: "I'm meeting people here I haven't seen since I left Canada, people I haven't seen since they left Indonesia



Richard Warner, five, cools off in unique way.

and people I only heard about in Indonesia who left before I arrived who I'm just meeting for the first time."

The reunion consisted of a blooper ball game, a hash run (which is sort of a fox and hounds game, without the fox, the hounds and the horses) a barbecued steak supper on Sunday, August 6th., a golf tournament at the Pine Grove Golf Course, a cruise on the Cortina and a banquet at Science North on Monday.



New Ontario Division president Bill Clement, a PT Inco veteran, talks over old times with Bob Garinger of PT Inco.

Kids in sidecar

For Robinsons, motorcycling is family affair

Jim and Sandy Robinson are one wheel short of a set.

"It's not quite a car and some people say it's not pure motorcycling anymore," said Inco senior metals accounting analyst Jim Robinson as he fondly rubs his hands across the custom paint job on the 1988 Honda Golden Wing motorcycle and sidecar.

"It's a compromise, I admit, but it was either the sidecar for the kids or quit cycling."

For Jim and his wife, an accounts payable clerk at the General Offices, travelling the open road in a cage (that's a cyclist term for an automobile) would be unthinkable. Jim has been cycling since he was a teenager, and he and Sandy have been riding double all over the continent since they met in 1975.

"I started cycling in 1971, the same year I signed on with Inco. I couldn't afford car insurance so I got a bike."

The Robinsons have two cars. But both prefer the feeling of freedom they get on a motorcycle.

"You feel enclosed in a car. In a car you are looking out at the surroundings. From a motorcycle, you're part of your surroundings," he notes.

Even when it's cold, raining, and miserable out, the feeling persists. "In fact, it's the tough, miserable and trying times that seem to bind motorcyclists together. When cyclists get together, they talk about the

times they got stuck in snowstorms. Those are the times when cyclists pull together," he adds.

But he really admits that a personality quirk might also have something to do with his love of cycling. "I guess I'm kind of a rebel. Maybe I do it because everybody else isn't into it. It's a little outside the normal, the humdrum."

If so, Jim and Sandy may eventually have to go by hot air balloon. Motorcycles are becoming very popular, said Jim, and the price of a top-of-the-line machine can be more than some cars.

Tinkering over

Perhaps one reason is the enormous strides made in the machine's dependability. "At one time, you couldn't leave home without a repair manual and a set of tools. They were always breaking down and you'd spend half the time making repairs. Today's machines are much more dependable."

When twins Heather and Kimberley were born in 1981, the couple decided to get a sidecar rather than quit cycling.

"There weren't a lot of sidecars around. I think we were the first to get one in this area.

Some people thought it wasn't pure cycling anymore with a third wheel, but it seems there are more and more sidecars on the road every year."

That's because cycling in general is maturing, he said, and children are a common sight at cycling events and camp-outs and more and more vacationers are taking their children with them on vacations and weekends.

The twins were only 18 months old when they were first introduced to the sidecar. "We went to the east coast. The following year we went to Vancouver on a four-week trip."

"The kids seemed to like it. The first years they had to be strapped in, but now they read or play games while we drive," said Sandy. "We don't drive long stretches and we quit early so the kids can jump into the pool."

In the last 13 years, Jim and Sandy have taken almost every vacation and countless summer weekends on their machine.

"Sometimes we drive straight to where we are going, but at other times we take the back roads and just take our time. You see a lot more of the country that way," said Jim.

If there's an added plus to cycling, it's the people they've met and the friends they've made. "It's kind of a sub-culture," said Jim. "They tend to be independent people with a spirit of adventure. Almost all our long-time friends are other cyclists."

Jim and Sandy belong to the Nickel Riders Motorcycle Club.

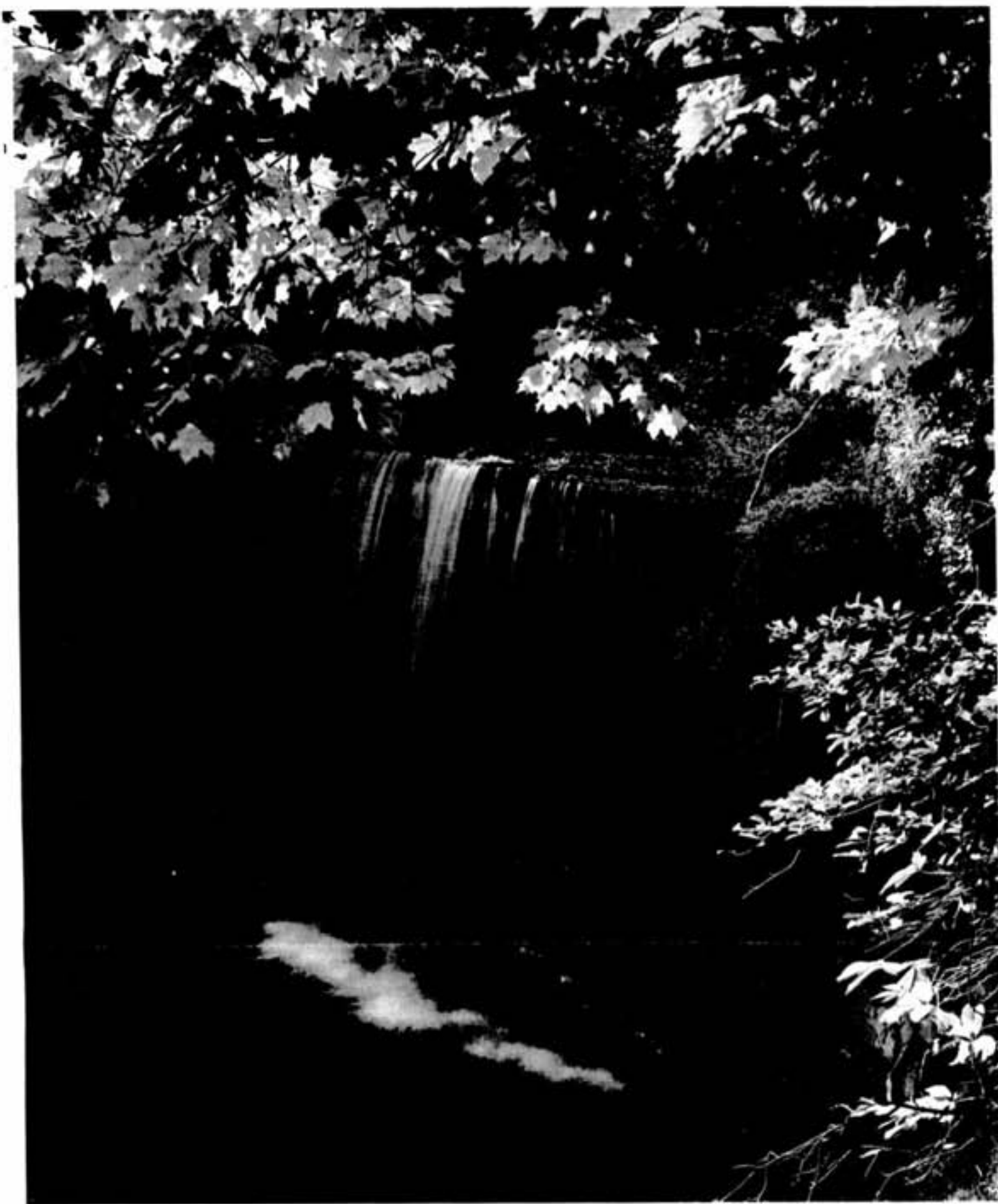
He admits the risk of injury is greater on a motorcycle and defensive driving is a must. "The problem is, you're not as visible as a car."

It's not a matter of just obeying all the rules and being "right."

"Dead right," said Jim, "is a term used more often than not to describe what happened to a cyclist."



Jim and Sandy Robinson with twins Heather and Kimberley.



Malcolm Leger, 2nd.



Leif Larsen, 1st.



It turned out that The Great Inco '89 Shutdown Photo Contest should have been called the Stump the Judge competition.



William Reich, 3rd.



Dino Fabris, 3rd.



Chuck Beitz, 1st.

Leif Larsen, a truck driver at Crean Hill, won first place in the things category with his shot of a water plant. Second is Malcolm Leger of the Smelter Training Centre with his picture of Bridal Veil Falls on Manitoulin Island. Tied for third in the category were Port Colborne pensioner William Reich's sunset over Bellamy's Lake and Dino Fabris and his unusual "moonscape." In the "people" category, first place went to Chuck Beitz's photo of daughter Sarah in a pensive mood. Chuck heads the printing department for Inco at the Royal Trust Tower in Toronto. Second place went to Copper Cliff Smelter's Glen Gafney for his picture of a water skier and third for E. Lapointe's shot of a youngster and butterfly. Judging was done by Dan Dionne of Dionne Photography.



E. Lapointe, 3rd.

1989 Great Inco '89 Shutdown
PHOTO CONTEST

FOR INCO EMPLOYEES

It took hours of deliberation to come up with winners among the two dozen finalists. Even then, we were unable to break a

tie for third place in the "Things" category of the contest.



Glen Gafney, 2nd.



New Creighton historical book a hot ticket

If it's true that a book can be a living thing, the Village of Creighton Mine is alive, thriving, and doing very well, thank you.

"It's only been on the bookshelves for a couple of months and it's already paid

back all expenses," said Marty McAllister, one of several Inco and other locals who collaborated on an 80-page book on the history of the village.

Called "There Were No Strangers", the book was published in July by the Ander-

son Farm Museum to coincide with this year's Creighton Reunion.

"It's selling very well, both at the museum and other outlets in the Walden, Copper Cliff and Sudbury area," said Marty.

A year in the making, the project tapped the talents of Inco people, such as geologist Garth Wunsch and preventive maintenance co-ordinator Marty McAllister. Also taking part were retired Inco fire chief Don Bray and retired training supervisor Elio Flora.

Marty, the chairman of the museum board who did much of the mines research portion of the book, said the project was a pleasure. Each researcher wrote

his own segment as much as he could, followed by final editing and typesetting by museum curator Jim Fortin and Mike Kelly, who worked with Inco's treasurer's department in Toronto before moving to Cambrian College.

Inco Records Centre administrator Ron Orasi also provided needed information for the book, said Marty.

Precious time

"It went very well," said Marty. "We would have liked more time to do it, but there's never enough time when you do this kind of thing."

The book covers a wide

range of topics including religion, sports and mining operations.

"But we didn't want the book to become a history of the mine," said Marty. "Mining was used as a backdrop to the main focus of the book - the community."

Marty, an experienced writer who contributes a monthly historical column for the Triangle, said the team approach to writing was particularly enjoyable.

"But it has some drawbacks. Productivity suffers somewhat because we all enjoyed the gab sessions so much," he said with a smile.



Walden Mayor Charlie White and Elio Flora exchange a handshake at book's official release.



Anita Suosalo, Anne Emblin, Marty McAllister and Michael Kelly: History is teamwork.

Train crew sets up key movie shot with slag pour

"... you were Joan of Arc or... no... more like Venus rising out of the sea, except you were rising out of the molten slag, like some earth goddess erupting from the center of the earth..."

Hub?

Few Inco folks would take a romantic midnight stroll near the slag pour. Fewer yet would compare molten slag as "a perfect image for the power of women."

But then, that's show biz...

"I've had no calls for autographs yet," joked transportation foreman Connie

Bertrand, "and I don't expect any."

No, it isn't Connie and a ladyfriend who are backlit by the slag pour on the silver screen, but it was Connie who made it all possible when Mr. Shack Motion Pictures Ltd. shot the romantic segment of their new movie "Roadkill" here recently.

The Canadian movie was a highlight of Sudbury's first international film festival this month.

For that matter, the film crew may not have made it to the site if it hadn't been for Con-

nie.

"They (the film crew) called from Toronto that they were on their way," he said, "and then they called from the Four Corners (Paris and Highway 69) to ask for directions."

But after almost an hour, said Connie, they called again and said they were lost. "I asked for a description of where they were and then I went out to find them. They were on Long Lake Road, near the bypass, parked in a caravan of trucks and cars at the side of the road."

Roadkill is the story of Ramona, a girl who learns how

to drive. Her boss, a rock promoter named Roy Seth, sends her into the wilds of northern Ontario to cut short the mangled tour of his renegade rock band, "The Children of Paradise."

In the process, Ramona loses the band, her bag, and her money and finds herself stranded in Sudbury.

The scene at the slag pour is with an outlaw movie director, one of four men Ramona links up with. The director is looking for a "bang-up ending" to his careening obsessive documentary and finds it at the slag pour.

Which is where Connie makes his entrance. He deftly directs the Inco slag pouring crew to exactly the right spot to provide the background for the scene.

"During the actual execution of the shoot, our crew was impressed by the fine-tuned teamwork demonstrated by Inco foremen and workers," said production co-ordinator Cynthia Roberts. "Connie exquisitely co-ordinated the pouring of the slag on cue with the dynamics of the scene. His consistent professional patience and neighbourly cooperation made the whole crew feel welcome and at ease."

She said the success of the Inco team of men made the filming of the slag pour one of the most successful scenes in the movie.

"They wanted the stack and slag pour together in the scene," said Connie, "so we had to

move the dumping from the #4 C area to the #2 dump. "When they were ready to shoot, we'd pour one of the pots."

Bruce Newell was the engineer on the job and the conductor was Jim Dickson. Ron Duffy did the actual slag dumping.

"I guess we take the slag dumping for granted. People here are used to it and think nothing of it. A lot of visitors think it's just fantastic."

Actually, it's not Connie's first film debut. Two years ago, he did much the same thing when a rock video was being filmed here.

"While she was singing, we poured the slag. I got a chance to look through the lens that time, and it was just amazing. Although the slag pour was far away, you'd swear she was standing right beside it."

"I don't know who the singer was, and I've never seen the video. I'm not a rock fan. But I did get an autographed picture of her."

The expected world premiere of the movie is scheduled for this month, September, and has been targeted for the film's premiere at Toronto's Festival of Festivals. Mr. Roberts also said that it was probable that the film will be shown at the Cannes Festival in 1990.

Much Music, the Canadian Broadcasting Corporation and TV Ontario have also expressed interest in broadcasting the movie.



Connie Bertrand: In the movies.

Attitude change key to attracting blue collar workers

Pssst. Want a good job? It provides top pay, good benefits, advancement, good working conditions, excellent security, continual challenge and a feeling of accomplishment. On top of all that, it's in a field that will not only be around as far into the future as you can look but one that is expanding rapidly.

Any drawbacks? Only one . . . You wear a blue collar. "At that point, a lot of people aren't interested anymore," said Frank Moss. "I could never understand it. There are good jobs available, challenging, high skilled jobs that often go begging for people to fill. Yet because the job means wearing a hardhat or leather tool pouch, young people turn them down for a white collar and half the future."

The training coordinator for Inco's Instrumentation and Electrical Training program said finding the solution to a potentially disastrous future shortage of trades people is deceptively simple.

"All we have to do is change people's attitudes," he said. "That would do it almost overnight."

The real tragedy is, he said, that bias against blue collar, technical trades jobs is based on general misconceptions.

"People have in the past mixed the trades in with industrial production line jobs, jobs that are being phased out to robots and the computer," he said. "That's not only false, but it's exactly the opposite from what is happening. With more and more computerization, more trades people are required to maintain the machines. A

strong trades' background these days is a ticket to a good job."

Conundrum

So why, in a city like Sudbury with \$5 billion in industrial investment and a forecast of hundreds of jobs now and in the near future, are educational technical programs losing ground? "For some reason," said Frank, "the master tradesman has lost the respect that he once had. Once that changes and people start realizing that these people are highly skilled professionals, then maybe some of the 800 to 1,000 kids who drop out of schools right here in Sudbury will think of the trades as an option."

"The attitude today seems to be that it's either a doctor, lawyer, banker or some other job where you push a pencil, or it's nothing."

Motivating young people into taking up the trades in a society in love with the white collar is not a new problem.

At one time, industry could simply hire many of the trades people they needed from overseas, even when the local unemployment rate was high," he said. "But no more. Skilled trades people are recognized for what they are in their own countries and you just can't attract them here anymore."

He said General Motors has already attempted to fill their growing number of technical jobs through European recruiting, an effort that so far has been largely unsuccessful.

"We know all of our sons and daughters can't be doctors and lawyers," he said, "yet we

don't exactly encourage young people to go into the trades."

Inco and other Sudbury area industries are already feeling the shortage of skilled trades people and the situation is almost guaranteed to get worse.

Inco, Falconbridge and E.B. Eddy have indicated that they will start replacing a large and aging workforce in the next five years.

Frank figures that if all the people eligible to retire now were

to retire tomorrow, it would be virtually impossible to fill the skilled jobs they left vacant.

An educational alarm is the declining enrolment in school technical programs. It means, according to Frank, that things aren't likely to improve in the near future unless preparations and changes are made now.

"The problem is that there just aren't enough people in the high schools to fill today's needs, let alone to fill the jobs

that will open up in the future."

What is most alarming, said Frank, is the steady erosion of school technical education that moves from declining enrolment through slashed programs and funds until the technical programs are dropped.

"The last and final blow is the loss of a uniquely qualified technical leader. This individual is extremely difficult to replace," said Frank.

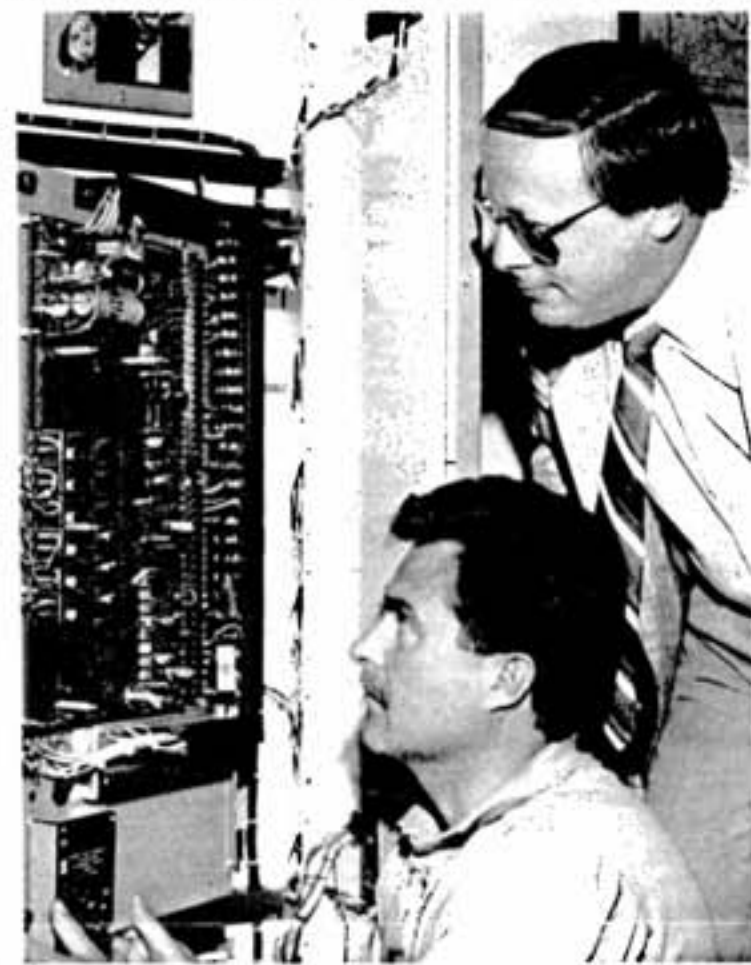
Few jobs pay for the applicant's education yet a new Inco apprentice earns more than \$32,000 a year. Within the four years it takes to reach the first class tradesman's level, he or she will be earning well over \$40,000 a year without counting other benefits.

Females wanted

There's nothing to rule out women in the trades, he said, and Inco has recently added its first female apprentice electrician to a growing number of women filling technical jobs in the Inco workforce.

"Women can be every bit as good in a trade as anyone else," he said. "What we need is a massive education and promotional effort to change the attitudes about what a tradesperson is, to try and get rid of the old stereotypes and prejudices."

"These jobs are not boring daily routines," he said. "Today's technical people require a sophistication, flexibility, motivation and creativity like never before. And today's trades demand constant learning. It's not static, it's dynamic. For today's trades people, learning their trade is a lifelong thing." ■



Frank Moss and student Rick Carrie of Inco Construction. Rick is taking an electrical upgrading course.

Welcome mat treatment given to new employees

About a dozen people had Inco's full welcome mat treatment in August with the initiation of a New Staff Employee Orientation program designed to introduce newcomers to the Inco family and to take some of the introductory training burden off individual managers.

"In the past, managers at

each of the plants and offices had to schedule introductory information sessions for their new people," said Divisional Training Superintendent Don Nadorozny. "That sometimes led to scheduling problems, duplications, omissions, and a lack of a unified standards throughout our operations. This

way, the basic information that all our employees have to know is taken care of immediately as the new employee gets hired on."

The first 2 1/2-week course got underway late last month with sessions on everything from safety, employee relations and Inco processes to tours of the en-

tire operation.

While the program is designed to ensure all future Inco employees have a general grounding in such things as safety, security, First Aid and Inco procedures, the sessions also serve as a welcome to new employees.

"There are benefits in telling a new employee what we at Inco are all about, what happens here," said Don. "There is no way of telling if the new accountant or engineer may end up a manager or supervisor at one of the plants in the future. The new employee may become the president someday."

Big interest

A good indicator of the need for the course is the number of long-time employees who have expressed an interest in the course.

"We have a number of people who have been with us for years, yet have never seen the inside of a mine," said Don. "We hope to avoid that in the future. The course is a way of making new people feel at home here, to avoid feeling isolated in some office or plant. Inco is a pretty big place and I can imagine a person would be overwhelmed to be fresh out of school, alone and in some Inco office. You can't help but feel very small

and insignificant."

The need for the introductory course was identified last fall in a task force on training report and was specifically requested by managers. A subsequent outline of the proposed program was developed by Divisional Training and sent out to Inco agencies and departments.

"All were enthusiastic," said Don.

The program will become even more important in the future, said Don, when Inco's mature work force is replaced by new employees.

"The foreseeable hiring trend demands that programs like this are designed and implemented," said Don.

Another reason is the change in the industry itself. The high-tech nature of mining and processing demands better educated, highly-motivated and better informed employees.

Don expects some "fine-tuning" in the program. "We want to monitor how it is going by reactions from participants as well as reports from managers and supervisors on just how well new employees are adapting.

The program is run by the Safety and Training Department. Preparations for a similar course for new hourly-rated employees are also nearing completion." ■



Copper Cliff assistant manager John Regimbal serves a group of new employees, the first part in new introductory program. From left, Loris Molino, John Klernan, Tom Mehes, Wayne Lidkea, and Greg MacNeil. All have been with Inco under six months.



In Your Yard . . .

Barking up the right tree or how to protect your trees

If you are planning an addition to your home, installing a sidewalk or driveway or the need arises for road widening or the installation of underground utilities, it is important to consider the grade changes that may occur around trees. Construction disease can be fatal. Grade changes around valuable trees should be avoided. Or keep as much of the root system as possible undisturbed.

The feeder roots of most trees are in the top 30 centimetres of soil and extend beyond the edge of the branches. There is a delicate balance between the roots and soil for air and moisture. Any disturbance of that balance by adding or removing soil can cause severe root injury and tree decline.

Symptoms of damage caused by grade changes around trees include: gradual weakening and death within months or even after several years; dieback and death of many branches; no trunk flare at the base of the tree - if no fill has been added the trunk will be wider at the soil level than above, if the trunk goes into the soil in a straight line, fill has probably been added; small yellow leaves and/or suckers along the main tree trunk.

An affected tree is much more susceptible to severe attack by insects and disease. The tree may also be unsafe and liable to fall over. Sugar maple, beech, oak, pine and spruce are among the most severely injured species. Poplar and willow, two species not recommended for residential landscaping, are the least affected.

Clay soil, as fill, causes the most injury. Even piling soil on a temporary basis around trees may cause problems. Little can be done to save trees suffering from additions of fill after a time. If the addition or removal of soil is recent or expected then corrective measures should be taken.

Corrective measures such as constructing a dry well or retaining wall are often expensive and require energy. First, certain factors must be considered: the age of the tree and whether or not it is a long-lived species; how healthy the tree is; the species - is it an important or valued feature in the landscape; the number of surrounding trees; and, finally, the susceptibility of the tree to insect or disease problems. If any or all of the above factors are questionable then perhaps a wiser course of action would be to plant a younger, healthier tree. However, the decision may be to take alter-

native corrective measures.

Corrective plan

If soil is to be added, a dry well will need to be constructed. Remove the sod from underneath the tree as far as the branches extend. Install the dry well, ground tile and upright bell tile as described in Figure 1. The size of the dry well depends on the mature diameter of the tree trunk. The well can be constructed with brick, cement blocks or stone.

Place rock over the ground tile, followed by crushed stone and gravel. The top 30 centimetres should be good topsoil. Also, place crushed stone inside the dry well over the openings of the ground tile to prevent plugging of the tile with soil. Cover the openings of the upright bell tile with screen. As a final safety precaution, cover the dry well with a secure metal grate.

Lowering the soil grade is not as harmful as increasing the level of the soil. Exposed feeder roots should not be allowed to dry out or be exposed to freezing temperatures. Any damaged roots should be cleanly pruned. Top branch pruning may be required depending on the severity of root damage. A retaining wall as described in Figure 2 will be required if the grade is significantly lowered. Many new materials are now on the market for constructing retaining walls.

If excavations for underground lines are unavoidable, locate trenches away from valuable trees or tunnel underneath them (as opposed to damaging half the root system). Protect tree trunks and branches during any type of construction so that they are not damaged by heavy equipment or vehicles. Figures 1 and 2 are from *Tree Maintenance* by P.P. Pirone.

If you have any specific questions or problems regarding some aspect of your yard - landscaping, gardening, plants, etc. please write 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*.

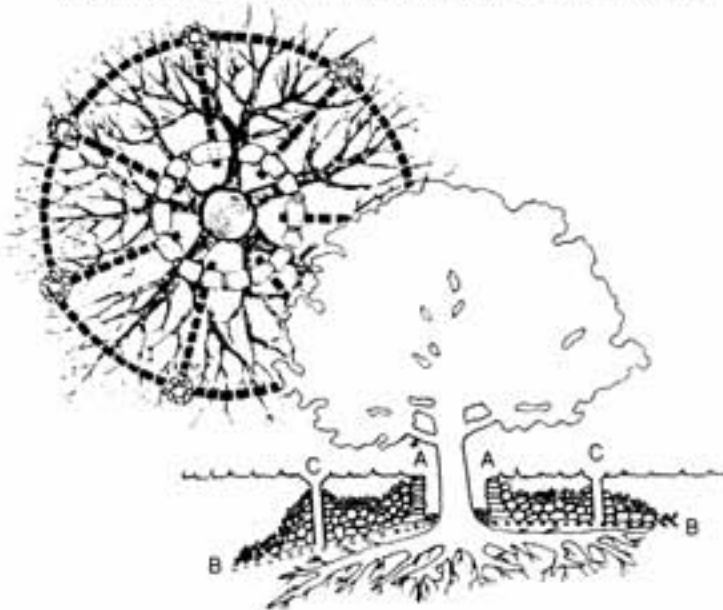


Figure 1: Preventing injury by soil fills. UPPER: Bird's-eye view. LOWER: Side view showing A, the dry well; B, ground tile; C, upright bell tile.

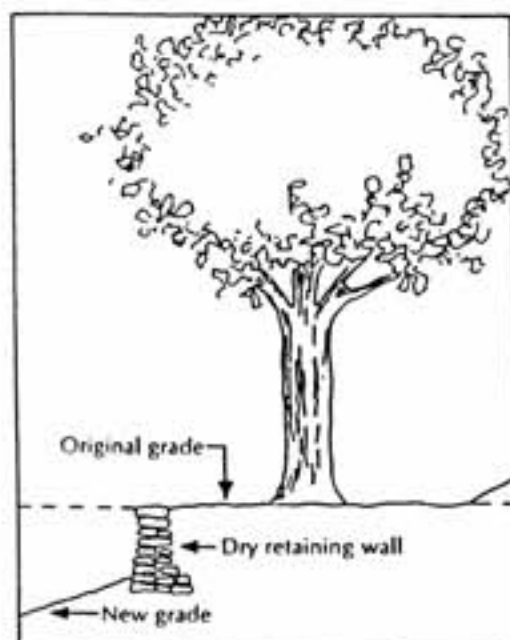


Figure 2: Construct a retaining wall when the grade is lowered.

Manitoba Division presented Ryan Award for safety

Inco's Manitoba Division has won the John T. Ryan Safety Award.

The award recognized Inco's significant reduction in lost-time accidents this past year. The number of accidents resulting in lost man-hours has gone down from a rate of 2.7 per 100 employees in 1987 to 1.6 in 1988. This year's rate to date is .8.

Tom Farrell, head of Inco's Safety Division, says the figures represent a united effort within the company.

"I think we're seeing July come about through a growing level of co-operation between our management and employees," he said after the award presentation. "We all have a common goal of safety and health."

"It's an industry where the employees deal in masses, work in confined spaces, and with massive equipment. A mistake can cost a man's life. And we have lost some good men."

"Our attitude now is to try and see how you can failsafe a man's job. What are the thousands of things he does, and how can any of those go wrong?"

The Ryan Trophy dates back to 1941, established by the Mine Safety Appliance Company of Canada, to recognize the lowest lost time accident frequency in Canadian Mines. It was named after John T. Ryan, then CEO of the MSA.

In presenting the award to Inco Ltd's Manitoba Division, Ron Glassford, Director of the Ryan Committee for Manitoba, commended Inco's performance.

"I know that with the co-operative effort on quality improvement which you have underway in all aspects of your operation, representatives from the Ryan Committee will be back here before too long to present the Canada Trophy for metal mines."

He added the competition for those awards is formidable, however, as two of this year's winners have zero frequencies of lost-time accidents.

The committee is made up of industry members, mines inspectors, and numerous government safety officials.

All mines operating in Canada are required to submit reports on any accidents to Canada Workplace Health and Safety on a monthly basis. The Ryan Committee votes on award recipients every spring.

MISA pollution regulations

Inco upgrades analysis at Port Colborne

The Ministry of Environment's plan of Municipal Industrial Strategies for Abatement (MISA) is changing the way Inco in Port Colborne monitors its discharge of effluents.

"We have to do a lot more analysis because the Ministry of Environment now wants a more detailed report of effluent quality," said Len Kowal, Inco plant manager.

MISA is a two-stage plan initiated by the MOE to stop pollution at its source. The first stage of the plan is to undertake an extensive monitoring process to determine quality of the effluent being discharged by various sectors of the industrial and municipal communities.

Beginning in 1990, Inco will be required to submit monthly "effluent quality" reports to the MOE. The monitoring process

will continue for one year, at which time the ministry will implement the second stage of the MISA plan. During stage two of the MISA plan, the MOE will set the new rules and regulations that will govern the effluent discharge of all industrial sectors.

"We don't know what the government will do with the data that they are collecting," said Len. "Right now, it's pure

speculation."

During the monitoring process, "the government is going to look at what is going into the effluent, then they will determine whether there needs to be further improvement of its quality."

At present, Inco is still required by the ministry to file monthly effluent-level reports. However, under the MISA pro-

posal, Len said the company is required to do "a lot more sampling."

Currently, the company has a Certificate of Approval from the Ministry of Environment based on the nickel and PH levels in their effluent samples.

Len said that the certificate allows 1 mg of nickel per litre of industrial sewage.



Adam Kalviainen, 12, readies the shot.

Silence is golden

"Twang" goes the string of the bow

Since taking up a new sport seven years ago, Esko Kalviainen has become a lot sneakier.

"With a gun you can drop a deer at 200 or 300 yards," said the General Engineering estimator, "but with a bow you can't hope to get off a good shot at more than 30 or forty feet."

"The challenge," he said, "is to get that close."

Esko and son Adam, 12, practiced their archery skills at a Nickel Belt Bowmen "Moose-shoot" recently, a competition that saw almost 80 people from all over the province and northern United States stalk the elusive target.

"I started hunting about 20 years ago with a gun and I initially took up bow hunting because it allows a longer and earlier hunting season."

Despite the fact that bow hunters have a much lower chance of bagging a trophy, Esko enjoys hunting more than ever.

"It's a challenge. It takes much more skill," he said. "Even when you get close enough to the animal, you have to stand up and take a few seconds to pull back the bowstring and aim. Often, that's

enough to alarm the animal. Even if the bowman gets the arrow off, the twang of the bowstring is enough to alarm the deer. Sometimes the deer is so quick that it will jump out of the way before the arrow gets there. With a gun, all you do is pull the trigger.

"I never knew how much noise a hunter makes in the bush until I took up the bow."

Such things as camouflage, wind direction and knowledge of animal behaviors and other hunting skills become more important than ever when you switch to a bow, said Esko. "But even though it is much harder, it's also more fun."

Terry Polkinghorne, secretary of the Nickel Belt Bowmen, said the sport is becoming very popular. "You've heard of golfing widows? Well, we have the same thing here."

"One guy here has a T-shirt that says We interrupt this marriage to bring you the hunting season."

But more and more, he said, entire families are turning out for archery. "It's a great family activity."

During the summer months the club shoots outdoors at the Sudbury Game and Fish proper-

ty on Bibby Lake and in the winter months the practice goes on Mondays, Tuesdays and Wednesdays at MacLeod Public School.

The club also has instructors for beginners and experienced shooters.

While hitting something with an arrow is difficult to begin with, the club makes it even more challenging during their competitions. An "Iron Man" competition puts the bowman through a gruelling series of targets including balloons, a moving deer and duck cutout. The archer goes through an obstacle course as the targets are presented, in one case shooting from a bouncing platform to simulate shooting from a canoe.

Sportsmen suffer more than humiliation when they miss some of the targets. "Bionic deer and duck" targets are made of plate steel with a small cutout where the vital areas are. A near miss crunches the arrow.

"I've been shooting a bow for five years. Shooting a bow takes your full concentration. It's the very best way I know to relax, to take your mind off other things." ■



Esko Kalviainen and son Adam: Archery is family affair.

Love of nature and photography click for Larry

It isn't always possible to combine two major interests in a single activity, but Larry T. Stevenson has managed to do just that.

"If you don't have a feel for

nature, you'll never be able to photograph it," said the pyro-rejection circuit operator at the Copper Cliff Mill. "You have to understand your subject as well as yourself in order to relay your

feelings on film."

Larry, 38, has managed effectively to reflect his love of the wilderness with his camera, judging from the pictures he took of a dusk view of Killarney Park that is being used for a poster to promote the park's 25th anniversary.

"I'm a firm believer in restoring our wilderness," he said. "I find photography is a way to combine both my wildlife and photographic interests."

He found the usual camera club route a dead end because there seemed to be no purpose to it. "I made a deal with the ministry. If I could use the park for my photography without paying the fee, I would give them the first use of any photographs they wanted."

They've been using his pictures for the past four years.

Larry first became involved in photography in 1976 and has been a member of both local and national camera clubs. He has achieved numerous first place ribbons and merit awards and

his work has been published on the cover of The Color Photographic Association of Canada's Magazine titled "The Journal."

He has also achieved a second place award of merit in the City of Sudbury Photo Contest.

Larry is working with the Ministry of Natural Resources Parks & Recreation Dept. in a volunteer capacity. His photo credits to date have been the publication of the front cover of The Killarney Provincial Park Management Plan (revised 1985). Then in the summer of 1986 he did a volunteer photo assignment with Halfway Lake Provincial Park. He also has been published on the 1987 Acme Printing Calendar.

But the most recent accomplishment which he considers an honor came when he was selected by the Ministry of Natural Resources to produce a photographic image that was presented to Rick Hansen on his Man in Motion tour. Also in 1987 he held a print exhibition at

Le Centre Des Jeunes de Sudbury, Inc. Place Saint Joseph.

In 1988 he became a member of The Friends of Killarney Park, which is a non-profit charitable organization dedicated to furthering the educational and interpretive programs in Killarney Park. Then in January he was commissioned by the Friends to reproduce an image that was used for a twenty fifth anniversary poster. The profits from such projects are used to pay for projects to improve the park.

He considers himself a wilderness photographer and adventurer. He spends most of his free time in Northern Ontario capturing the wilderness landscape on film.

But he still finds time to donate his photographic talent to the Mending Heart Association where he is their official photographer. ■



Larry Stevenson with park poster.

Heritage Threads

by Marty McAllister



MOND: The Man, The Process, The Company

Just enough paint has peeled off an old tank in the Nairn powerhouse to reveal partially the hand-lettered words: Mond Nickel Company.

At least on this side of the Atlantic, there remain few such reminders of the proud organization that became part of Inco 60 years ago. As an independent company, "the Mond" barely lasted 30 years. Its spirit, however, began much earlier with its founder, and its contribution is not yet complete. In a reverse version of the Canadian Copper story, Mond Nickel began as a process looking for raw materials.

The Process

Remember the Bunsen burners in high school?

Well, Robert Wilhelm Bunsen was Ludwig Mond's chemistry prof at the University of Heidelberg. The lessons stuck, and Mond went on to earn a sizeable fortune in the chemical business in England. His home, known as The Poplars, was an ornate mansion north of Regent's Park, and he converted one of the stables into a research lab. It was in this lab in 1889 that Mond, then 50, set out with Carl Langer to develop a bleaching powder. What he found instead was nickel carbonyl -- using, ironically, a Bunsen burner. What evolved from that discovery was the Mond process for the refining of nickel. The ensuing decade was a frustrating one, but Dr. Mond's faith was such that he finally decided to enter the mining business himself.

The Company

In the late 1890's, gossip ran rampant in Sudbury's Balmoral Hotel. Rinaldo McConnell, they said, was hobnobbing with the aristocrat Mond, aiming to close a big property deal. Some of the unflattering gossip about Mond cast doubt on the extent of his wealth, and suggested that his son was somewhat dissipated and not very strong minded. The son would become Sir Alfred Mond, later Chairman of Mond Nickel upon Ludwig's death in 1909, was named

Lord Melchett in 1928, and became a director of International Nickel after the merger. Not bad for a dissipated kid.

Anyhow, in 1899, Ludwig Mond did buy McConnell's mine, and re-named it the Victoria. He also bought the Garson and the Little Stobie, and took out an option on the Levack. Near Victoria, a smelter was built (you can still see the granulated slag heap today, along the Worthington Road) -- and construction began on the refinery at Clydach, in Wales. In May of 1901, stock was finally sold in the Mond Nickel Company Limited. It was time for Ludwig to recover his heavy private investment.

The Victoria Mine, not far to the west of today's Crean Hill road, was about two and a half miles due north of the smelter. Halfway between the two sites was the roastery -- all three points being connected by an aerial tramway or "bucket line". Near the mine was the Mond townsite. Adjacent to the smelter was the Victoria Mine village. The mine produced until 1923, but the smelter lasted only until 1913, no longer of sufficient size to handle the British company's continuing expansion. Properties now included the North Star, Garson, and Worthington. Levack was coming on stream, and the Froot Extension was being developed.

For a time in 1904, the Victoria smelter had even been called upon to handle low-grade matte from Canadian Copper, when the latter's Ontario Smelting Works burned down. Since the Copper Cliff competitor's West smelter was also in ashes, Mond did a booming chunk of extra business.

In May of 1913, Mond's new smelter at Coniston went into production, and the Victoria plant was closed. Thereafter, Coniston would be the district headquarters of Mond operations -- with the Head Office, of course, in Great Britain.

In 1909, the Lorne Power Company, a Mond subsidiary, commissioned its new Wabageshik hydroelectric plant on the Vermillion River. In 1916, it added the Nairn Falls plant, on the Spanish. Both plants still operate.

And Growth in The United Kingdom

Overseas, in 1919, Mond acquired the rolling mill facilities of Henry Wiggin & Company at Birmingham, retaining the entire Wiggin staff. In 1924, the subsidiary Birmingham Electric Furnaces Limited (Birlec) was established, to produce furnaces for heat-treatment plants. The precious metals refinery at Acton was constructed in 1925, and subsequently expanded several times.

Worthington: never to be an Inco Mine

Just when everything seemed to be going right, disaster struck. An entry in the Wabageshik log book for October 4, 1927, reads simply: "Worthington Mine caves in at 5:55 a.m.; a total loss." Talk about understatement! Virtually the entire surface plant, including the main drum hoist, ended up in the hole. Fortunately, there had been warnings that all was not well; thanks to the heroic quick action of Superintendent W.J. Mumford and his men, not a single life was lost. Today, at the foot of the hill on which we can see the Totten headframe, a fenced-off flooded pit is all that remains of a once-great mine.

Epilog

Just over a year later, on New Year's Day, 1929, the Mond Nickel Company became part of the International Nickel Company of Canada, Limited -- as discussed last month. The process that made it all possible continues to serve us well at Clydach, and in a high-pressure version at Copper Cliff's much newer nickel refinery.

As we conclude this modest summary of the Mond story, it is both timely and fitting to wish a happy 100th birthday to nickel carbonyl -- yet another brainchild of our industry's greats. ■

Mailbag

Something's fishy about Inco

Dear Sir:

I am a water treatment consultant working for Alchem Inc. Our company has been involved with Inco for forty years. It was with great pleasure I was able to witness the following and I would like to bring this occurrence to your attention.

During a service call to the Garson mine water treatment plant, Maurice Taylor, Utilities Foreman, invited me to inspect the waste water lagoons with him as they had recently been upgraded. During our inspection we were amazed to see that minnows had taken up residence in the final polishing pond.

I have seen Inco unjustly accused of many environmental problems over the years while

much of the good work that goes on does not receive much attention. It is appropriate, in this case, that a conscientious person such as Maurice Taylor deserves a round of applause for the extra effort he has put forth.

We always enjoy reading the Inco Triangle at our office with its many faceted approach to Inco's daily "goings-on". We support you in this endeavor.

Should you or any of your associates wish to contact me, please call our Sudbury office at 522-1414.

Sincerely,

ALCHEM INC.

Neil Coyne
Account Manager

Inco "grad" looks back

Mr. John Gast, Editor
Inco Limited
Public Affairs Department
Copper Cliff, Ontario
P0M 1N0

Dear Mr. Gast,

It was a pleasure receiving a copy of your Inco Triangle (Vol. 48, No. 5). What fond memories it brought back... like with so many other Sudbury natives and former University students, Inco played an important role in help-

ing me through my studies by hiring me during the summer months (Stobie Mine, 1967 & 1968, Garson Mine 1969, 1970). It would be interesting if you ran a column of former "graduates" from Inco.

Sincerely,

Raymond Brunette, PhD
Department of Psychology
Children's Hospital of
Eastern Ontario

Mailbag

Grateful for Creighton reunion

Dear Sir:

I was part of the Creighton Mine reunion and I feel that I must put pen to paper to openly congratulate the organizing committee for a superb job of staging the event. Everybody was young enough to remember their youth. It was held as soon as possible after the town had disappeared and the weather was ideal, undoubtedly due to divine intervention.

I grew up in Creighton Mine - from the time I was born in our house at 20 George St. until I left for the big city 25 years later, over 25 years ago.

It's probably very difficult for anyone that has a home town that still exists, even if they don't live there anymore, to understand how important one's memories of growing up are and how fondly one remembers certain events as they wander around their town.

The memories of pick-up scrub hockey on a pond or at the rink where I was always chosen last, the triple decker ice cream cones for 12¢ that Martha used to dish out at the Creighton restaurant, the day the school boiler broke down and one end of the town took on the other end in an immense pitched snowball fight complete with forts and generals and reserve snowballs piled high at the ready. Summer Hill that on any winter day was filled with kids and their Flexible Flyers, the kindly Dr. McGruther who made house calls. The post-office where you picked up your mail and you didn't have to tell your box number because they knew. The grocery stores where your order was filled for you and deliveries made in horse drawn carts in the summer and sleighs in the winter.

The excitement of the winter day the rink was first flooded, the apprehension when the mine whistle blew signalling a fire in the town, the quiet evenings at the ball park watching the Cubs or Indians play, hitchhiking to Meatbird Lake on sweltering summer days.

The theatre of the mind, the setting for my childhood years has been wiped out, as surely as the Rio Theatre has been torn down.

In a few years when my granddaughter begins to understand a bit of the history of her family and her heritage, I can't stand on the tank hill and show her where I lived, where I went to school, where I hung out and where I did what I did. She will look at me and say, "But Gramps, I can't see anything, there's nothing there."

That, in essence, is the sadness of Creighton. The memories will die with me.

At least for one final fleeting weekend, I was able to relive those times and for that I will be eternally grateful.

Thanks for the memories.

Yours truly,

Arnold Sutari,
Burlington, Ontario

The last word on Creighton

Dear Editor,

Having been present at the most successful "Creighton Shines in '89", I thought that something should be said in the form of verse as a final salute to the existence of this once viable

community.

I hereby submit this "poem" for your consideration. If you publish it fine, and if you don't this is all right as well but I had to get it "off my chest."

Yours sincerely,
R.D. Bruser

To Creighton

No doors, no floors, no ceilings, walls or steps,
No chimneys tall, no common hall, just empty roads and
lots that seem shrunk in size.

No whistle at twelve or church bell on a Sunday morn,
And every breeze, that stirs the trees, comes out of empty
skies,

Where once kites flew and children knew

That Christmas snow would come.

Where once men & women worked, and saved and spent
And lived and danced & died.

Now the salted earth is left and tells no tales of what
happened here.

Just a modest plaque in bronze and a solid rock
Give testimony sere.

When memory dims and old age wins we won't
Forget one thing sure.

That Creighton stood where bare rocks stand
Which will time endure.

R.D. Bruser

Students win Inco awards

Inco's independent scholarship selection committee has selected 20 winners from 97 applications. Fifteen scholarships were awarded to children of Northern Ontario employees, three to children of Manitoba Division employees and two to children of employees from southern Ontario and expatriates.

The value of the scholarships has been increased this year by approximately 11 per cent to \$2,500 a year. This is the first increase since 1980. The awards may be held, subject to annual review, for a total of four years.

Four \$1,000 Finalist Award winners were also selected this year. These awards are designed to compensate an applicant who has achieved a level of academic excellence which merits a full scholarship, but who is excluded from winning because the standard for applications is particularly high which was the case this year.

The Ontario and Ex-Patriates winners are:



Alba Blanco of Lockerby Composite School, daughter of Jose Blanco, Manager, Copper Cliff Smelter Complex.



Philippe Bois-Grossiant of Ecole Secondaire Rayside, son of Guy Bois-Grossiant, production miner, Copper Cliff North Mine.



David Huneault of St. Charles College, son of Gilles Huneault, mobile technician, Environment Department.



Terri-Lee Kent of Lockerby Composite School, daughter of Terry Kent, reactor operator, Nickel Refinery.



Allison McCaskill of Marymount College, daughter of Ian McCaskill, assistant landman, Copper Cliff.



Andrew McFarlane of Lockerby Composite School, son of Robert McFarlane, expeditor, Copper Cliff.

Southern Ontario and Expatriates - 2 Scholarships:



Jennifer Harju of St. Martin's High School, Mississauga, daughter of Hendric Harju, Director of Exploration, Australasia, IETS.

Lawrence McNabb of Cole Harbour District High School, Dartmouth, son of Bert McNabb, Manager of Exploration, P.N.G., IETS. (photo not available).



Rachelle Leblanc of Marymount College, daughter of Edward Leblanc, Sr., construction coordinator, General Engineering.



Jonathan Lee of Lo-Ellen Park Secondary School, son of Louis Lee, power engineer, Central Utilities.



William LeMay of Lockerby Composite School, son of John LeMay, Manager, Central Maintenance & Utilities.

\$1,000 Finalists Awards



The two \$1,000 Ontario Finalist Award winners are:

Patricia Hickey of Notre Dame College School, Welland, daughter of D.A. Hickey, Superintendent of Accounting Services, Port Colborne.

Carlos Landolt of Lockerby Composite School, son of Carlos Landolt, Superintendent, Smelter Complex, and Antonietta Landolt, Project Leader, Process Technology. (photo not available).



Michael Mazal of Confederation Secondary School, son of George Mazal, Millwright, Copper Cliff Smelter.



Michelle Patey of Lasalle Secondary School, daughter of Harry Patey, maintenance mechanic First Class.



Elsa Renzella of Lockerby Composite School, daughter of Bruno Renzella, maintenance mechanic, Copper Refinery.



Kukai Sunakapakdee of Sudbury Secondary School, daughter of William (Biffy) Pilon, craneman/operator, Nickel Refinery.



Michael Tchorzewski of Lasalle Secondary School, son of Peter Tchorzewski, maintenance mechanic, sulphur products.



Justin Wiebe of Lockerby Composite School, son of Arthur Wiebe, superintendent, Assay Stations.

INCO

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

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	NOVEMBER 4, 1989
OCTOBER 23, 1989	DECEMBER 2, 1989
DECEMBER 16, 1989	JANUARY 27, 1990

APPLICATION DEADLINE: MARCH 30, 1990

TOP's life dwindling

When Inco Limited Thompson Open Pit nickel mine was officially opened in September 1986, it was touted as a cost-trimmer that could help satisfy the company's appetite for nickel ore for about 10 years.

But times have changed. Amid unprecedented demand for nickel from stainless steel producers in the past two years, the Thompson, Manitoba mine - sometimes affectionately called TOP - has been run so hard it is being depleted more than twice as fast as originally projected.

The big front-end loaders and electric shovels at work in the pit are expected to take their last giant-sized bite of its ore in June 1990.

Moves already are under way to carve out TOP's replacement. When they reach the bottom of the pit, the heavy equipment will be moved about a half-mile to the new pit.

In its short but productive life the Thompson Open Pit - Inco's lowest-cost operation and

one of the lowest-cost nickel mines in the world - will have yielded some 350 million pounds of nickel, the Inco spokesman said.

In 1986 mining was proceeding at the rate of 4,000 metric tonnes of ore per day, but by today the rate has accelerated to between 7,000 and 8,000 tonnes a day, he said.

There were 35 hourly paid workers assigned to the pit in 1986. Now there are 65 working on three shifts rather than the original two-shift schedule. Early this year Inco also added a Saturday overtime shift to make up for lost production from its Indonesian subsidiary because of a transformer blowout. ■

Ross is new president

Graham Ross, manager of Inco Limited's Froid/Stobie complex was named president of the Mines Accident Prevention Association of Ontario in May.

John Carrington, senior vice-president of Minnova Inc., is the association's vice-president for 1989/90. ■



Sunken living room?

No, Crean Hill isn't for sale. The sign is for another property for sale in the area.

Ontario division appointments made

Bill Vickman has been appointed Area Supervisor Industrial Relations, effective immediately.

Bill joined Inco in 1980 as an I.R. Assistant and has held positions of increasing responsibility within the Industrial Relations department. In his new position, Bill will be responsible for In-

dustrial Relations support to the Copper and Nickel Refineries as well as retaining responsibility for the Co-operative Wage Study Program.

Bill is assuming the responsibility for the Copper and Nickel Refineries from Dick Drewe. Dick will continue to provide Industrial Relations

support for the Copper Cliff's North Mine and the Mines Research Department as Area Supervisor, and is also being assigned special projects within the Industrial Relations Department.

Both Bill and Dick will report to E.R. Fenton, Superintendent Industrial Relations. ■



#50 Iron

Sometimes, golf can be quite frustrating, as demonstrated by North Mine operating shaft boss Bob McJannet who symbolically hammers his way to a good score with one of the prizes of the Copper Cliff Mines Association Golf Tournament held at the Pine Grove greens this summer. South Mine engineer Ed Skene won the tourney with a score of 82. Over 70 people took part in the event.



Creighton-Crean Hill celebration

Cindy Pisarcic gets a lesson on the diamond drill borehole locating equipment from geologists Chris Langille and George Janicki, one of the many displays and demonstrations at the Creighton-Crean Hill Family Day at Creighton Mine. Between 300 and 400 people turned out to make the day a success.

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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.