

# INCO Triangle

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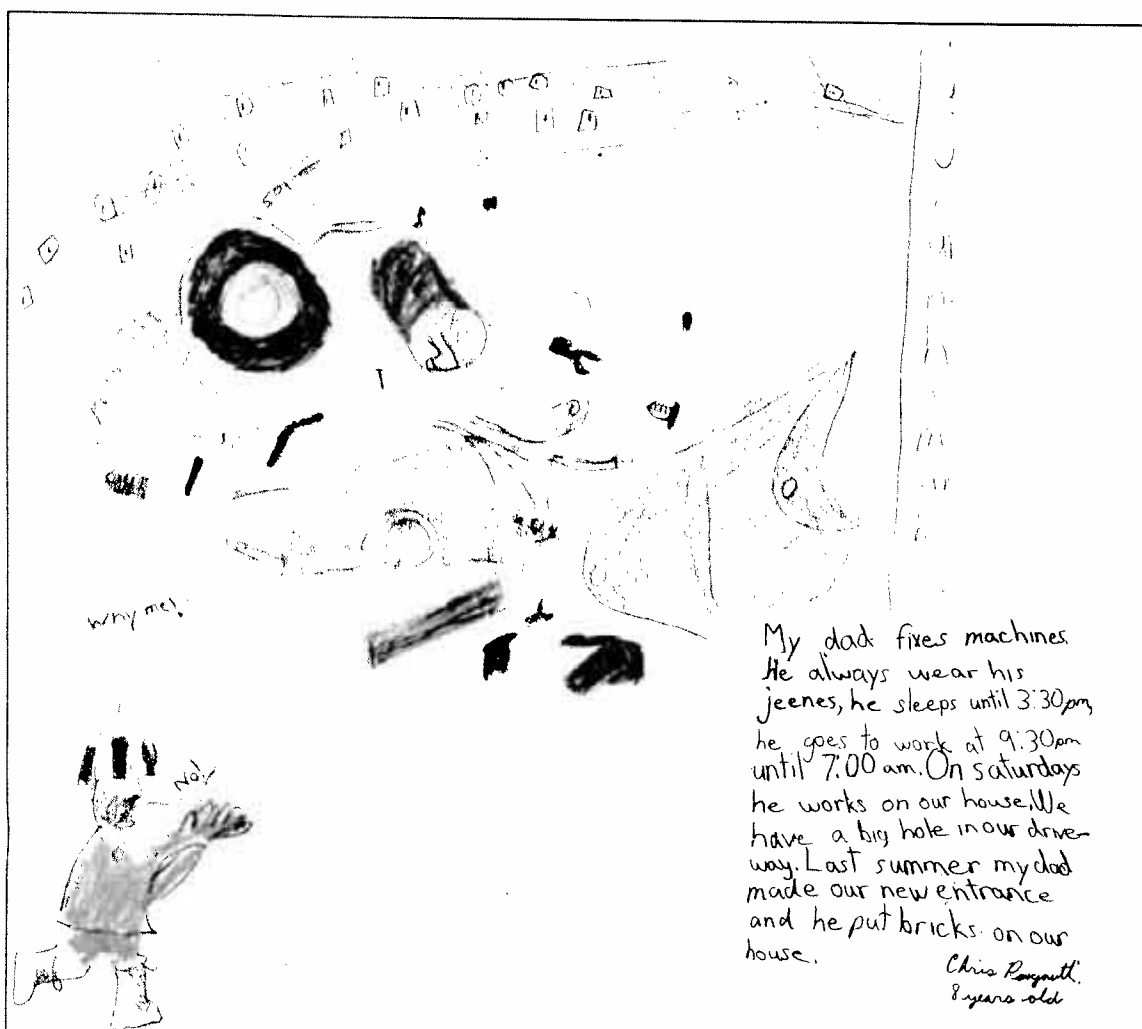
NOVEMBER

Ontario Division

1989



No matter what your game, chances are there's somebody out there to take on the challenge. See Page 10 for story.



My dad fixes machines.  
He always wear his  
jeenes, he sleeps until 3:30pm  
he goes to work at 9:30am  
until 7:00 am. On Saturdays  
he works on our house. We  
have a big hole in our drive-  
way. Last summer my dad  
made our new entrance  
and he put bricks on our  
house.

Chris Pagnutti  
8 years old

My dad works at  
Cratin mine steady graveyard  
shift.

My dad is a mecanic and  
his name is Peter Pagnutti

2451 Algonquin  
Sudbury  
P3B 4Z7

## Caution: Parents At Work

"What do mom and dad do at work?" we asked Inco kids. The delightful results of the contest are featured in this month's Triangle. The harried "mecanic" is "Cratin Mine's" Peter Pagnutti as seen by his eight-year-old son Chris.

## Future looks bright for Inco in Sudbury

The future of Inco's Sudbury operations appears secure for at least the next 40 years.

That bit of good news was passed along to Sudbury regional councillors by Donald J. Phillips, Chairman, President and Chief Executive Officer of Inco Limited.

Phillips addressed council at a Copper Cliff Club luncheon during a two-day visit to Sudbury in late November.

Phillips told councillors that Inco should remain viable and productive in the Sudbury Basin for at least another 40 years - and perhaps much longer than that.

He said Inco will be looking at mining new ore bodies in Levack, Garson and at Copper Cliff North over the next few years.

Levack East should be the first new project to come on stream, said Phillips.

The news was greeted with enthusiasm by regional chairman Tom Davies, who thanked Phillips for his continuing commitment to the Sudbury community.

During their stay in Sudbury, Phillips and members of the Inco Management Committee toured the Clarabelle Mill, Copper Cliff Smelter, and Copper Refinery. They also toured Science North.

Phillips also used the visit as an opportunity to present a cheque for \$500,000 to the Ontario Cancer Care Fund for use towards the Northeastern Regional Cancer Care Centre in Sudbury.

Coupled with their \$500,000 donation to Laurentian Hospital in May, this brings to \$1,000,000 the amount of money Inco has given to cancer care services in Northern Ontario this year.

Full details in December. ■

## Inco's off the field, but scoring goals

Port Colborne's young soccer players are getting a kick out of Inco.

A heart-felt thanks was extended to Inco on behalf of the Sir John Colborne Youth Soccer Club for the company's leasing of land west of existing soccer fields at Humberstone School.

The \$1 a year lease was officially announced at a recent

soccer league awards night and banquet.

Inco's decision came after SJCYSC president Barney Santabella approached Inco in early spring about the possibility of obtaining the land to establish additional fields close to those the club is now using.

The extra land would also

Continued on page 16

\$13,000 more than '88

## Records smashed in employees' \$210,000 United Way drive at Inco

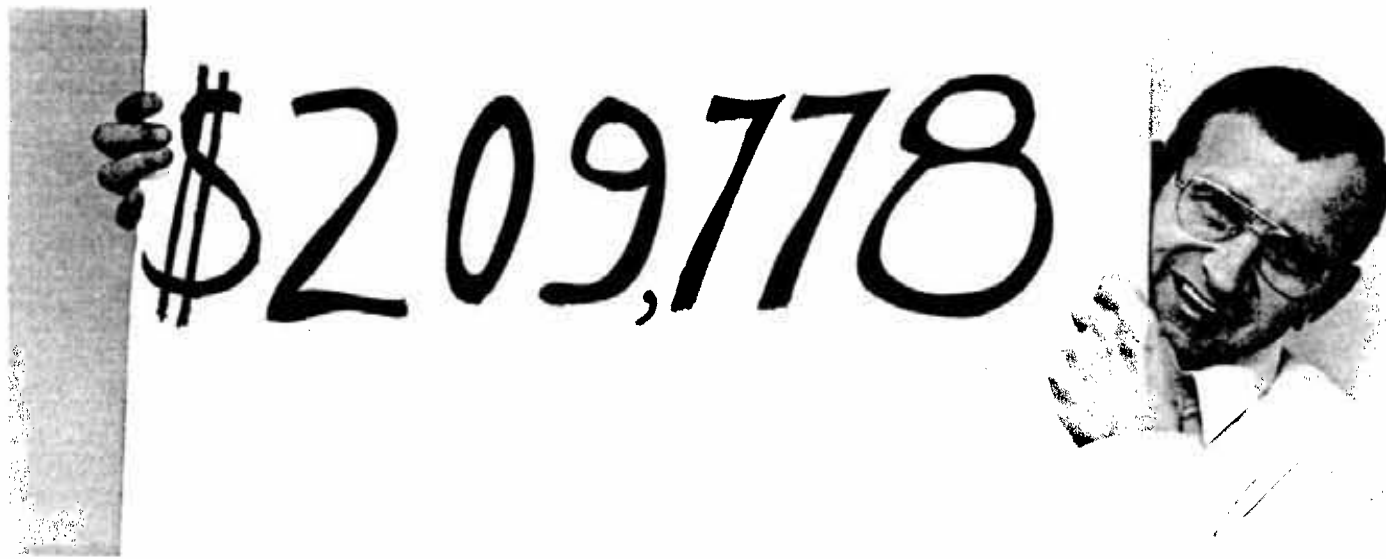
A tremendous success. Outstanding. A record donation. A dream realized. Another banner year.

Pick any phrase you want. Choose your adjectives. No matter how you slice the United Way pie in 1989, Inco employees are leading the way in generosity throughout the Sudbury area.

Though final tabulations are not yet in, Inco people kept the donations flowing last month to the tune of a record-shattering \$210,693. The tally after the first-ever month-long, group canvass eclipsed the previous high of \$197,000, set last year.

The four-week campaign

Continued on page 16



Campaign co-ordinator Bob Todd shows record-breaking tally that's all-time Sudbury high.

6 BACK TO SCHOOL

11 RIDING THE RAILS... AGAIN

15 CHECKING THE BOOKS

# Inco veterans remember horrors of war

More than 130 men who left Inco to fight in the Second World War never returned. Judging from the recent Remembrance Day ceremony at the Copper Cliff Public School, their memory, and the memory of thousands of others who gave their lives, still affect the living.

"You can tell the intensity and seriousness of a Remembrance Day Service," said Bill Van Allen, who retired as Superintendent in Divisional Shops in 1981 after 41 years service at Inco, "by watching the faces of the veterans."

Bill was one of 30 former In-

co employees who took part in the ceremony conducted by R.L. Beattie Branch 224 of the Royal Canadian Legion.

A veteran of the Navy, Bill was assigned to North Atlantic convoy duty during World War II where convoys of 200 to 300 hundred ships often lost a dozen vessels a crossing.

The magnitude of those losses are often glossed over in the history books, but it has given veterans such as Bill a special meaning for Remembrance Day.

Stan Simmons, who retired from the Process Technology Lab in 1980 after 40 years with Inco, knows the history of the war as well.

As a pilot in Bomber Command and a Distinguished Flying Cross winner, he did a tour of duty with the Thunderbird Squadron 426. It flew 268 missions over enemy territory, had 424 men killed or presumed dead, 97 who were taken prisoners of war and 136 who

were shot down and evaded capture.

Even after 44 years, a Remembrance Day Service brings back the memories of those years, he said. "It's almost like a dream, something that never really happened. But I still get very emotional."

Canada, far removed from the conflict of both World Wars, had 1,086,000 men and women in uniform in World War II and 619,636 in World War I. The country lost 42,042 service personnel in World War II and 60,661 in World War I.

## Special meaning

It is the untold stories of those losses that have special meaning to Cam Shortts on Remembrance Day. It is also the loss of two personal friends he worked with at Inco, Nathan Crawford and Harry MacIntyre, who he talked to a few days before they died.

"That's what Remembrance

Day is all about," said Cam, a full-time and part-time employee for 17 years. "The names on all those Commemorative Legion Plaques."

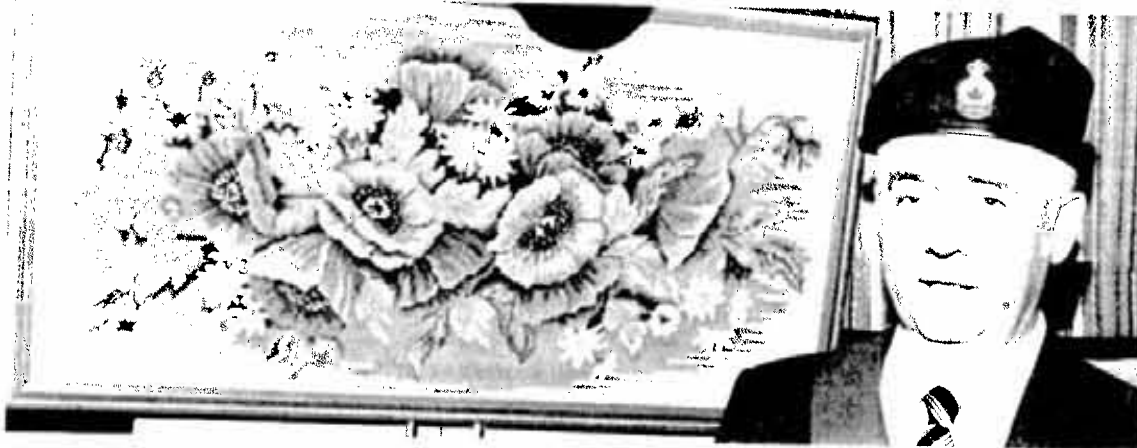
A Distinguished Flying Cross winner, he joined the air force in 1941, and served in Coastal Command, Bomber Command and in the very dangerous Pathfinder Force, the group who went in first on bombing runs to mark the target and direct the other aircraft in.

As a navigator and bomb aimer in the R.A.F. in the Pathfinder Force, he flew eight master bomber trips and seven deputy master bomber trips before he had an accident in November, 1944 and returned to Canada the following March.

It might be well to note that Bomber Command had the highest rate of fatalities of any group in the armed forces during the Second World War, and the Pathfinder Force was the most dangerous job in Bomber Command.



Retired Divisional Shops Superintendent Bill Van Allen with wreath.



Powerhouse retiree Sgt.-At-Arms Yves Leborgne with needlepoint of poppies he created.

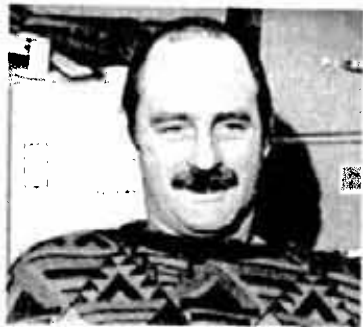


A silent vigil.

## Are you looking forward to the Sudbury winter? Brrrh!!



**Vic Migwans**, driller, Crean Hill: "I always look forward to winter. It's part of my way of living - winter, spring, summer and fall. When winter comes you know spring isn't far behind. If I lived in Florida I wouldn't think twice about winter, but when you live up here it's a part of life. You can't fight it so I guess you have to enjoy it."



**Hugh Currie**, industrial evaluator, Creighton: "I look forward to winter. I have three snowmobiles and I love ice fishing. I would never move to Florida. I wouldn't move from here... except to move further north. I like the north, you know, battle the elements. Besides, the winters aren't as harsh as they used to be. We don't get the snow that we used to."



**Dan LaLancette**, Inco supplier: "I don't want to leave here. I was born in Sudbury and I grew up with the winters here. I've travelled all over and there's no place I'd rather be. I like to be active in the winter. I ice fish and snowmobile. Around the ice hut, it's like a beach in the summer, full of people."



**Bob Millsap**, contract surveyor, Utilities: "I hate winter. I've been in Sudbury 22 years and at first I liked it, but as you get older you get a little tired of it. It's a lousy time of year, especially if you have an outside job like me. I don't snowmobile and I don't like ice fishing. I hole up in winter."



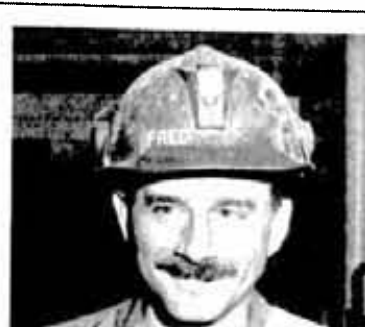
**Mary Lynn Polano**, clerk stenographer, Creighton: "I've been in Sudbury 20 years and I wasn't used to it at first. I'm from Parry Sound and we had a lot of snow but it wasn't as cold. I don't mind it now. I cross country ski and once a year I go ice fishing, but by the end of February I've had enough."



**Andre Fournier**, process assistant, Copper Cliff Nickel Refinery: "Yes, I like winter in Sudbury. It's not too cold and we get a fair amount of snow so we can enjoy winter sports. We don't have to worry about putting up with all the slush they get in southern Ontario. Winter in Sudbury is just about the right length and it's a nice change from summer."



**Chris Davis**, geologist, Crean Hill Mines Exploration: "I don't really know what to expect from winter in Sudbury yet. This is my first winter here. I was in northern Quebec last year where there was lots of snow and lots of winter activities. From what I've seen to date there should be less snow but still the same variety of winter activities."



**Fred Mills**, foreman, Crean Hill: "No, I'm not looking forward to winter. I'd rather see 11 1/2 months of summer and only two weeks of winter at Christmas. I don't like the cold, the road conditions or the freezing rain. I'm strictly a summer person."



**Gary Moxam**, vibration analyzer, Utilities: "I don't mind winter at all. When you're born in winter like I was, you look forward to all four seasons. The length of winter doesn't bother me either. The only seasons I don't like are the ones in-between, you sit twiddling your thumbs waiting to get the snowmobile out or the boat launched. Of course, there's days when it's 40 degrees below and you don't want to go outside."



# Potvin goes in hole for Crean Hill drilling



Gerry Potvin and Crean Hill Superintendent Joe Loring: More than one way to drill a hole.

Sometimes he just can't believe they drilled the hole thing . . . or whole thing.

"I always knew it would work," said Gerry Potvin, "but I never believed it would work so well."

The Mines Research Engineer was enthusiastic about a 10 inch hole drilled to allow miners to pour crushed gravel from Crean Hill's 2,000 foot level to 2,250 foot level.

There's nothing new about 10-inch holes, he admits, it's the way it was done.

"We did it all in one shot," he said, grabbing a pencil and began drawing circles on a piece of paper in an effort to explain.

"In the past, to get a hole that size we had to drill a 6 1/2 inch hole first, then again to eight inches, and ream it a third time to 10 inches. Each time we had to pull all the rods back out," he said "and that's very time-consuming. Normally it would take about nine shifts to do the job. This way, it took us four shifts. Our best production was 90 feet in one eight-hour shift.

Gerry's enthusiasm has been

in the hole for some time. Just a year ago, he and a group of tinkerers managed to ream a 17 1/2 inch hole down to a record-breaking 600 feet.

The Crean Hill experiment is another big step forward. "There are a lot more applications all over for this system," he said.

The entire job was done with a Super CD 90 ITH drill and Inco-developed equipment and methodology.

Gerry began initial research on the project about four years ago, looking at the many snags that had to be ironed out. "Everything had to be examined," said Gerry. "Rods, hydraulics, cooling systems and different ways of tackling the problem. We carried out a lot of trials and tests before we got anything to work properly."

One of the first trials was an attempt to do the drilling with existing equipment without "beefing it up."

"The vibrations and extra pressure jammed the rods tight. They were so tight that sometimes the guys had to

"break" the threads with sledge hammers and torches."

A new low-torque thread design, now used widely by Inco came as one of the spin-offs of the project.

One of the main obstacles was beefing up air pressure to increase the glow energy for better penetration and better bailing velocities required to eject material back out the hole.

"We were working with air pressure of 250 pounds per square inch and 750 cubic feet per minute," said Gerry. "It only took some minor changes to beef that up to 300 psi."

But moving to 350 psi air pressure and 1,125 cubic feet per minute took some major changes. With a lot of equipment modification and the addition of an extra pump, the goal was reached.

"It was a significant breakthrough," he said. "It's the standard at Inco now."

What's next?

"I hope to get it up to 500 psi," he said. "I hope to have a prototype by April, maybe May . . ."

## Spare the rod saves time, trouble for research miners

ITH drill strings sometimes won't come OTH.

While Inco's powerful In-The-Hole drills are reaching ever-increasing depths and diameters, the drills are unable to remove drill rods and hammers that would sometimes bind

in the hole or jam by shifting rock.

"It was quite a problem," said Mines Research Engineer Gerry Potvin. "You get expensive hammers and rods stuck down there and you'd have to leave them behind."

Today, about 85 to 90 per cent of what was once left behind is recovered, thanks to some ingenious methods and devices dreamed up by Gerry and his crew of research miners Rolly Fortin and Rolly Berube.

In dollars and cents, that represents about \$1 million savings a year in new rod replacement value.

There are two separate phases to Gerry's drill rescue: Equipment to unseat the rods and hammer out of the hole, and if that fails, a kind of homemade mechanic mole armed with a flip-out rotating cutter that's lowered down inside the rods. When it reaches to just above the stuck portion of the hammer, the cutter extends from the torpedo-shaped device and neatly slices the pipe in half.

Under development for about two years, the ITH Rod Recover System is portable and can be moved to the site quickly. First, a metal baseplate is slipped over the rod and lowered to

the ground. The plate serves as a footing for the heart of the system, a series of three pistons that are assembled around the protruding section of rod. An oversized cap assembly is threaded on to the end of the shaft and provides something for the piston assembly to push against as it extends.

### Tricky manoeuvre

Hydraulic pressure, supplied by a portable air-powered pump, extends the pistons, in turn edging the rods slowly but steadily out of the hole. When the piston is fully extended, the rod is wedged in place to ensure against slipping back down and the procedure is repeated until all the rods are removed.

"We've moved a lot of rods and hammers this way," said Gerry. "But sometimes there is just no way to get them out. Sometimes the ground shifts and it's jammed for good. We've even tried explosive charges, but that doesn't work either."

The solution: cut your losses and remove what you can.

"We simply lower our cutting

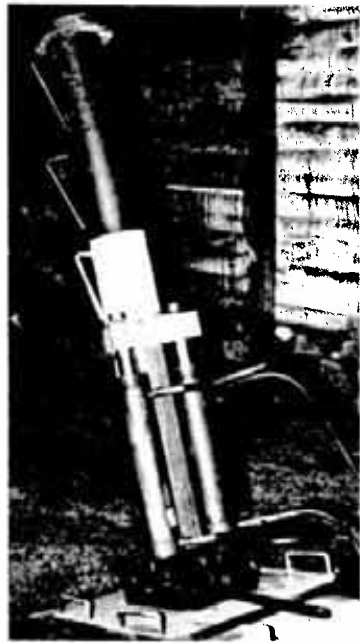
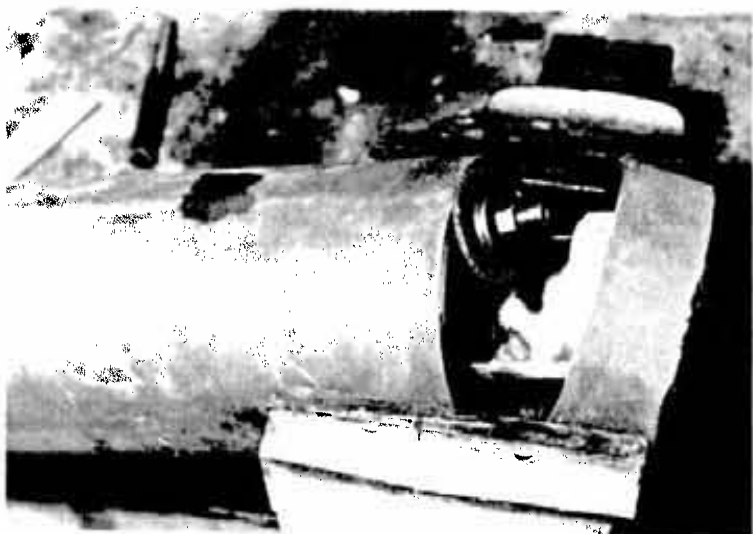
device down inside the rods on sections of pipe and turn it on when we get to the spot just above where it's stuck. The entire housing is rotated 360 degrees via a crank wheel attached to the section of pipe protruding from the rod."

Sometimes, the rod is cut several times before it is freed. "We aren't always sure just where it's stuck," said Gerry.

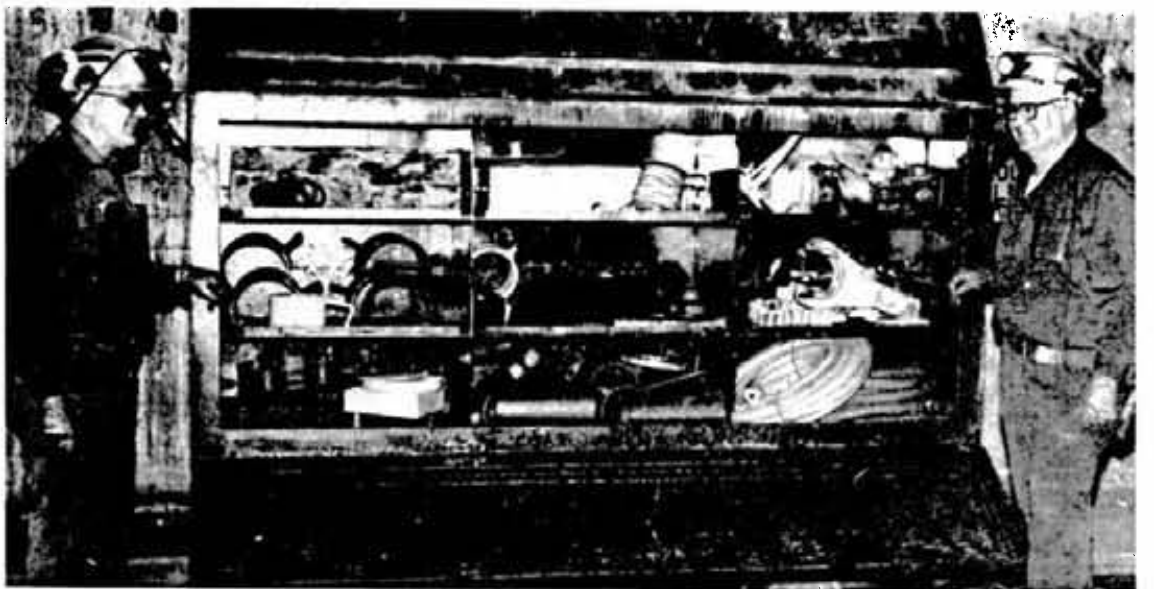
To salvage as much rod as possible, the rod is cut at the lowest spot possible.



Cutter tilts out of torpedo-shaped housing that's lowered into the rod. Below, a demonstration of the results.



As the pistons extend, rod (centre of four pistons) is eased out of the hole.



Research miners Rolly Fortin and Rolly Berube with the portable rod recovery system.

# Environmental policy not just a pretty plaque

It is -- or will be soon -- hanging in virtually every office of Inco's many national and international operations, a statement of the company's commitment to the environment.

But does it have teeth?

"From what can be seen already, there's no doubt that this is more than a piece of paper," said Environmental Control Manager Larry Banbury. "Things have already

started happening."

Larry was referring to an Environmental Impact Policy, a portrait-size declaration signed by Inco Chairman, President and Chief Executive Officer Donald J. Phillips that will be hung in every major office of Inco's many operations.

Outlining everything from maximizing environmental protection to more communication with government, employees

and the public, the policy is a clear statement of Inco's intentions.

Seven thousand copies of the policy statement are being sent to every Inco location worldwide, especially the main production centers in Sudbury, Thompson, Manitoba, the United States, the United Kingdom and Indonesia.

"Note the paragraph about annual reviews of company per-

formance," said Larry. "We've just embarked on a major environmental audit program. A team of four people is scheduled to do an environmental audit of Matte processing in late November.

"And that's just the start," he added.

On the longer term, he said, he's involved in a program that will see similar environmental audits of all Canadian opera-

tions in the next two years, an ambitious project that will demand environmental audits of more than 20 separate managerial areas.

He said that some of the effects of the company's environmental concerns are already being felt. "Starting in June, we put a procedure in place that requires every capital

*Continued on page 5*

## ENVIRONMENTAL IMPACT POLICY

Inco is committed to the concept of sustainable development, which requires balancing the need for economic growth with good stewardship in the protection of human health and the natural environment.

Inco will strive to minimize any potentially adverse impacts of its operations and products on its employees, customers, the general public and the natural environment, and will seek to not only meet, but if possible, surpass the standards set by relevant legislation, by diligent application of technically proven and economically feasible environmental protection measures throughout exploration, mining, processing and decommissioning phases of operations.

To implement this policy, Inco will endeavour to:

- assess, plan, construct and operate projects or facilities in compliance with all applicable legislation providing for the protection of the environment, employees, and the public.
- in the absence of legislation, apply cost-effective best management practices to advance environmental protection and to minimize risks to occupational and public health and safety and the environment.
- implement site-specific programs, which conform with both governmental regulations and corporate policies, to minimize risk.
- maintain active, continuing, monitoring programs, to evaluate

operational risks to human safety and health, and the environment and apply sound risk management principles to ensure compliance with government and company requirements

- foster research directed at expanding scientific knowledge of the impact of industry activities on the environment, of environment/economy linkages, and of improved processing technologies.

- work pro-actively with government and the public in the development of equitable, cost-effective and realistic laws for the protection of the environment and the enhancement of occupational health and safety.

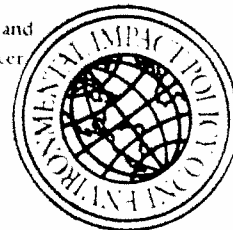
- enhance communications with governments, employees and involved publics to promote understanding of the nature of our business activities and any relevant risks associated with our operations or products.

- review annually for the Board of Directors, company performance with respect to occupational health and safety and the environment.

- provide shareholders with information on environmental and occupational health and safety matters through the Annual Report.

*Donald J. Phillips*

Donald J. Phillips,  
Chairman, President and  
Chief Executive Officer



# INCO

STRONGER FOR OUR EXPERIENCE



## Div shop on the skids

Divisional Shop employees tooled up for a little sliding on the ice recently in the second annual Mixed Curling Bonspiel at the Coniston Curling Club.

"The turnout was better than expected," said tournament organizer Larry Solski, an armature winder at the Shops. "We had a full house. All the positions were filled two weeks before the tournament."

Since the purpose of the outing was to have a good time, curling skills were secondary.

"About 90 per cent of the people had never curled before," said Larry. "That didn't matter. Everybody had a good time."

A total of 16 four member teams played. Machine operator Tom Winter, his wife Bea, and machinist Ron Menard and wife Claire took first place in the tournament.

The event will be repeated next year. "In fact," said Larry, "it's already been booked." ■



At left, machinist Ron Menard helps his team-mate send the rock down the ice. At right, Jeannette Cumini, wife of maintenance mechanic Larry Cumini prepares for a shot.

## ENVIRONMENTAL

Continued from page 4

appropriation request to be reviewed by this (environmental control) department."

Also in place and operating is an Engineering Department effort designated the Clean Plant Design Policy. When an engineering request is submitted to the department, environmental concerns are addressed as part of the engineering design work.

"Some of these things have been gradually on the way for the past four or five years while others are now coming on line," he said. "All in all, I think we are in good shape. Things can't be perfect, of course, but I think we are a very environmentally conscious company."

According to Ontario Division president Bill Clement, the policy is one of the most definitive statements made on the environment by a company anywhere.

"It is an integral part of Inco's commitment to sustainable development," he stated in a letter accompanying the delivery of the framed policies to approximately 1,300 offices in Sudbury and Port Colborne operations early in November.

He encouraged employees to make the principles contained in the statement "a vital part of your daily work at Inco." ■

## A Hoistman

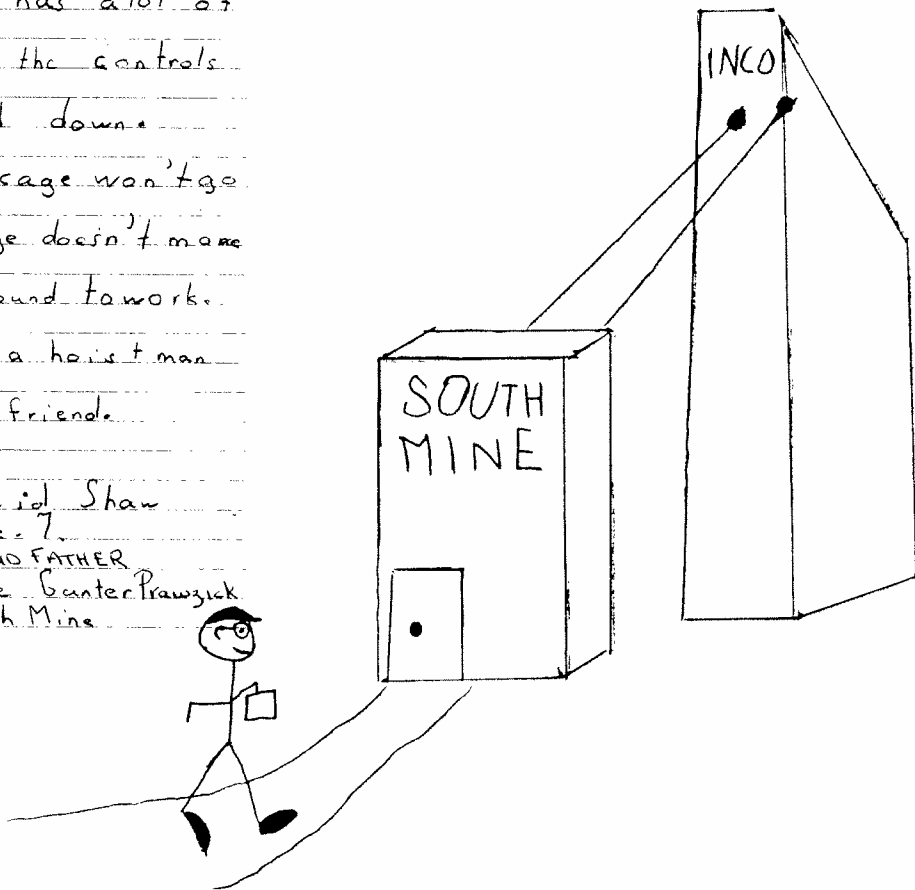
Gunther is a hoistman at south mine  
A hoistman is a very important man  
He sits at desk that has a lot of  
controls and has to work the controls  
to move the cage up and down  
Without Gunther the cage won't go  
up and down. If the cage doesn't move  
no one could go underground to work.  
Inco needs Gunther as a hoistman  
-We need Gunther as a friend.

David Shaw

Age 7

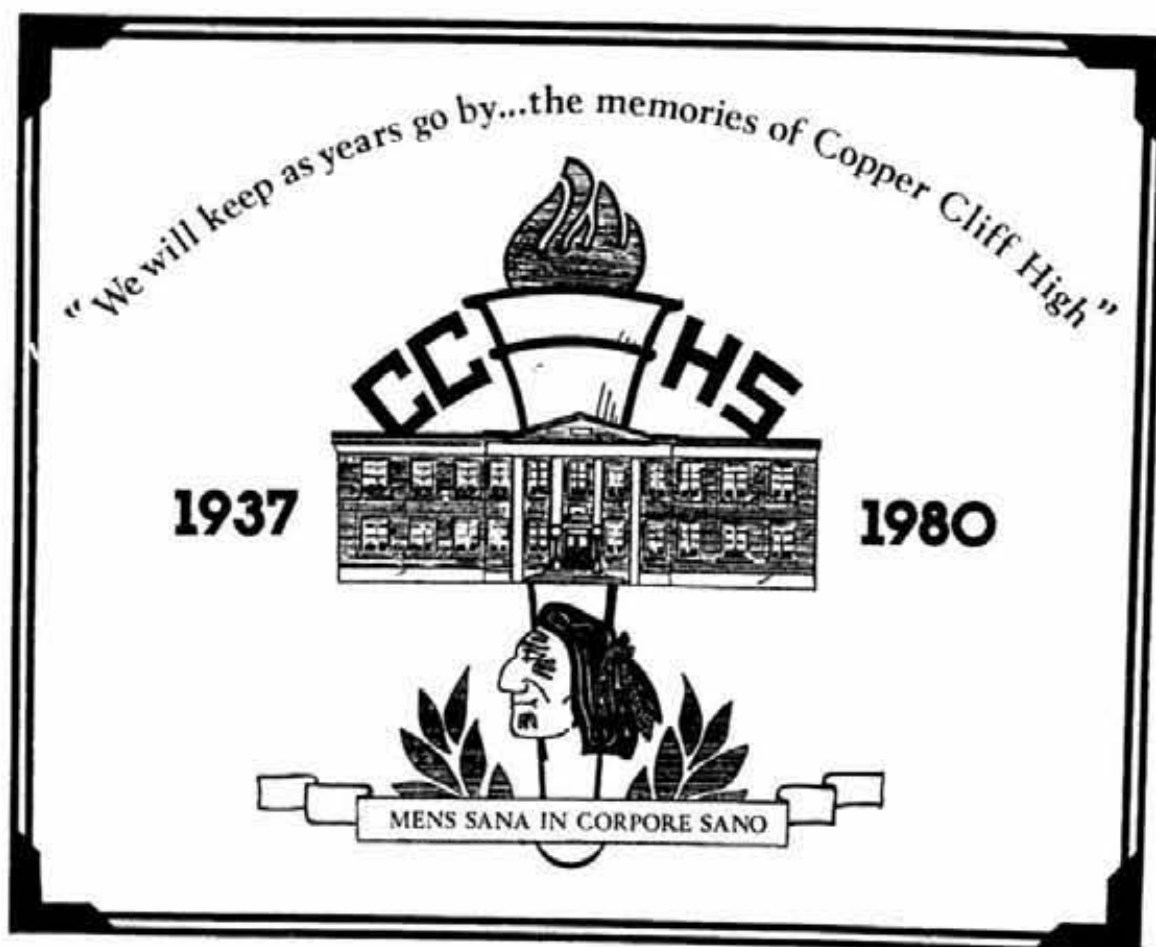
GRAND FATHER

INCO Employee Gunter Prawzick  
Hoistman South Mine



David Shaw, 7, Grandson of Gunter Prawzick, Hoistman at South Mine.





## 3,000 expected for CCHS Reunion

Who says you can't go back in time?

Former students of Copper Cliff High will revisit the days of homework, hallway monitors and history class during the Copper Cliff High School Reunion '90 next summer.

Copper Cliff High School was opened in 1937 and closed in 1980 because of declining enrolment.

Today, the building is home to Copper Cliff Public School, but etched within its hallways for eternity are the memories and magic left behind by generations of high school students.

Because Copper Cliff is essentially an Inco town, most students at Copper Cliff High School were sons and daughters of Inco employees. Many of those sons and daughters followed their parents into the Inco workforce.

Such was the case with Diane Flynn, secretary in the accounting department and a graduate

of the Copper Cliff High School Class of '69.

"Our whole family was Inco," she said. "My father was general foreman in the winding shop and he's a pensioner now."

Diane's father, Herk, attended Copper Cliff High School, as did her brother John. Her younger sister Patty would have attended the school had it not closed.

"It was a small school so everybody knew everybody," she said. "Most of my friends have gotten married and moved out of town so I haven't seen some of them in 20 or 25 years. We used to have some good times."

### The best years

While most teenagers don't realize it at the time, there is a lot of truth to the saying that high school years are the best years of your life, said Diane.

Her memories of high school

are good ones, punctuated more by school spirit and extra-curricular activities than by stern teachers and piles of homework.

"I was a cheerleader," she said, "and we used to travel on the bus to all the hockey games. Our school spirit was very high."

"We were a small school but our hockey team was NOSSA (Northern Ontario Secondary Schools Association) champion for years and years. The Copper Cliff Braves were the team of the century."

Diane's affection for her old school led her to take charge of looking after registrations for the reunion, scheduled for June 29 - July 1.

"This reunion is not only for graduates," she said. "Any former student, even if they only went for a day, is welcome to attend."

"Friends and family of students are also definitely welcome."

Planning for the reunion began in May of 1988 and organizers hope to attract 3,000 people.

"We want everybody planning to attend to pre-register," said Diane. "We already have people registered from as far away as Germany, but the majority of people who are registered now are from southern Ontario, Ottawa, and Western Canada."

### Renew friendships

"We just want to get former students together to renew friendships of years gone by. We want to keep our school spirit alive even though the school is dead."

Reunion organizers have a wide variety of activities planned for the weekend. These include opening ceremonies and a beer-fest on Friday, beer tents, games for the kids and an oldtimers' ball game Saturday, and reunion blessing and closing ceremonies Sunday.

On Saturday night, organizers will play host to what is being billed as the world's "biggest high school dance," featuring live bands 1964 and Spyre.



Copper Cliff High grad Diane Flynn skips back in time.

"We will need memorabilia," said Diane. "A lot of people don't want to give up that stuff but we have security measures in place and it will be identified and returned to them right after the reunion."

"Anyone wishing to donate memorabilia should contact Art Closs at 692-3293."

Brian Bertulli, salary administrator at Inco, is heading up the souvenir committee for the reunion. Souvenirs will be available for purchase throughout the weekend.

Registration kits are also be-

ing prepared for all participants which include a reunion memento, and a chance to win a color TV and VCR, or one of two trips.

Registration forms are available at Lasalle IGA, Pat and Mario's, Copper Cliff Legion, Copper Cliff Quik Mart, Copper Cliff Wilson's Pharmacy, Lockerby Post Office and Choices Furniture in Sudbury.

A pre-registration blitz is planned for Dec. 11 - 16 at the Southridge Mall.

## COPPER CLIFF HIGH SCHOOL REUNION '90

TO BE HELD JUNE 29TH, 30TH, AND JULY 1ST  
AT THE SCHOOL

CALENDAR OF EVENTS	PRICE "PER PERSON"
Registration Kit (includes reunion memento, chance to win a TV, VCR & 2 trips)	\$ 5.00 <input type="checkbox"/>
Friday - (Beerfest & entertainment)	\$ 6.00 <input type="checkbox"/>
Saturday - biggest high school dance featuring "1964" and Spyre (school grounds)	\$ 6.00 <input type="checkbox"/>
* N.B. save \$2.00 by attending both functions	\$10.00 <input type="checkbox"/>
Total Submitted	\$ _____

PLEASE FORWARD THIS FORM AND A CHEQUE  
PAYABLE TO: Copper Cliff High School Alumni Association  
P.O. Box 879  
Copper Cliff, Ontario  
P0M 1N0

NAME \_\_\_\_\_ (MAIDEN) \_\_\_\_\_

ADDRESS \_\_\_\_\_

POSTAL CODE \_\_\_\_\_ TELEPHONE (AREA CODE) \_\_\_\_\_

LAST ATTENDING YEAR AT COPPER CLIFF HIGH SCHOOL \_\_\_\_\_



MY DAD IS A ENGINEER AT THE SMELTER. HE LOOKS  
AFTER BUILDING THINGS THAT MAKE IT WORK BETTER. WE  
SAW THE OVER HEAD CRANE. IT WAS LIFTING A BOWL OF  
SLAG.

EDDY COOPER  
1149 LAURENCE ST. HAMMER ONT.  
I AM 6 YEARS OLD

Eddy Cooper, 6, son of Smelter Engineer, Gordon Cooper.



Danny Beltrame, Tony Campagnola and Erminio Cozzarini.

## Caruso Choir revisits members' homeland for nostalgic tour

For the Caruso Club Choir, the 'Tour of Songs' to Italy was a return to the country of their origin and a return to the cities, towns and villages of their ancestors.

Concentrating on northern Italy, the choir gave 10 concerts in 14 days in San Daniel, Treviso, Lucca, Florence and Vicenza before audiences sprinkled with relatives and

friends of their families back in Canada. They began August 21.

For choir members such as Tony Campagnola, it was a return to the family hearth. Tony, a painter in the locomotive shop at the smelter, is the only member of his family to immigrate to Canada.

"We have been to Toronto and many other places but this was always a dream that some-

day we would make a trip like this," said Tony, an original member of the 20-year-old choir.

When the choir went to Vicenza, Tony, who has been in Canada for 35 years, was reunited with brothers and sisters and family for the first time in a decade.

Erminio Cozzarini also saw brothers and sisters he has not seen for years. Erminio, a retired miner from Creighton, worked with a travel agent in Toronto arranging the choir's hectic schedule of bookings, travel and accommodation.

### Tour tactics

"We planned the tour so that we would go to places or close to places where we all have relatives," he said.

Erminio says they visited such tourist attractions as Monte Cassini and the Tower of Pisa.

For Nancy Rebellato, a third generation Italian-Canadian, the trip was a living chapter in the saga of the faint echos of an ativistic past she only knows through the stories she has heard as a child from her maternal grandmother.

In high school, she did projects on her family's origin and family tree, but has never been to Italy. She's looked forward to meeting cousins and relatives in



Nancy Rebellato and choir director Marlene Souran.



Choir director Marlene Souran at work.



Retired Inco bricklayer Frank Falbo is the choir's guitarist.



More than half of the Caruso choir members are Inco employees, pensioners, or wives of Inco people.

Miano, near San Daniel, and Castlefranco, near Treviso, she has never met.

"It was interesting to go back and see where they were born and what they are like," said Nancy, a three-month veteran of Inco's purchasing department. "And where my grandmother worked. It's almost like going home again. My grandparents emigrated here over 60 years ago."

The highlights of the trip for

the choir, though, was an invitation to sing the Mass in Monte Berico Cathedral in Vicenza, a shrine as famous in Italy as Sainte-Marie among the Hurons and the Martyrs Shrine is in Canada.

For Tony Campagnola who sang in church choirs in Italy as a young man (but never in Monte Berico) it has to be the highest achievement so far for the Caruso Club Choir.

Danny Beltrame, promotional director of the choir, says a tour like this is something the choir has worked on and planned on for many years.

Of the 47 members of the choir, 42 managed to get the time off to make the trip.

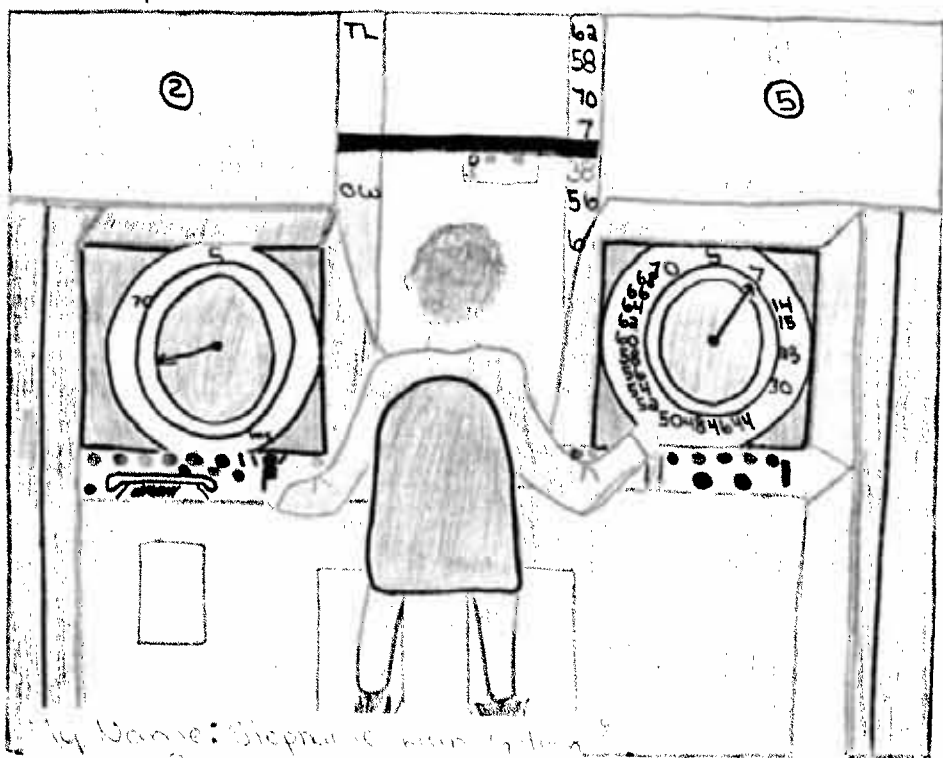
"We were lucky," said Danny, an employee of the general office at Inco, "that so many of our members are retired or worked on maintenance during the shut-down and are free to travel in August."

The choir, which has won awards and performed at many functions around Ontario, will performed in both English and Italian. Included in their repertoire are excerpts from La Traviata and Nabuco, folk songs, classics such as 'O Sole Mio and La Donn E Mobile and North American songs like 'I Have A Dream' and 'It's A Small World'.

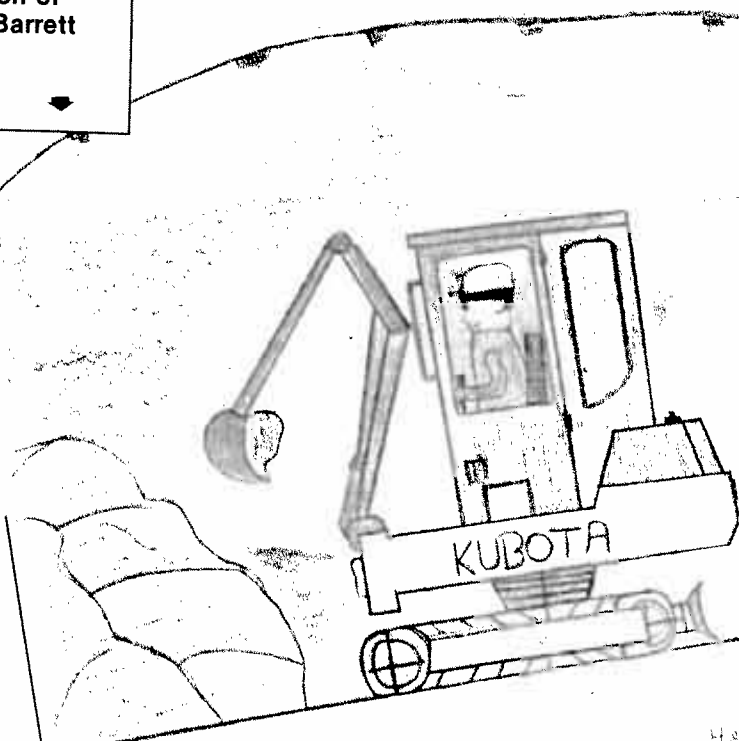
Stephanie Leah Gideon, 10  
daughter of Creighton  
Hoistman Jim Gideon 1st  
Prize.

Jim Barrett Jr., 12 son of  
Levack Mine's Jim Barrett  
2nd Prize.

This is my father operating the 9 shaft cage hoist.  
His job is to bring all the men underground to their  
working levels. Once all the men are down he then  
hoists all the equipment, powder, and material needed  
to operate the mine.

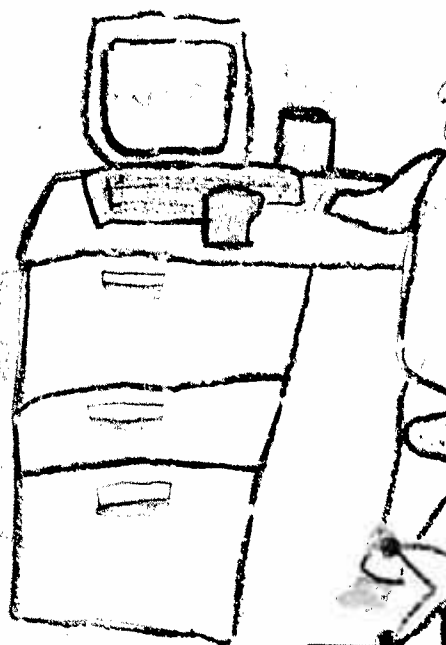
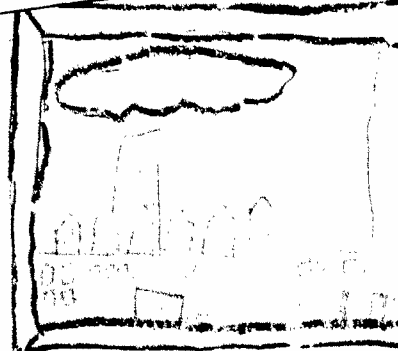


My Name: Stephanie Leah Gideon  
Age: 10  
Address: 1000 1st St. N.  
Levack, Minnesota 55751  
Hoistman, Creighton Mine



My dad works at Levack Mine. He is a  
hoistman and he brings the men down to  
their working levels. He also hoists the  
equipment, powder, and material needed  
to operate the mine. My dad is the best  
hoistman I know.

Jim Barrett Jr.  
Levack Mine

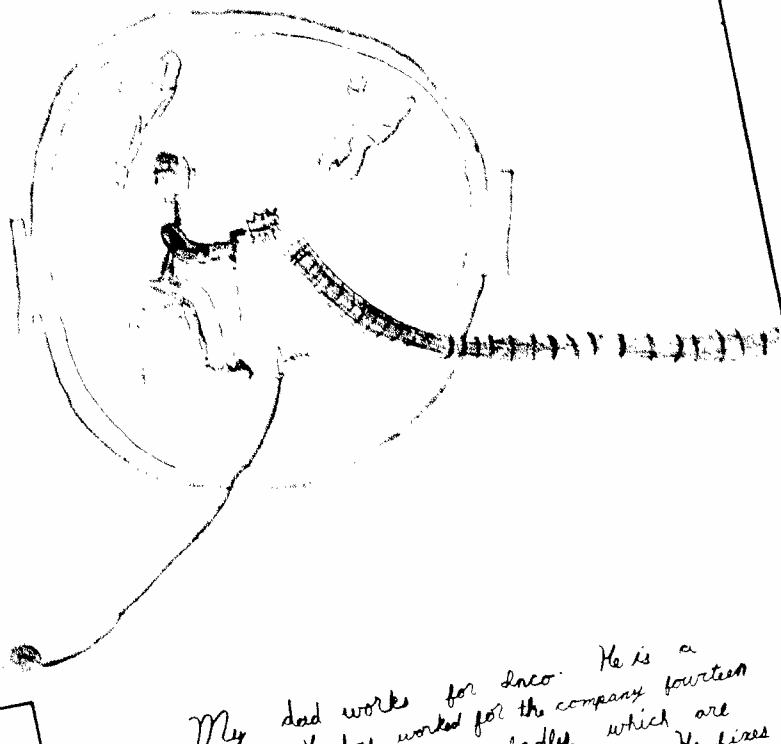


Name: Darryl  
Age 8  
Son of C  
M  
G

Darryl Dionne, 8, son of  
Cathy Dionne of Metal  
Planning and Accounting  
1st Prize.

This is  
at her  
comput

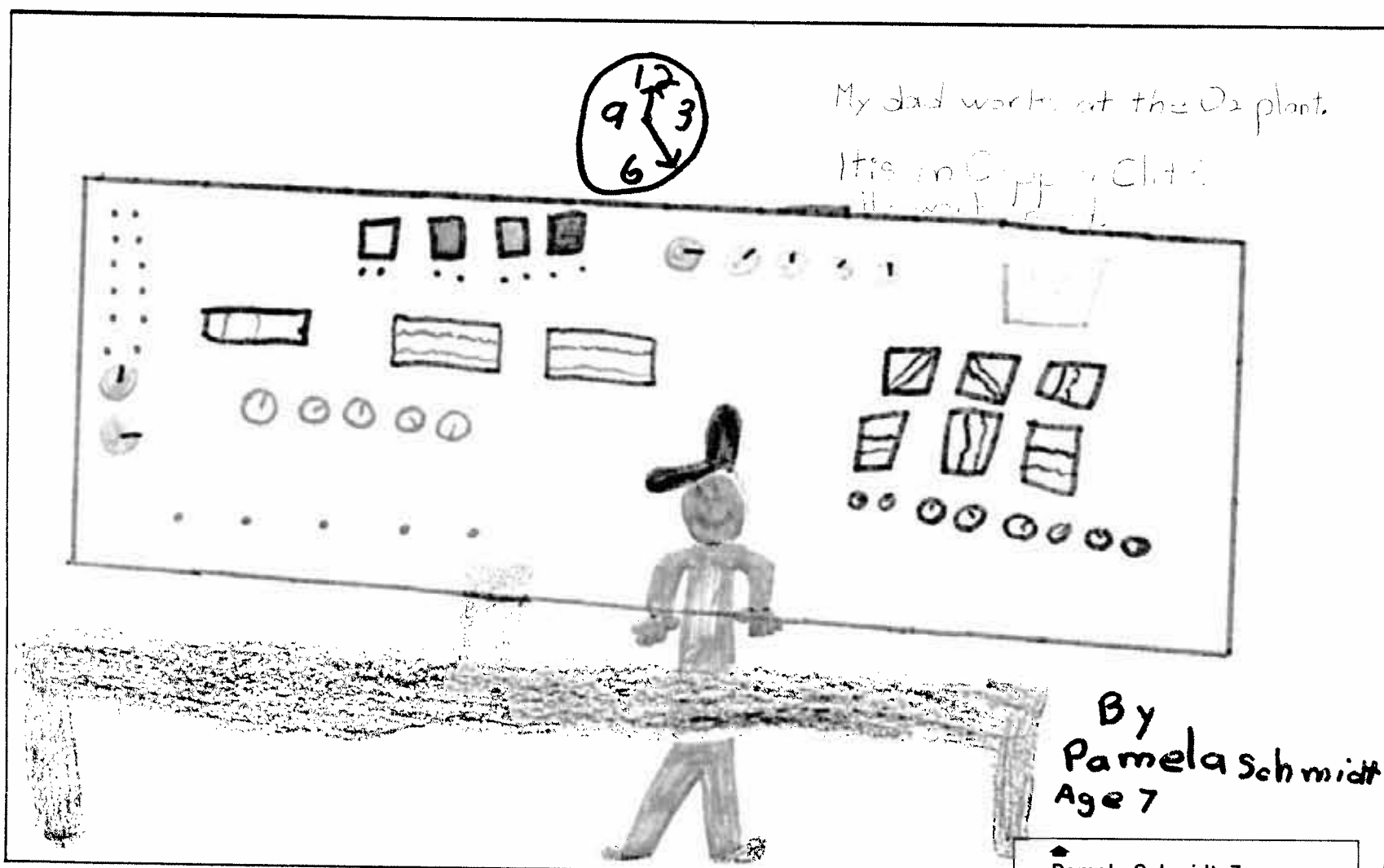
Randy Thaxter, 10 son of  
Divisional Shop welder Pat  
Thaxter 3rd Prize.



My dad works for Inco. He is a  
welder. He has worked for the company fourteen  
years. My father welds ladles which are  
big pots that are used to dump slag. He fixes  
them so people don't get hurt by the hot  
slag that could leak out from cracks and  
holes. If he didn't fix them Inco would have to  
buy new ladles and that would cost a lot of  
money. Presently my dad works at Copper  
Cliff. My dad welds things together that  
the full pin crew get's rusty. My father  
must know a lot to be a welder.  
I think his job is fun.

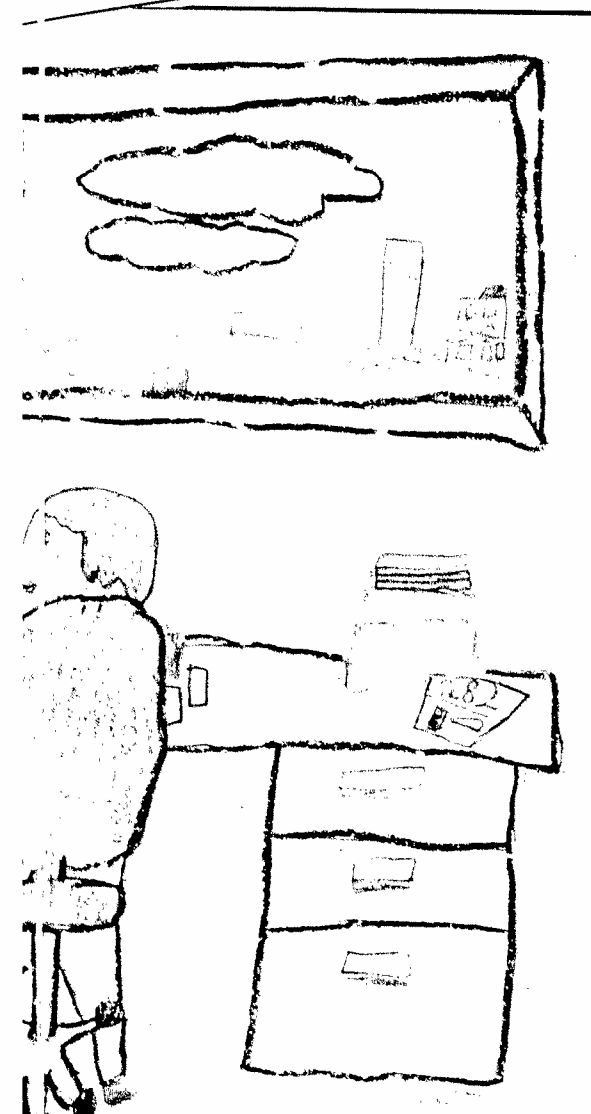
By Randy Thaxter





By  
Pamela Schmidt  
Age 7

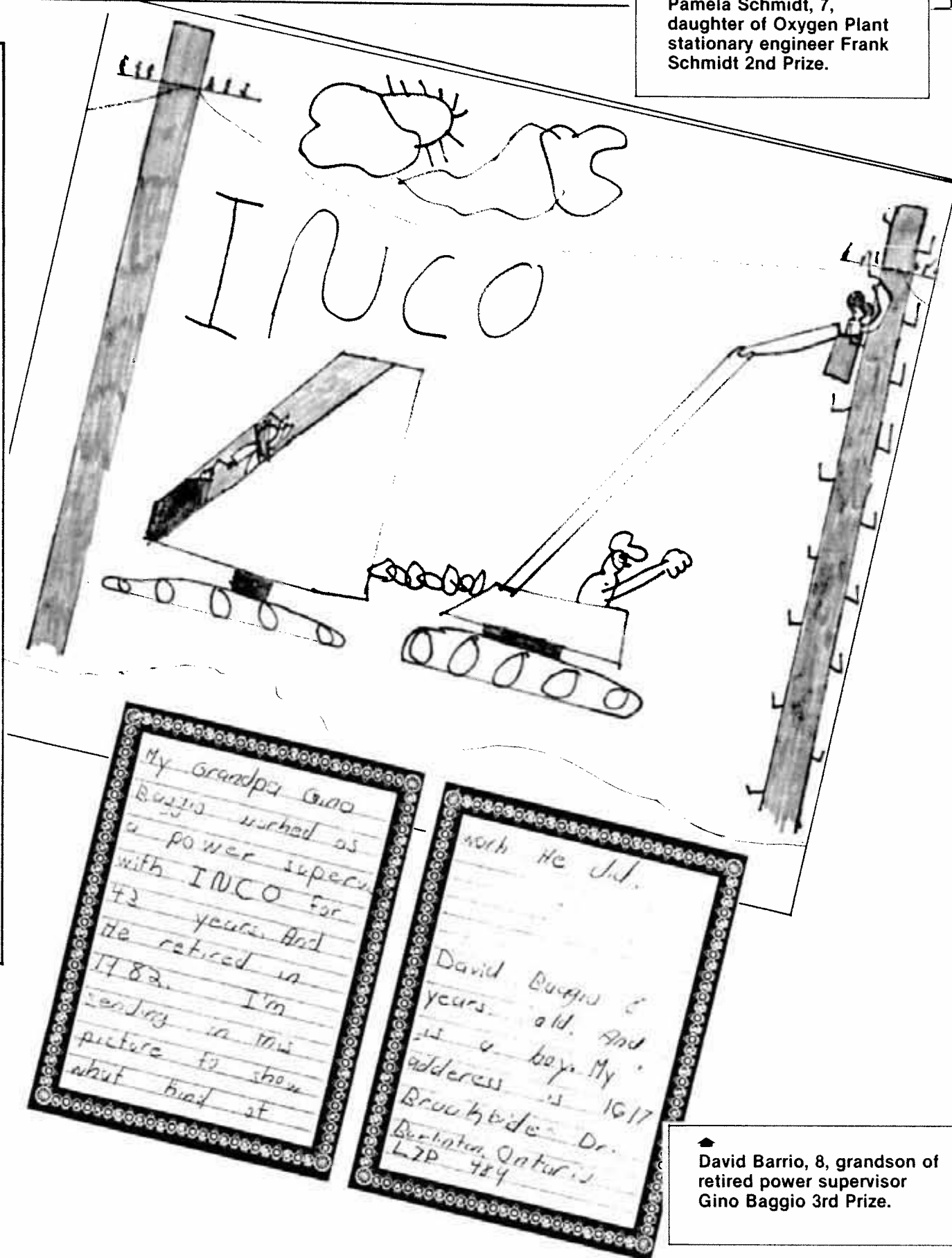
Pamela Schmidt, 7,  
daughter of Oxygen Plant  
stationary engineer Frank  
Schmidt 2nd Prize.



Cathy Dionne

Cathy Dionne  
Totals Planning & Accounting  
General Office

is a picture of my Mother  
at desk where she uses a  
for all day.



David Barrio, 8, grandson of  
retired power supervisor  
Gino Baggio 3rd Prize.

## Unchallenged contestants throw down the gauntlet

Something went awry last year. Maybe the word didn't get out. Either that, or all the folks at Inco's refineries, smelter, and other operations and offices are intimidated by the athletic prowess of the people who push pencils and paper at the General Offices.

That's why Tim Egan is reissuing last year's challenge to Inco's far-flung operations to form teams for this year's Corporate Challenge.

"We had about 120 out in six teams last year," said Tim, one of the organizers for this year's program, "but most of the people we're recruited from the General Offices." Creighton, he said, was the only other Inco group that answered last year's challenge.

Although last year's turn-out tripled the previous year's total, Tim wants to see it more representative of the various groups within Inco to instil more in-house rivalry.

"The more competition the better," said the programmer with Computer Services at the Copper Cliff General Offices.

Although activities are based on athletics, the main idea is to have a good time. "I organized the aquatic artistry event last year. You didn't even have to know how to swim. The only requirement was to be taller than the deepest part of the shallow end of the pool."

Activities are geared to provide some exercise and a lot of fun. As well as the in-house

competition, participants will have a chance to compete with other groups and organizations in the community.

"It's a great way to meet people," he said. "A big part of the enjoyment in the Corporate Challenge program is the social aspect."

About 1,500 people from 54 region-wide teams turned out for the Vegas Night event that ended last year's Challenge program.

About 15 to 20 people make up a team. Teams must be co-ed, a factor that might be seen as a problem in some of Inco's all-male departments. "But spouses or girlfriends are welcome," he said, or one outfit can team up with another."

Although only about 15 people are required for most events, extra teams members ensures flexibility. "On weekends you can't make it, there are still enough people to form a team."

Activities such as bowling, snooker and bladderball take place on one weekend a month from February to late April or early May, usually on Sundays.

Tim hopes Inco groups will form the biggest contingent in the Corporate Challenge again this season.

"Last season, an Inco team became the first to win two medals."

With a full roster of 20 people, registration fees will cost \$10 each.

For more information, call Tim at 682-5374.



Computer department Technical Support Analyst Monique Belanger won't show her hand until the Corporate Challenge begins.

## Learning a part of retirement plans at Cambrian

There's a large resource of talents, skills and knowledge going largely untapped, and a proposed new joint Cambrian College-Laurentian University project wants to mine it.

In the planning stages, a Senior Learning Institute is expected to be launched by January next year, and organizers are eager to hear from retirees or those planning retirement to help them in establishing the program.

Through information sessions, seniors' interests will be assessed, a first step in organizing a planning committee.

The scope of the program includes providing opportunities to meet the learning needs and interests of seniors and giving access to a wide variety of resources to support those interests.

The program will also give seniors a wider variety of social, cultural and physical opportunities, and provide an outlet to utilize talents, skills and knowledge in a variety of ways.

Institutes for learning in retirement have gained tremendous popularity throughout North America. They are an excellent way for retired people to seek new learning challenges and social interaction. Participation in these institutes is based on a program of informal learning in an informal setting. Participants determine and coordinate all activities offered by the institute. Cambrian College and Laurentian University have made the commitment to jointly sponsor this venture and want to work with potential members to make it happen.

For more information, contact Monica Collins at 675-1151 or Sonia DelMissier at 566-8101.

## Nickel News

### Hung Up on Nickel

When the United Kingdom's highest telecommunication dish aerial was erected recently, riggers relied on nickel-containing stainless steel buckles on their Britannia Super safety harnesses to ensure a slip at 230 metres straight up wouldn't end in disaster. They're made by Pammenter & Petrie Ltd. of Birmingham, England.

### Nickel Pigtales

Fibre optics coated with the usual plastic were susceptible to extreme temperatures and the epoxy bonding method allowed moisture and other contaminants to penetrate the optical fibre. To solve the problem, a nickel-coated optical fibre has been developed to overcome the effects of harsh environments in space, land, and under the sea. Called "Pigtales," the optical fibre is made of layers of gold, nickel and aluminum that cover the fibre. The gold protects the underlying nickel from oxidation and diffuses into the solder which also forms a permanent hermetic bond between the fibre and the package containing a laser, sensor or other electronics.

### Nickel in Pizza

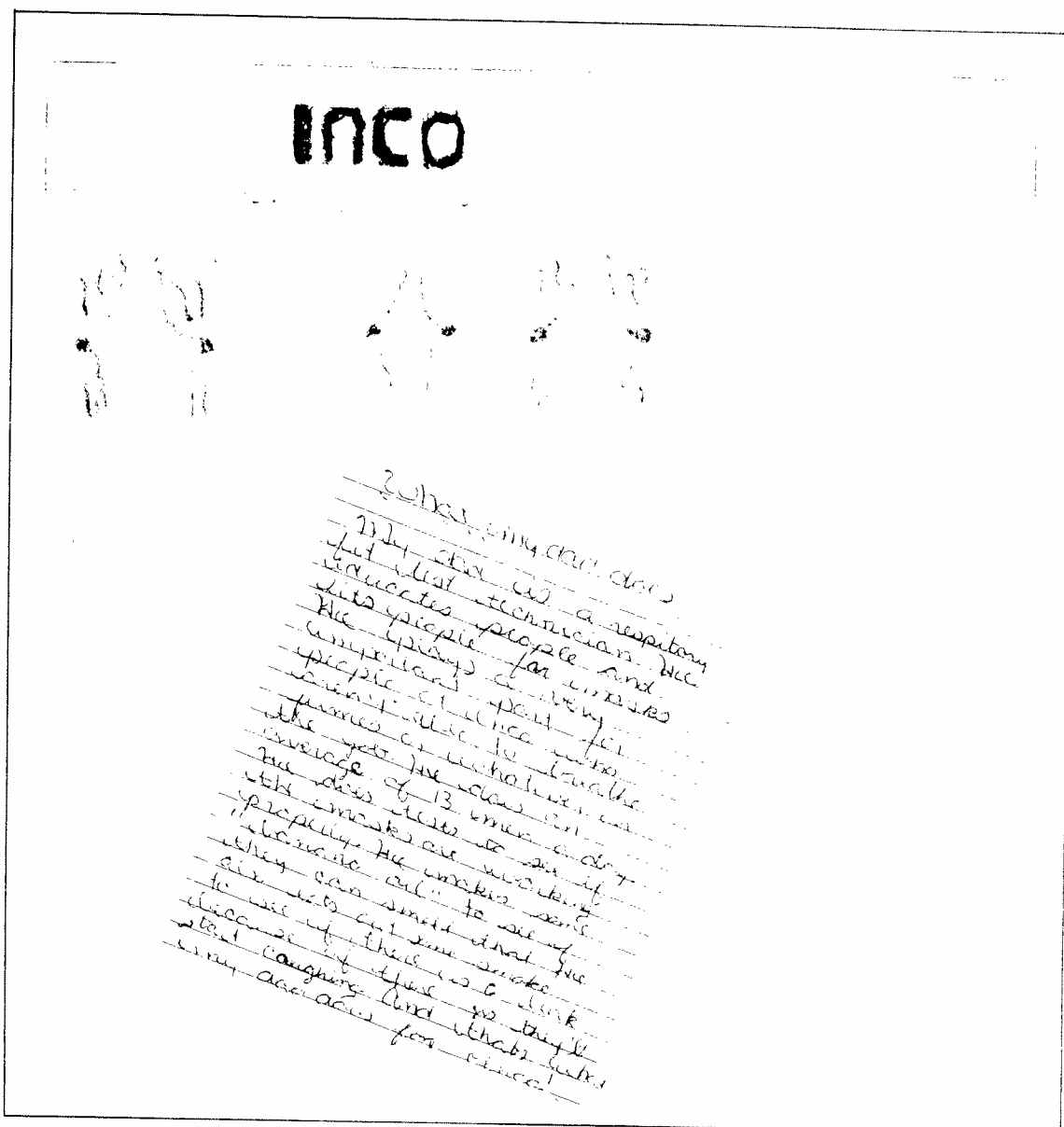
The eye-catching design of the telephone-number advertisements at almost 200 Pizza Pizza outlets in Ontario and Quebec has made the Canadian-owned company stores a day and night landmark. The backlit signs are made of mirror-polished stainless steel.

### Nickel Fits in Fittings

A leading U.S. boat builder has replaced the standard plated zinc-base die castings with nickel-containing stainless steel for the rail fittings and other applications on their fresh and saltwater pleasure boats. The stainless steel is being used to eliminate the corrosion of the traditional fittings.

### Nickel's Attention Span

The chemist's name for it is Cr7-15/Ni 10/Mn 15/Si 7/Co and so on, but in layman's terms it means memory. It's the world's first stainless steel-base shape-memory alloy for practical use. A one-way type shape-memory alloy, its restoration ratio is 100 per cent after deformation of less than four per cent. The composition can be varied, allowing the alloy to be used for a wide range of applications.



Chantal Gibson, 12, daughter of Jim Gibson of Occupational Health.

# Inco railroad pensioners back on track



Back on the rails, from left, Ralph Convery, 81; Alf Mash, 86; Willis McAdam, 89; Fred Gascon, 84; Leo Gauthier, 83. At the rear is Leo Sabourin.

## Inco volunteers share their expertise

The entrepreneurial spirit is alive and well, and Inco employees are doing their best to keep it that way.

"It's a good way for kids to try a little self-development, to give them goals to shoot for," said Copper Refinery Safety and Administration Superintendent Roy Carlyle. He's one of four Inco employees working with the Junior Achievement program in Sudbury to help local high school students learn how the free enterprise system functions.

Roy, Internal Auditor Don Stewart, Ontario Division Comptroller Mark Martin and Computer Services programmer Sean Romenco will attend 26 weekly sessions with 21 students, initially providing expertise on setting up a new business.

"I've been teaching evening courses in Business Management at Cambrian College for the last nine years," said Roy. "I enjoy working with young people. This is a way to contribute to the community."

Sean Romenco gathered material about the program at two training sessions and passed it on to his teammates. "Each team has four advisors, each in a different area of management from finance to marketing."

Although the Inco team will spend the first five weeks educating the young "achievers" on the ins and outs of set-

ting up their own enterprise, the remaining weeks are spent in an advisory capacity only.

"The kids have to do it themselves," said Sean. "We are there only as advisors or management consultants."

### Profit making

He said the object of the company is to make a profit by the end of the sessions. "However, education is stressed as the most important thing."

"It'll be a learning experience for me, too," said Sean. "I enjoy working with kids. I like their enthusiasm and insights into things. I figure that giving my time is more important than anything else I can give."

For Internal Auditor Don Stewart, the sessions will be a continuation of the summers he spends coaching soccer. "I just consider this another coaching session," he said. "I enjoy coaching and I get along with the kids."

For comptroller Mark Martin, the basic idea of Junior Achievement is a good one. Although the sessions fall on his curling night, he's looking forward to the sessions. He likes the idea of the sink-or-swim, trial and error approach that must be learned by the young entrepreneurs.

Old railwaymen don't retire. They just roll on a more leisurely track.

That's one of the reasons why Inco's Transportation department played host to a visit by several of the most senior pensioners to let them see how the department's rail operations have changed over the years.

"These guys helped build the system of today," said general foreman of Transportation and Traffic Services Leo Sabourin. "It was good to see them back for a visit."

The idea for the tour came at the last Pensioners Day celebrations when 89-year-old retired locomotive engineer Willis McAdam asked Leo if he could see how the rail system had changed since he retired in 1964.

"I couldn't see why not," said Leo. "Rather than take just one guy around, I figured we could take a busload. I got a pensioners' list from Benefits Department and called a dozen or so of the most senior pensioners and asked them if they would like to do a tour."

"I considered the tour appreciation for what these guys have given to the department."

Since the tour was offered to only the "oldtimers," Leo figures it can't start a precedent. "Somebody suggested the names of a few 80-year-olds be included, but I told them I didn't want any babies along," grinned Leo.

Willis, the most senior of the department's pensioners, was joined by four others for the morning tour and lunch at the Copper Cliff Club, and the reaction was overwhelming by the pensioners and Transportation people alike.

"There are people here who still remember these guys and it was great to have them back," said Leo. "I think our people appreciated it as much as the pensioners."

### Looking back

For the former Inco railmen, it was both an eye-opening experience as well as a nostalgic look back.

"It was a wonderful tour. It brought back a lot of memories," said retired locomotive engineer Alf Mash, at 86 the second in seniority of the group. "The atmosphere is still here. The spirit of the people in the department is as high as ever, maybe even better than it used to be. If I were a young man I wouldn't hesitate to start all over again here."

He was impressed by how things have changed. "The heavy labour seems to be cut in half," he said. Machines have taken all the backbreaking work out of the job. It's a lot easier than what I remember."

Like most of the pensioners, he is still enthusiastic about trains.

"I live on Ontario Street and the CPR tracks are right at my front door," he said. "When the trains to the Soo go by, I count every car. I guess it's in my blood."

Alf retired in 1967. For veteran's "veteran", Willis McAdam, the tour was a surprise.

"I can hardly comprehend

the changes around here," he said. "The work has changed in every way and all for the better."

"I don't know a lot of people who are still working here, perhaps five or six," he said. "But it was good to get another look at the place."

Willis is enjoying his retirement and says he doesn't miss railway work all that much but admits he loves to see trains as they pass by.

Willis said he visited the department about 12 years ago, and although he noticed some

changes at that time, they were nothing compared to the development that has taken place since.

"It's just amazing," he said. "There used to be a lot of hard labour with such things as cleaning up the yard. Today it's all done by machines."

Guides on the tour were Leo Sabourin, rail foreman Omar Balmour, jitney driver Johnny Dagett and most senior transportation employee transportation foreman Eddie Katerynuk.



Edgar Burton with one of three boxes he's using to collect food for the needy.

## Christmas collection needs employee support

It may be a little early to tap into that special Christmas spirit, but Plate Shop machine operator Edgar Burton is getting a jump this year on collecting canned goods and other non-perishable items from Inco employees.

"Some people can't have a good Christmas without a little help, and we can do something about it," he said, as he dragged one of three huge donation boxes to its berth at Number 3 Dry.

Despite the fact that his first efforts last year had only fair results, he's confident that his fellow employees will respond with more enthusiasm this year.

"I got the word out a little late last year, so maybe most people didn't have enough warning. Maybe they didn't know what we're doing here," he said.

To prove his faith in Inco's traditional big heart, he's optimistically forecasting an ex-

pansion next year to other locations besides South Mine, Number 3 Dry and General Office building where the two-foot square boxes will be located this year.

And this year, he said, there's plenty of warning.

"Last year we put them out in late November. This year we've got them out already."

The decision to locate one of the boxes at South Mine this year, he said, is because of what he called "the miners' traditional generosity."

"There was a similar collection at Frood Mine while I was working there and the response was very good."

He'll leave the boxes until a week before Christmas, then the food will be turned over to the Salvation Army.

"Inco responded by supplying the labor and materials to make the boxes," he said. "Now it's up to us to do our part."





## In Your Yard . . .

Evergreen trees, holly and mistletoe are decorations dating from pre-Christian times. Signs of defiance against winter's barrenness, life in a barren, freezing world and signs that spring would return to the land, these plants have become traditional symbols at Christmas.

Traditions and legends evolved from many countries. For example, thousands of years ago Druid priests decorated oak trees at the winter solstice. Golden apples thanked the god Odin for bestowing fruits and lighted candles honored the sun god. During the festival of Saturn, ancient Romans trimmed trees with trinkets and candles, placing an image of the sun god at the tip. Palm branches were placed in Egyptian homes as a symbol of continuing life at a festival honoring the goddess of growing things.

The Christmas tree was a tradition in Germany from the Middle Ages. According to legend, pagan tribesmen were worshipping at an oak and about to sacrifice a young prince. An English missionary stopped them and cut down the oak tree. A fir tree grew in its place, the tree of the Christ-Child. The wood of peace, evergreen leaves as a sign of eternal life and pointing towards Heaven, the fir symbolizing goodness and love to be taken into their homes. The first recorded Christmas tree was in 1604 in Germany.

From a travel diary comes this observation: "At Christmas fir trees are set up in the rooms . . . and hung with roses cut from paper of many colors, apples, wafers, spangle-gold, sugar, etc." More than 200 years later the first Christmas tree appeared in England at Windsor Castle to celebrate the birth of Queen Victoria and Prince Albert's son in 1841. Spruce, pine and fir are popular Christmas trees today.

Burning the yule log began at pre-Christian winter solstice festivals to celebrate the return of the sun in the middle of winter. The Norse name for yuletide meant the beginning of a new year. Druids burned the trunk of an oak or apple tree. From Europe, all who helped haul the yule log home would be safe from witchcraft. Ceremonies included pouring wine over the log, songs, prayers, sit-

ting on the log and making a wish and finally setting it ablaze to drive out evil spirits. On Christmas eve, the yule log must not be entirely burned. A charred piece is used to light next year's log.

### Good omens

Evergreens were hung above doorways in ancient Europe. Tribesmen believed that by offering woodland spirits or fairy people shelter from the cold they would have good fortune and health. Plants that did not die were a sacred symbol of life to the Druids. The belief in the power of mistletoe is ancient. It grows as a parasite on oaks and other trees and is a plant that never touches the ground. Mistletoe was worn or hung above doorways to ward off evil spirits. All who entered received a kiss of friendship. With its thick leaves, small yellow flowers and waxy white berries, mistletoe is considered unlucky if it is allowed to touch the ground. Many superstitions are associated with kissing under the mistletoe.

Mistletoe, holly and ivy were symbols of eternal life in pagan religions. They were not only green but bore berries during the winter. As Christian customs prevailed, they became symbols of Christmas. Holly was considered a holy tree. In Norway and Sweden it was known as 'Christ-thorn'. Its prickly leaves signifying thorns and scarlet berries, the blood of Christ, were a test against the evil eye. Customs from Europe in the 1600s were that holly planted near a home would frighten off witches and protect the home from thunder and lightning. A sprig of holly on the bedpost brought happy dreams.

From eastern Europe and Scandinavia the emphasis at mid-winter has been on straw and wheat as symbols of the coming spring, a new crop and a good harvest.

The Christmas rose was known in medieval times as the Flower of St. Agnes. A white or purplish flower of the buttercup family, it is native to central Europe and blooms in the winter. From a Christian legend it was a poor shepherdess's gift to the Christ Child.

A favorite North American Christmas plant is the poinsettia. Dr. Joel Poinsett, an American ambassador to Mexico and an avid, amateur botanist introduced this plant with its scarlet bracts surrounding small yellow flowers. This Christmas flower sets buds and produces flowers as the winter nights become longer. Franciscan priests in Mexico during the 17th century included poinsettias in their Nativity processions. Mexican legend tells of a poor girl who picked some flowering weeds along the roadside. When she placed them before a statue of Mary, they turned into poinsettia blossoms.

Christmas books, including *Holly, Reindeer, and Colored Lights* by Edna Barth, and *Merry Christmas, A History of the Holidays* by Patricia Stevens, tell the story of the Christmas symbols.

Ellen L. Heale, P.Ag.

## Thompson wins productivity award

Inco is one company cited as an example by the federal government to prove Canadian businesses can outperform international competition in meeting the needs of the marketplace.

Inco's Thompson, Manitoba operation earned a bronze medal in the productivity category of the 1989 Canada Awards for Business Excellence by Industry. The award was presented by Science and Technology Minister Harvie Andre in November.

In all, 34 trophies were presented in categories ranging from entrepreneurship, industrial design and innovation to marketing and quality. This year's trophies ranged over a broad spectrum of industry sectors including a tourism facility running fishing holidays and a biotechnology firm which has developed a new AIDS diagnostic test.

The winners were selected earlier by independent panels of private sector experts and senior business executives, each award category being assigned a separate panel of five or six members.

"The men and women we are honouring tonight have already made substantial contributions to ensuring that Canadian business is associated with an unremitting pursuit of excellence," said Mr. Andre. ■

# On the razor's edge of physics, and only 19 years old



Sharon Fournier: Mythical mathematics.

When some of the biggest names in physics and mathematics from around the world swapped ideas at the two-week NATO Advanced Studies

Institute conference in Banff this summer, a 19-year-old former Inco Scholarship winner was in her element.

"It was exciting," said Sharon Fournier, daughter of Copper Cliff Nickel Refinery NRC Operator Romeo Fournier. "The workshops and lectures lasted sometimes until 11 at night and after that they'd get together and talk about their ideas and theories. It was like stepping back in time. Back to the days when work was more than making money. These people love what they're doing and the enthusiasm doesn't stop at quitting time."

"I wasn't intimidated," said Sharon. "I read a lot of books on physics and mathematics so I had a good idea about most of the theories they were talking about. My age wasn't a problem either. In these fields, age doesn't matter."

From a first impression, she displays little evidence of the drive that earned her a Nickel District Secondary School graduation mark in the 90s and led her to enroll in one of the most advanced mathematics courses in North America.

Petite, shy, and very polite, Sharon is somewhat reserved in her conversation and usually ends her brief answers with a respectful "sir."

But mention Grand Unification Theories, black holes, the Uncertainty Principle or some of the other theories on the razor's edge of science, and Sharon's shyness vanishes.

"I want to get my PhD. after I get my Masters," she said.

"To most people mathematics is just two times two. But advanced mathematics is very abstract . . . it's almost mystical. When existing systems don't work, mathematicians have to discover new ways of doing mathematics to find solutions."

"In my life, I'd be satisfied to come up with an answer to just one of the questions about mathematics or physics."

### Teen genius

She doesn't describe herself as a genius, although she admits mathematics comes easier to her than to others. It's the interest in her studies that's taken her this far, she claims, not genius.

"I like what I'm doing, and I study hard. I'm still young and I have to prepare now for my future."

After graduating from high school in 1987, Sharon enrolled in a program that will give her a double major in physics and mathematics. "I'm taking more courses than I ought to," she said. "I should be taking five but I'm taking another two. If I was only working on five I'd probably be bored to death."

She's one of less than a dozen students left from the 150 students who began the advanced honors mathematics course.

The \$2,250 Inco scholarship and a smaller university scholarship she won in 1987 made it possible for her to get the education she sought.

"I don't think my parents

could have afforded to send me to the University of Waterloo if it hadn't been for the scholarships," she said.

Four of her six sisters and one brother are still in school and doing well. "Maybe they'll get scholarships as well," she said.

### Dinner companion

Sharon admits it's hard to find someone her own age with similar interests.

"In general, people don't want to talk about superstring theory, quarks and mathematics over dinner," she joked. "You have to learn to talk about other things if you want to get along with people."

Romance will have to wait until her career is established. "I have friends who are boys, but I don't have a boyfriend in the traditional sense. Right now I'm just too busy working for my future."

Although she spends a lot of time studying and much of the rest of her time reading, she has other interests as well. She still manages to spend some time most days playing the bagpipes, classical guitar, and practicing Highland dance "to keep in shape."

What's the connection between high-level mathematics and the bagpipes?

"I don't really know," she mused. "But I'm sure you could find it if you looked hard enough." ■

# Father, son, wife, the Crites rule shuffleboard

It doesn't look like a game of strategy, just something to do while you wait for the next pint of beer.

"Shuffleboard moved out of the beer halls a long time ago," said Port Colborne's Claude Crites. "Sure, hotels still have them, but a lot of guys are buying their own for their rec rooms."

Claude is something of a shuffleboard authority. The Mandrel preparation operator at the Cobalt Refinery won the triple crown at the Ontario shuffleboard championships this year, walking away with the men's singles, mixed doubles and men's doubles titles.

The game has matured since he began playing 25 years ago, he said, to a game of skill, high pressure and single-minded concentration.

Providing, of course, you don't "go over the hump."

"A beer or two helps my game. I play a lot better after I've had a few beers," he said. "But once you get past the point of relaxation, it works against you."

To pace himself, Claude usually drinks beer with two Coca Colas as chasers so he doesn't go over that fine line between relaxation and intoxication.

"I suppose," he said, "shuffleboard encourages drinking in moderation."

The subtleties of the game come only with experience according to Claude. "It's a game of strategy from the moment you start. Your opponent is looking for your weak spot and your looking for his. The way I like to do it is to test him and find out where he misses and then concentrate on that area."

The opponent isn't the only factor to be considered. A new,

unfamiliar board at the many competitions he competes at all over the province is also something to be taken into consideration.

## Board games

"No two boards are the same. A good player with experience needs only a shot at each end to adjust to the board. Before any major competition, a player tries to practice on as many boards as he can."

The game develops his concentration, provides for some entertainment and competition and gives him the opportunity to visit new places and meet new people.

"At least two weekends each month I'll be out of town at tournaments," he said. "There's some excellent competition around."

Shuffleboard has its own version of pool hall hustlers. "I get accused of hustling sometimes," he joked. "Once they get to know you, the best you can do is to win a beer or two."

A good player "keeps his cool" and doesn't get flustered, he said. "You can't take the game too seriously. Win or lose, it's a lot of fun."

Claude thinks the concentration he's learned from the game has helped him on the job as well. "I find it easier to be fully attentive with everything I do," he said.

Shuffleboard is something of a Crites family tradition. His wife Helen decided long ago that trying to keep her husband away from the game was an exercise in futility.

Helen, an accomplished player and Claude's teammate for about 15 years, claims her shuffleboard obsession is her



Claude Crites lines up for a shot.

husband's fault.

"I couldn't keep him away from the game," she joked. "So as the saying goes, if you can't beat them, join them."

## The natural

At 21, son John is also an accomplished player, a natural. "I had to learn the hard way," said Claude. "But John picked the game up right away."

John was one of the youngest players competing at the Ontario championships. He teamed up with his father to win the men's doubles title.

"My father taught me everything I know about the game," he said. "To play it well

is a real feat in itself — not only shot for shot but mentally as well. There's pressure on every shot."

He said it was a challenge to compete against men who have been playing 20 years longer than himself. The greatest thrill, he says, is being able to beat his father during family matches.

"But that doesn't happen too often," he said.

Claude's teammates marvel at his ability to play the game which requires eye and hand coordination. They say he is able to play equally well with either hand or free style.

Last year, he narrowly missed winning the men's singles title at the Canadian competition,

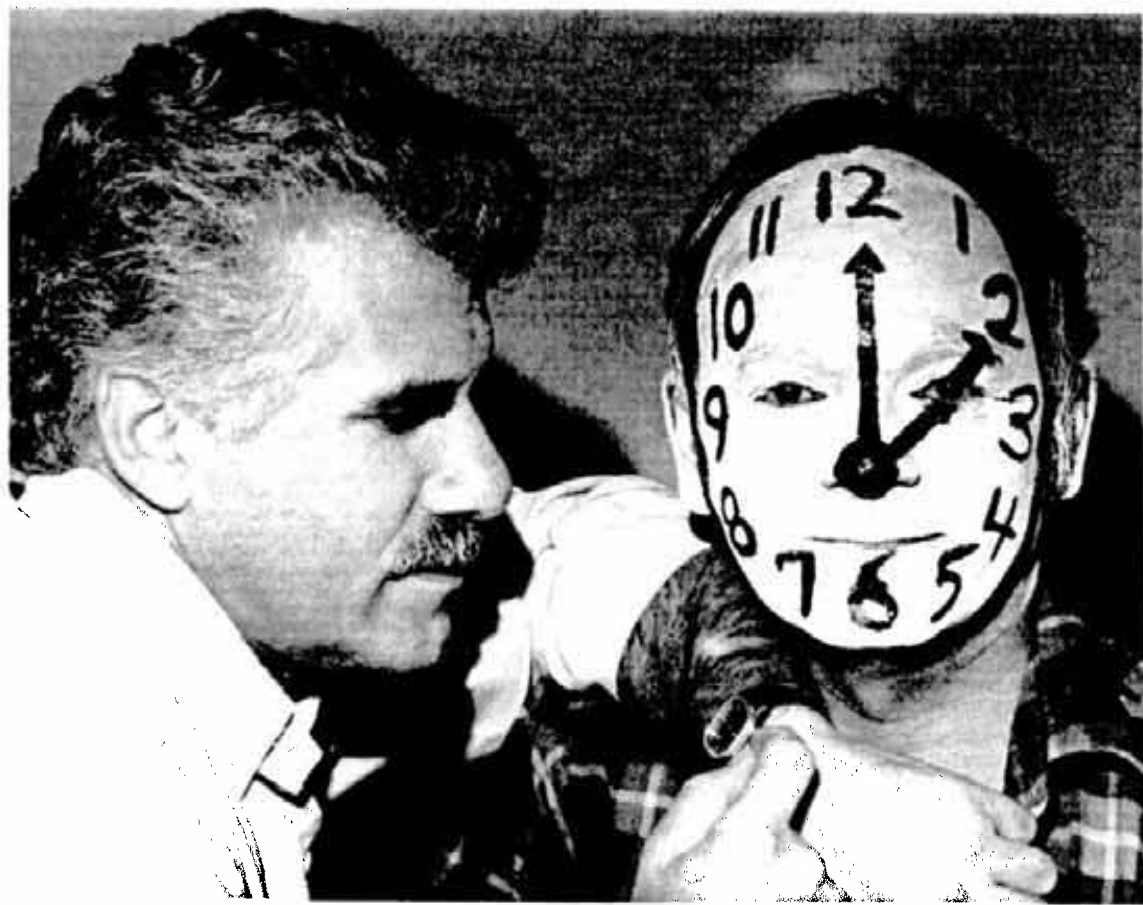
giving him even more incentive this year.

This year, the trio was scheduled to compete in the Canadian championships in British Columbia in October.

Also playing with him is his brother Jack, and his brother's wife Marlene, their daughter Charlene and his niece, Irene Yemchuck.

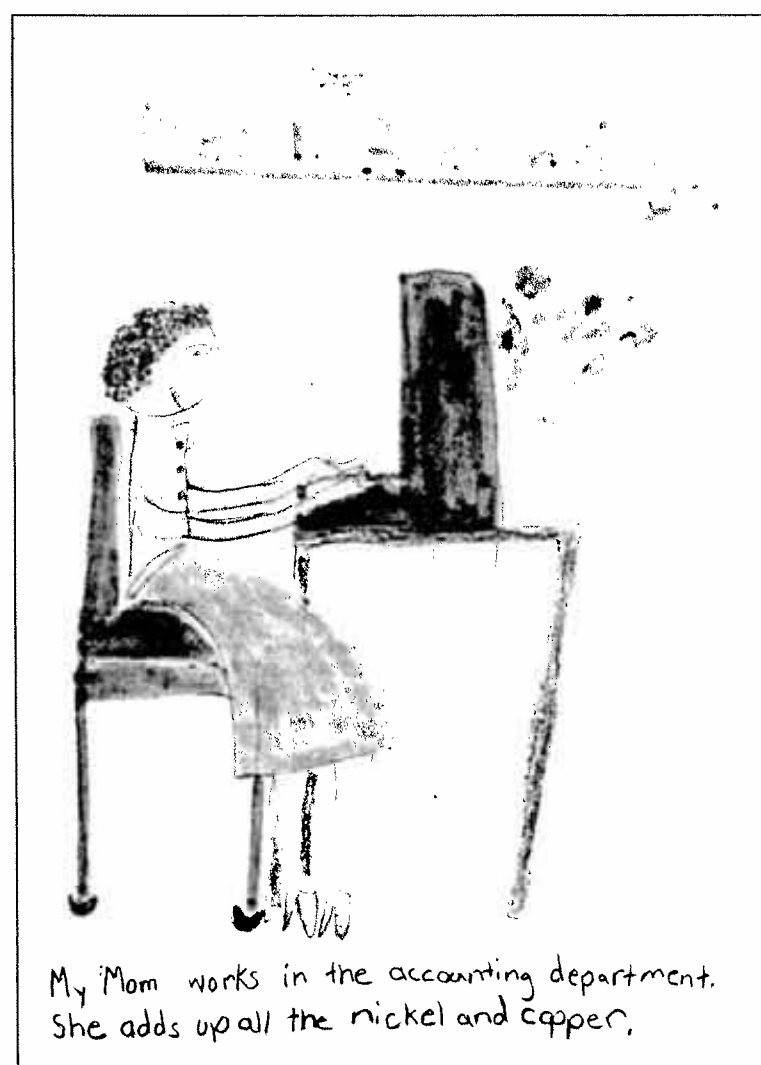
Roger Lacourse is the only player who is not a member of the Crites clan, but has been "adopted" by the family.

The team plays for a local hotel every Monday night, and this year won the league and playoff championships. ■



## A Timely Smile

Bus driver Fern Frappier was determined to do something about his reputation for showing up at appointments just a little late, so he arrived at a 2 p.m. meeting on the button and made sure nobody would miss the accomplishment. Supervisor Yvan Denis couldn't help but face the fact, and promptly set his watch by Fern's smile.



My Mom works in the accounting department. She adds up all the nickel and copper.

Cora Dionne, 10, daughter of Cathy Dionne, of Metals Planning and Accounting.





## Stobie team resurfaces for \$2,400 award

You could say Ron Tessier and Gilles Roy are resurfacing for some extra cash.

Again.

"We came up with a similar idea a few years back," said Stobie Maintenance Foreman Gilles Roy. "Most of the time we work together on these things. Two heads are better than one."

Actually, the pair's most recent Suggestion Plan award involved three heads. Gilles, then a drill fitter leader, and drill fitter Ron Tessier thought of resurfacing the worn and damaged heads of drill pistons.

Pistons in the hydraulic drill, used underground to drill holes in huge ore chunks to hold blasting powder, are gradually

worn down by the constant pounding.

"The facing would wear and we would have to replace the entire piston on a regular basis," said Ron.

With a cost of about \$1,500 each, the pistons can be resurfaced for about \$120. "The resurfaced pistons don't last as long," said Gilles. "But then you can do a lot of resurfacing for \$2,500."

A few years ago, the pair came up with a similar suggestion, again involving the resurfacing of a piston head. Each have earned other cash awards through the Suggestion Plan, working on their own or teamed up with other co-winners.

Ron's last major award win-

ning \$5,000 suggestion for a drill modification was also shared with another teammate.

"It fits right in with Inco's efforts to reduce costs" said Gilles. "This way, we can use the same part over and over again rather than throwing it away and buying a new one."

The two share a \$2,400 award. ■

## A fresh look earns Ivan \$6,000

Sometimes you can work with something for years and when you finally find a better way to do it, you can't figure out why you never thought of it before.

That's how nickel converter skimmer Ivan Graham explains his idea of replacing expensive, ineffective protective material on converter stacks with steel plate.

The 25-year Inco veteran's first submission to the Suggestion Plan earned him just under \$6,000.

After the converters are bricked and ready to use, a protective cement-like material called Emerald Ram was installed around the inside of the converter stack to save the brick and steel from burning.

The converters are huge drum-like fixtures that hold molten material. The stack is the opening in the converters where the finished product is poured off or "casted."

The biggest problem with the Emerald Ram was that it came off when the chipping machine was used to remove hardened material from the stack. It was an expensive and time-consuming process because the Ram had to be regularly replaced.

"It never stayed in place. It broke off. The system never worked properly," said Ivan. "So I figured if we had to keep replacing something, we might as well do it the cheapest way possible with the least amount of time."

Ivan's suggestion involves replacing the Emerald Ram with heavy metal plates around the sides and back of the converter stacks. Although the plates would also be regularly discarded, the job is a quicker and less expensive procedure. The plates are made in-house.

### Another idea

Ivan said he's been working around the converters as long as he can remember. He's never been involved in the maintenance of the converters but was aware of the problem.

"I figure the changes make the job a lot easier and faster for other people," he said.

He's already submitted a second suggestion for the converters, and he expects the award to be a major one.

Why the outpouring of ideas now, after 25 years?

"I think they (Inco) are much more receptive to new ideas than they've ever been before. They're willing to look at new ways of doing things." ■

## Heritage Threads

by Marty McAllister

### The Summer That Never Came

There had been a few warnings, but none that anyone wanted to believe.

Life was grand, and the spring of 1914 echoed with the sounds of ragtime, barbershop quartets and new construction. Edgar Rice Burroughs had just written 'Tarzan of The Apes', and Zane Grey was turning out 'dusters' that would entertain generations. For adoring fans, nickelodeons brought Mary Pickford and Tom Mix to life, while the accompanying pianist introduced hackneyed versions of old classics.

Record numbers of new Canadians added colour and inertia, with old customs and new energy.

Little more than a quarter-century out of its pioneer beginnings, the Sudbury area anxiously embraced these good times -- perhaps as a reward for sacrifice, faith and effort. Things should only get better. Then, instead of greeting summer, an astonished people looked into the ugly face of war.

### Business as Usual

The reality of The Great War was sinking in as 1915 arrived, and people were trying to make the best of it. To a visiting alien, it may even have seemed like business as usual. Life had to go on; busy hands and good humour helped soothe the sores of despair.

Projects begun earlier reached completion. Copper Cliff's new Bank of Toronto opened, and work went ahead on the smelter warehouse (looking very much as it does today). Nearby, the 1600-horsepower steam powerhouse was on standby, having bowed to the supremacy of "white coal" (hydraulic power). Soon, the new hospital and the magnificent Copper Cliff Club would be ready. With the imminent move of the roast yards to that region back of Creighton, Copper Cliff held great promise of becoming a beautiful, properly landscaped town.

In Sudbury, the \$100,000 Nickel Range Hotel was preparing to compete with J.P. Coulson's New American for the \$2-a-day market. For a traveller willing to spend only \$1 or \$1.50, there was the Balmoral, the Queen's, and the Montreal House.

The CPR ran 12 daily passenger trains, heading to and from Toronto, Montreal, the Soo, Minneapolis (via the Soo), North Bay, Cartier and Vancouver. In addition, the Algoma Eastern's daily round trip connected Sudbury, Espanola and Little Current, making numerous stops along the way at such places as Clarabelle Junction, Creighton, the new roastery site at O'Donnell and at Turbine -- where it intersected the CPR's Algoma Branch. Around Turbine, the vital link with High Falls, rumour had it that the Huronian Company had chosen a site on the Spanish River to build a huge new dam. The rumour was true. When it was completed in 1920, Big Eddy was the longest dam in Canada.

Canadian Copper was re-opening its Crean Hill and #2 mines, to augment production at Creighton. Mond was at capacity, selling almost the entire output of its new Coniston smelter to Great Britain. Also on the nickel scene, the British America Nickel Corporation Limited, was working on financing for its proposed world-scale development at the old Murray site. Tragically, one of BANCO's chief promoters, Dr. F.S. Pearson, would be lost in May when the Lusitania was sunk.

In Espanola, the Spanish River Pulp and Paper Company was running full time. On Notre Dame Avenue in Sudbury, the shut down mills were re-opened under the new ownership of Sudbury Flour Mills Limited.

Competition between Sudbury and Copper Cliff was keen, whether in girls' hockey or band music. When the smelter town's band was invited to play for a big event at the Grand Theatre, its Sudbury counterpart was pretty indignant.

Transportation between the two centres was downright awful, both as to comfort and cost. The Street Railway By-Law was in-

troduced in March, but that had no immediate effect on the auto men who were charging 50 cents each way, and who also made people wait maybe two hours until a full carload had gathered! The streetcar's promised fare of 15 cents was a little more in line with an average daily wage of about \$3.

The Canadian Copper wage schedule (to Dec. 1, 1916), for example, showed a converter Tuyere puncher at 34 cents an hour for eight hours, and window cleaner at 25 cents. A Transportation department brakeman got 42 cents an hour for 10 hours, and a shaft timberman got 50 cents for eight. At the top of the heap (no pun intended), a roast yard steam shovel engineer received 55 cents for each of eleven hours per day, and was welcome to it!

As a 'tip of the railroad cap' to Ted Bertrand, my late father-in-law, let's try to compare the brakeman's lot -- then and now. In 1915, he (not Ted; he was only 12 then) worked a 3,100-hour year for a little over \$1300. In 1989, forgetting about bonuses and other good stuff, the brakeman works under 1900 hours for an annual income of over \$33,000. That's an increase of over 25 times. Pretty good, huh? Well, let's multiply a few 1915 prices by 25 and see what we get.

In March of 1915, the Evans Company was advertising a two bedroom bungalow for \$687. By the time a guy bought a lot, the equivalent of a year's wages would bring him a new house! I won't even multiply that one; too depressing. The debt of the Province of Ontario was \$600,000. On to the brighter side.

Butter was 28 to 30 cents a pound, and eggs were 27 cents a dozen; would you pay \$7.50 and \$6.75, respectively? Radishes were five cents a bunch; you wouldn't pay a buck and a quarter. Firewood was \$2.50 a cord; \$60 might seem okay in Toronto, but you'd scoff at it up here. Mass production had brought the price of a Model T below \$500; that's pretty close, but you can buy a basic Ford Escort for well under \$12,500. Boys' and girls' school shoes cost \$1.48 a pair, and I know we could buy sneakers on sale for \$37 today, but would our kids wear them?

A man could buy himself Slater shoes for \$3.95, or treat his wife to a new four-dollar electric iron from Horne's Hardware on Elm Street; I guess men today are as bad as the kids, but you can buy a good steam iron for \$50. For home entertainment, a Victrola could be had for anywhere from \$21 to \$255, and a single record cost eighty cents and up. Can you imagine paying twenty dollars for a 45 RPM single? They must really have loved Enrico Caruso!

Offering a respite from the hard work and high cost of running a household, an ad suggested that weak and run-down girls should drink Vin St. Michel, which . . . "should be taken in doses of a wineglassful before meals or whenever you feel you need it." The price? Maybe eight or ten dollars -- for five gallons.

### A Time of Contrasts

In May, total Canadian casualties overseas had already reached 232 officers and 6,024 enlisted men; the Trojan horse that had boosted the economy was exacting a terrible toll.

On June 3, in the fifth year of his reign, King George V turned fifty, but celebration in the Empire was muted. Instead, "Your King and Country need you!" was the motto that invited new enlistment.

It was a time of fear and anxiety, and of contrasts, even at home. On the one hand, simple pleasures like a Bob-O-Link bracelet could be had for 25 cents; on the other, the Citizen's Committee of North Bay prepared to raffle a 1916 Studebaker, to raise money for a machine gun. At the Canadian National Exhibition, new marvels would be unveiled -- but all exhibitors were required to drape their booths with Canadian or British flags.

On Nov. 18, the Honourable Frank Cochrane officially opened the new Federal Building at Durham and Elm. It was, as many of you will recall, a magnificent stone structure with a clock tower that stood above the centre of town. What should have been a grand celebration only brought out deeper sentiments.

Surely, so many people hoped that fall, by Christmas their boys would be back to see how much had happened at home -- to share in all the great things they had fought to preserve -- and to have their turn at enjoying the summer that never came.

Some of those boys would wait three more years before they got that turn; for many others, it was denied altogether.

This month of November, we pause to remember -- and to honour them all. ■



## Stewart tenure ending

## Internal audit stripped of myths

Internal Audit: for some people, a term roughly equivalent to Dental Surgery.

"It's true some people see an internal audit as some kind of threat," said Management Development Program candidate Don Stewart. "Many people don't really understand what it's all about."

Don is in a perfect position to understand the misconceptions. When the Central Mills process technologist project leader applied for a shot at a golden opportunity to get on the Ontario Division's management program, he had no idea what to expect.

"I knew it was a fantastic opportunity, but I wasn't quite sure what was involved," he said. "I only knew that it would give me some valuable experience that would be impossible to get any other way."

Don was selected from a short list of applicants, and since early in 1988, has been doing both process and financial internal audits at Inco locations as far away as Huntington, West Virginia and Thompson, Manitoba.

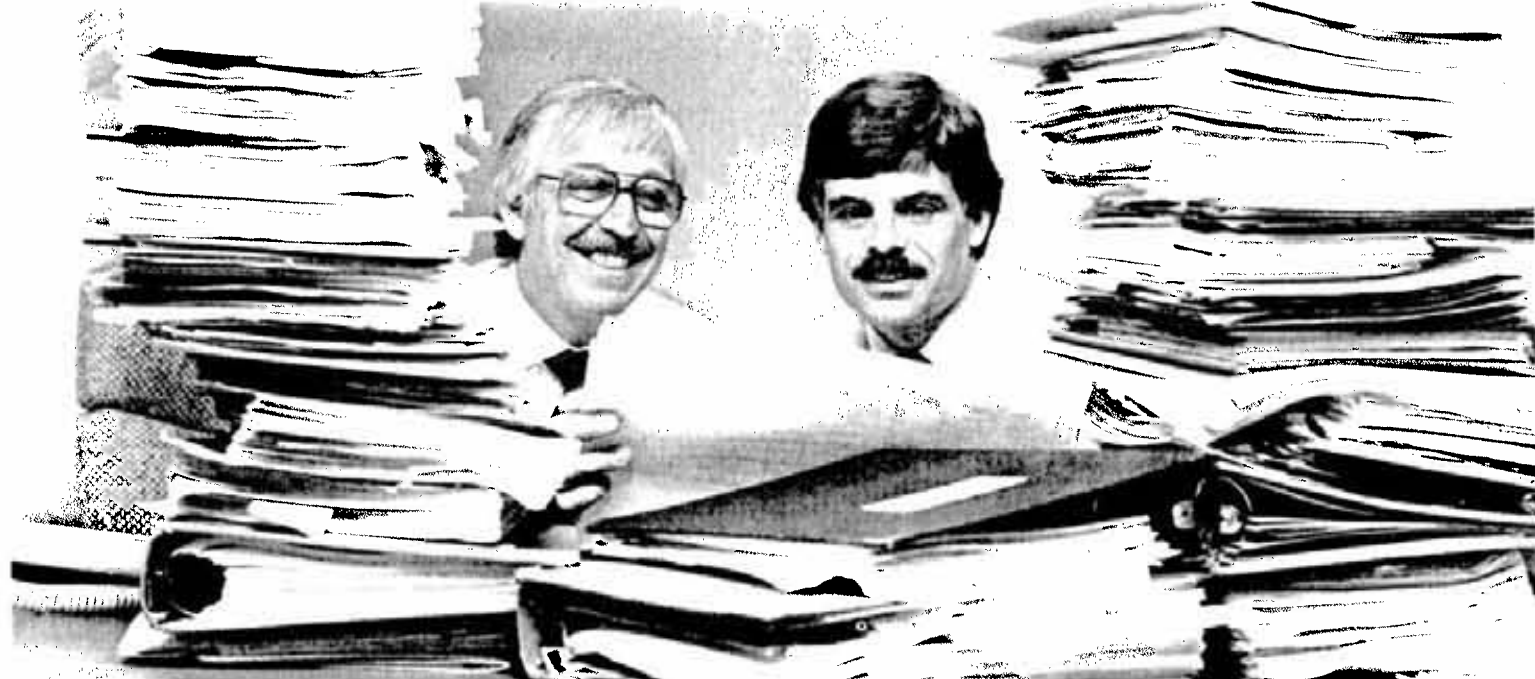
Final selection off the short list was made by the manager of Internal Audit Mike Heapey, who, with six other staffers, is responsible for auditing Inco's Canadian operations.

Although corporate staff are independent of the Ontario Division, the auditors maintain headquarters in a basement office at Central Office in Copper Cliff. They serve as a backup financial and process systems check for company operations.

"I guess sometimes we're seen as a kind of a threat, a cop who seems to be looking over your shoulder," said Mike. "But our job isn't to trap or catch people. In fact, people ask us to review new systems in advance. It's a good way to check new ideas or processes."

## Broader view

Internal auditors don't set up financial or process systems, he said. "We are here to ensure that the control systems that are in place are working adequately. Kind of a backup system of



Internal audit manager Mike Heapey and Don Stewart ham it up to present the misguided view of what their profession is about. Paperwork is only part of the job, they say.

checks. We aren't out to find fault or lay blame, but to see if something can't be done a little more effectively from a broader, overall perspective."

The panoramic view of Inco's operations is one of the major reasons why the management program is conducted in the department.

"To make a person a better manager," said Mike, "you should have an overview of Inco's national and international operations. You start to realize that it's all interrelated. You realize that what happens here can affect operations elsewhere."

Don agrees. "It's hard to get an overall view of Inco when you work in one small department of one operation," he said. "It's been a real eye-opener so far. I figure I've benefited from the knowledge of how all the pieces fit together and I have a much better understanding of why and how decisions are made."

He particularly enjoys the process-oriented auditing, a field that isn't much different from his former job in Process Technology.

Auditing isn't just sitting behind a desk pushing paper around.

"It's an investigative pro-

cess," he said. "You examine a project, investigate the type of work, reach conclusions and make recommendations."

A metallurgist, Don feels his 16 years with Inco has given him something valuable to bring with him to the auditing department. "I think I had something to offer, particularly in metallurgic-type auditing," he said. "I have a good knowledge of Ontario Division plants and processes and it's helped in doing these kinds of audits."

He does not think auditing is dull and tedious. Instead, he's had a lot of fun.

## Outlook sharpened

"I love it," he said. "It's interesting as well as enjoyable, a change from what I did before. I have a much better knowledge of the administrative functions that keep this company humming."

What will it mean for his future?

"I still want to someday be chairman and chief executive officer of the company like everyone else," he said with a grin. "But besides that, it will give me the ability to be better at my job no matter where I go from here."

One of the fringe benefits is

meeting new people and visiting Inco plants and operations all over the continent.

"I've met some great people," he said. "You soon find out that Inco people are much the same wherever you go. Everybody has been very friendly and open."

He enjoyed a three-week stay in Huntington. "Very friendly people," he said. "In fact, the only real difference between people there and here is the accent."

There are drawbacks. "I was in Thompson for two weeks last winter when it hit the news for being the coldest spot in Canada. That wasn't all that much fun."

Don sees his job not as a policeman out to catch anyone, but more as a safety net for management. "It's sometimes easier for us to see problems because we are not involved with the operations. It's much harder for someone who is immersed in the day-to-day operation. I guess we provide a fresh outlook."

## Candor needed

He said that the misconceptions about the function of the auditor can be a hinderance at times. "Open communications

is a must to make it work," he said. "You can have open communications only if you aren't seen as a threat."

Former students of the program such as nickel refinery manager Allan Bale and specialty powder products marketing manager Bill Steenburgh attest to its value.

"I found the experience very useful," said Bill who took on the Toronto-based job of selling Inco's powder products early in 1988. "As an engineer, it's important to get a broader outlook on the company, to get a view of the other side of things."

Bill was a process development supervisor in the smelter's abatement program before he assumed the new job.

"I figure that the experience was one of the factors that allowed me to get this job. It wouldn't be possible without a diverse background and experience."

Don's two-year term ends at the end of January and the selection process for the next candidate will begin again in the near future.

Who's going to be the next incumbent?

"We're hoping that prospective candidates interested in applying will let their managers know," said Mike Heapey. ■

## Portelance, Morrison lead the pack at Levack in running

There's no truth to the rumour that Levack miners wear running shoes.

You might think so from the performance of the mine's own Portelance and Morrison who clinched first place in their division of provincial running competitions.

Rolly Portelance, 46, won the open men's category in the Ontario Ultra Series 1989, accumulating a total of 527 points in six races this year.

Fellow miner Walter Morrison, 51, won the 50 and over category in the Ontario Ultra Series after accumulating 173 points in five races. Walter would have scored more points, but sickness kept him home in

bed during the scheduled Niagara Falls Fruit Belt race. He was also injured last winter in his home workshop and it slowed him down for a 24-hour run.

For Rolly, the most points in his win came from his first place showing in a 24-hour run that set a Canadian record in his age group. Later in the year, he won the Ontario Northland 162 Km Challenge, picking up another 100 points. He finished second in two other races.

Rolly had enough points to finish the series a winner, but went on to win a "buckle" in a 100-mile Vermont run at the end of July. Buckles are awarded for running the course under 24 hours.

He finished in 20 hours and 32 minutes, the only Canadian to have completed all four of the big United States trail 100 milers.

This year he has completed a fifth race for which he was awarded a buckle.

Icing on the cake this year was his Sept Ottawa Rally where he finished first in the Master's Championship by running 119 miles in 24 hours.

Walter Morrison also picked up a buckle, his first, with Rolly in Vermont. They were the only two Canadians to be awarded buckles. At the Canadian Masters Championship in Ottawa, Walter also won first place for his 50 to 54 age category. ■

My dad is a lawyer  
He is the legal officer of I.N.E.L. Limited  
He has an office in Copper Cliff  
He works very hard.  
Sometimes he works with other people  
My dad is very nice and helps people  
I wish my dad could stay home and relax but we need money so he works  
My dad, Bill, works five times a week, Monday to Friday.  
My dad goes to court once in a while  
Bill goes to Toronto to work with other people  
I love my dad when he's hard at work  
By Susan Cook  
Age 9  
Relation to Employee: daughter  
Name of Employee: W. J. Cook  
Work location: General Office

Susan Cook, 9, daughter of W.J. Cook, General Offices.

# INCO



"We wish to express our sincere appreciation to all of our employees for

## Caring & Sharing

so generously during the  
1989 Inco In-House  
United Way  
Campaign"

## Cares & Shares



### RECORDS SMASHED

Continued from page 1

and the response draw raves from within Inco and from the United Way.

Mary Sirois, Sudbury United Way campaign co-chairperson, said Inco employees with their unprecedented giving have "more than realized the hopes of United Way." At last count, the United Way was about \$300,000 short of its \$1 million target.

Added Diane Brailey, the United Way communications director: "I just want to thank Inco employees for their hard work. We know your manpower figures have gone down but your United Way figures have just gone up and up."

Ms. Brailey, who singled out

Mines Explorations' Louis Fajz for his artistry in creating about 1,500 United Way achievement awards annually, said she doubted Inco could match its 1988 record.

"I'm happy to say I was wrong," she admitted to Inco campaign canvassers at a campaign-ending luncheon at the Copper Cliff Club this month.

Inco campaign co-ordinator Bob Todd called the 1989 campaign "a tremendous success" that proves Inco employees can run a campaign acceptable to employees who seem to prefer a group rather than an individual canvasser.

Bob said that the employee canvass, combined with the pensioner's total which hasn't been



Campaign committee members standing from left are: Ben Higgins, P.T. Inco Purchasing, Gil Papineau, Sulphur Products, Leo Paradis, Nickel Refinery, Larry Woloshyn, Nickel Refinery, George Whitman, Copper Cliff Mill, Leo Foisey, Stobie Mine, Ted Wilson, Clarabelle Mill, John Lawson, Smelter, Bev Moggy, Levack. Sitting from left are: Robin Erickson, Sulphur Products, Kerry Moxam, Copper Refinery, Carole Kairovicius, Central Process Technology, John Kanerva, Clarabelle Mill, Brian White, Transportation.



Campaign committee members standing from left are: Doug Chaisson, Frood Engineering, Remi Mallette, Frood Mine, Bob LeBlanc, Creighton Mine, Tom Hywarren, Stobie Warehouse, Terry Heale, Inco Construction, Gilles Roy, North Mine, Ron Decaire, Crean Hill, Junior Montessi, Smelter Warehouse, John Zenker, General Engineering, Paul Moulaison, Divisional Shops, Emil Lafreniere, Little Stobie, Bruce Hofford, Crean Hill, Ray Nurmi, Power Department, Norm Lessard, Creighton, Don Richer, Environmental Control, John Smith, Central Utilities. Sitting from left are: Nina Kuula, Field Exploration, Nancy Rebellato, Purchasing, Marge Martin, Office Services, Maxine Pope, Divisional Shops, Rita Friel, Timekeeping, Carol Wing, Central Utilities, Marilyn Harper, Power Department.

completed will bring the Inco amount to close to \$224,000. On top of that, the company will make an annual corporate con-

tribution of about \$120,000 to the United Way.

"I'd like to have the same campaign team back next year.

The results are just great. So I'd like to have you all back," he told the canvassers.

## Employee canvassers win awards

	NUMBER CANVASSED	PERCENTAGE PARTICIPATION	TOTAL DONATION	AVERAGE DONATION
C.C. CU. REFINERY	537	47	\$12,693	\$50
SMELTER	935	46	\$24,902	\$51
TRANSPORTATION	233	36	\$4,886	\$49
PROCESS TECH.	69	59	\$2,286	\$54
ENGINEERING	120	50	\$3,327	\$52
ASST. TO V.P. ADMIN	18	56	\$532	\$53
DIVISIONAL SHOPS	249	41	\$7,130	\$55
UTILITIES	97	39	\$3,433	\$55
POWER	70	53	\$2,807	\$61
CONSTRUCTION	64	47	\$4,372	\$73
CENT. MTCE. COMPLEX	480	43	\$17,742	\$60
EMPLOYEE RELATIONS	25	57	\$2,090	\$100
PURCH. & WHSE	105	41	\$2,014	\$46
SAFETY & TRAINING	141	17	\$3,597	\$62
MINES EXPLORATION	12	44	\$805	\$101
MINES ENGINEERING	19	58	\$557	\$51
COMPUTER SERVICES	74	49	\$2,373	\$59
ENV. CON. & OCC. HLTH	25	73	\$956	\$50
OCC. MEDICINE	11	62	\$180	\$23
COMPTROLLER	82	35	\$1,282	\$39
PUBLIC AFFAIRS	6	100	\$422	\$70
FIELD EXPLORATION	78	70	\$3,887	\$65
CREIGHTON	689	64	\$29,029	\$62
CREAN HILL	171	62	\$5,336	\$47
C.C. SOUTH	320	44	\$8,585	\$53
CREIGHTON COMPLEX	1180	58	\$43,050	\$58
STOBIE	322	24	\$9,087	\$58
FROOD	282	28	\$7,104	\$63
LITTLE STOBIE	136	46	\$3,611	\$49
GARSON	42	48	\$1,862	\$55
FROOD-STOBIE COMPLEX	782	29	\$21,664	\$57
LEVACK	385	63	\$16,337	\$62
MCCREEDY	134	51	\$5,713	\$66
LEVACK COMPLEX	519	59	\$22,050	\$63
NORTH MINE	191	58	\$5,527	\$48
MINES RESEARCH	49	91	\$2,564	\$60
RESEARCH COMPLEX	240	65	\$8,091	\$51
C.C. MILL	217	50	\$6,939	\$60
FROOD-STOBIE MILL	87	45	\$4,689	\$81
CLARABELLE MILL	122	53	\$6,877	\$66
MILLS COMPLEX	426	50	\$18,505	\$67
C.C. NI. REFINERY	544	33	\$10,143	\$56
INTERNAL AUDIT	9	63	\$520	\$104
P.T. INCO	9	89	\$465	\$58
EXECUTIVE WING	8	75	\$1,675	\$327
TOTAL	6687	45	\$210,693	\$57

Employee group awards of gold, silver and bronze lithographed certificates were handed out by the United Way to recognize outstanding support by various departments during the in-house campaign. Awards were based on a system of points arrived at by multiplying percentage of participation by average donation.

Gold winners were: Employee Relations and Mines Research.

Silver winners were: Process Technology, Assistant to Vice-President of Administration, Power, Construction, Mines Exploration, Mines Engineering, Computer Services, Environmental Control and Occupational Health, Field Exploration, Creighton, Crean Hill, Levack, McCreedy, Copper Cliff Mill, Frood-Stobie Mill, and Clarabelle Mill.

Bronze winners were: Copper Cliff Copper Refinery, Smelter, Transportation, Engineering, Divisional Shops, Utilities, Purchasing and Warehouse, Copper Cliff South Mine, Frood, Little Stobie, Garson, North Mine, Copper Cliff Nickel Refinery.

### OFF THE FIELD

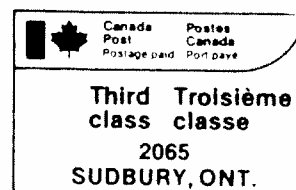
Continued from page 1

allow the club to establish a parking lot to help with the overflow of cars in the school lot and those parked along the roadside during the peak periods in the soccer season.

Barney, an Inco employee who works at the Port Colborne plant's storehouse, said Inco's Port Colborne manager Len Kowal was "sympathetic" to the

club's problems and agreed to meet on the site.

The meeting resulted in the provision of land as well as material and labor for parking facilities. Three portable buildings Inco had intended to dispose of were also offered and accepted by the club. To be used for storage, the buildings will be delivered to the site after the city's rezoning of the land.



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Jerry L. Rogers

John Gast

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