



Getting mixed signals? Communications coordinator Mary Sitko is untwisting the lines. See Page 3.



Inco's Batman

Batman and the Joker were the special guests at this year's Santa Claus Parade in Sudbury. Jeff Grieve is the Masked Crusader and Jerry Zanuttig is his arch-enemy.

Entry wins first place

Batman float a crowd pleaser

The floaters at Environmental Control have done us proud ... again.

Once again, the folks at the agriculture section of Environmental Control and Occupational Health have put down their gardening tools and turned their fertile minds to create the winning float in this year's Santa Claus Parade.

It took no little imagination to combine the Yuletide festivities with this year's Batmania to create a "Christmas Cruise with Batman," a float that transformed one of the department's tractors into a Batmobile.

The idea of enlisting the Caped Crusader to cruise this year's Christmas Parade came from Grounds Specialist Darl Bolton. But it took the combined imaginations of Darl, Mike Peters, John Stafford, Jerry Carrier, Mike Sleik, Ray Beaudreault, Ron Podorozny and others in the department to

turn the groundskeeping tractor into a convincing Batmobile from pieces of plywood, metal and even a roof vent.

"We never worry about running out of ideas," mused Darl. "It hasn't been a problem so far. I guess you have to be a bit of a kid at heart."

It took just two weeks for the department's crew to build the 18-foot finned creation, complete with a metal frame, sleek black paint job and a front-end air intake for the jet engine made from a roof vent.

"We worked from a Batmobile model," said Darl.

Batman and Joker

To round out the entry for the parade, Senior Environmental Analyst Jeff Grieve was out-

fitted as Batman and agriculture department employee Jerry Zanuttig was transformed into the Joker.

Jerry voluntarily shaved off a much-loved beard to play the role, which is perhaps one indication of the strength of the Christmas spirit at Inco.

Ray Beaudreault, a musician who plays with the Old South Band in his spare time, added the finishing touches to this year's entry by writing a song to go with the float. The song was recorded (recording studio expenses were paid by Inco) and piped through a sound system as the float moved along the parade route.

Batman and the Joker passed out more than 2,000 candy canes.

Pensioners share experiences

Memories of Christmas past



Roger and Ellen Elsasser.

The magic of Christmas comes alive in December but it lives year-round in our memories. Each year, as they prepare to celebrate another Christmas season, Inco employees and pensioners can look back and take comfort in the truly special memories of Christmases past. Here, for all of you to share, are some heartfelt holiday memories as recounted by Inco pensioners.

"It was in December of 1976, when most of us are gearing up for Christmas, that it happened.

On Dec. 2, my husband was outside gathering some wood when he came into the house and said he didn't feel well. I took one look at him and called the hospital for an ambulance.

As I described to them what was happening to my husband they told me to bring him in by car - there was no time to send an ambulance to Markstay where we were living at the time.

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Andy Zandarin gets the moose unstuck.

Mired moose freed

"Maintenance Mechanic" doesn't completely describe what Andy Zandarin does.

When the opportunity arises, Andy turns into a kind of ... ah ... Mother Moose Maintenance Mechanic, that threatens to get him stuck in a rut.

Take the last canoe trip, for example. Andy, a canoe perched securely on his shoulders as his travelling companion led the way along a Snake River portage, was enjoying the outdoors life he loves so well when the

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Inco scholarships helped put three doctors in this house

What goes around, comes around.

It's a bit of conventional wisdom, often used in a negative context. In this story, however, the application is positive.

Sudbury's medical community has a new, and uniquely specialized member, thanks, in part, to an Inco scholarship. An investment in the education of a young Sudburian has resulted in a contribution to the overall welfare of this community.

Dr. Curtis Sorgini established his Sudbury office on Caswell Drive in July. An ophthalmologist, or eye surgeon, specializing in cornea transplants and exterior eye diseases, Dr. Sorgini returned to his hometown after 10 years of study at Western, Queen's and McGill Universities. He is at present the only specialist of this type in Northern Ontario.

Curtis, now 27, is the youngest child of John and Ann Sorgini of Copper Street. John retired from the engineering department of Inco in 1982 after 37 years with the company. The Sorginis have three children, each of them past recipients of Inco scholarships.

Richard, 32, received an Inco scholarship in 1975. He lives in Midland where he operates his dental surgery practice. Shelley, 30, received an Inco scholarship in 1977, subsequently gra-

duating from Waterloo as an optometrist. She has recently returned to Western University for further study. Curtis received his scholarship in 1979.

Major boost

John Sorgini says the four years of tuition fees and annual spending money of \$750 awarded by Inco to his children made an important impact on his family. Putting three children through university would have been difficult without scholarships, he notes.

"We would like to thank Inco for being so generous in awarding these scholarships," says John. "I couldn't have afforded to put three children through medical school without this assistance."

John isn't retired from work now. Both John and Ann have been actively involved in establishing Dr. Sorgini's new office, and both continue to work for their son daily. The assistance has been greatly appreciated, says Curtis.

"My parents have helped with everything, getting the office organized. My father is getting the second examining room going, my mother is doing the office work -- and they feed me."

The Sorginis also teach square dancing and participate

in ballroom dancing events.

The three Sorgini children fared well upon graduating from Lockerby Composite School.

Says John, "they each cleaned up with awards from the school, and all the clubs in town."

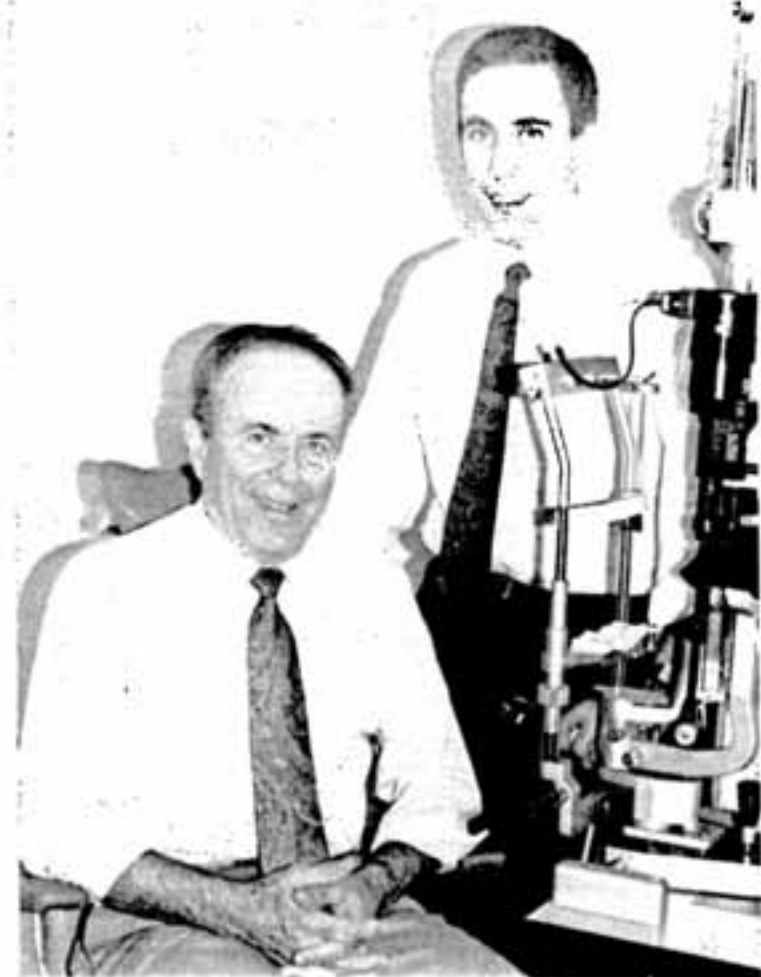
John says he was never surprised by his children's achievements. "They achieved well in school from the beginning. They never required pushing. They did it all by themselves."

Summer jobs

John says summer jobs at Inco also benefited his young scholars tremendously during their university years, as each was able to earn wages that helped to offset their education costs. Curtis worked in First Aid and security as a summer student at Inco.

Patients are referred to Dr. Sorgini by their family doctors. His field is a super-specialized, or subdivided area of study, for which he completed extra work in transplants, microsurgery, and medical diseases of the front part of the eye. Curtis commends Inco commitment to protective eyewear, noting that it has resulted in a decreased number of eye injuries in the region.

"The eye injuries we see now



John Sorgini and son Dr. Curtis Sorgini.

are from other industries and motor vehicle accidents," he notes.

Curtis says he returned to Sudbury because it is home and because of the need for his services in the community. His family history in the area is extensive. John Sorgini's grandfather worked at Sudbury near the turn of the century, employed on the construction of the Coniston smelter for the Mond Nickel Company.

John and Ann Sorgini are understandably proud of their son's achievements and are grateful for Inco's role in helping their children reach their goals through education.

"Inco has motivated area students a lot and given kids that wouldn't otherwise be able to go away to study the chance to do it," says John.

One of those "kids" is now back home.

The Christmas Spirit: Is it still with us?



Janie Bozic, clerk stenographer at Central Mills Maintenance: "The Christmas spirit is alive and well and all in my area here at Clarabelle. We've got the enthusiasm here. I suppose our generation still has it, but the new generation coming along now is a bit more material. One of the best Christmases I can remember was when my father was on strike and my parents hand-made all the Christmas gifts."

Bruce Godda, trackman with Transportation: "Oh yeah, as long as I don't have to work at Christmas I'll be okay. I've had to work a few Christmases in my time, and that Christmas spirit tends to sag a little bit. My wife doesn't like it too much when I have to work on Christmas."



Bob McKerral, Mines Research, North Mine: "Sure, things are too commercial these days, but with the price of everything going up, what can you do about it? I think the Christmas spirit is still alive. I've felt it ever since I was a kid. Besides, it's what you make of it. It depends on the individual. Of course, I'm going to Florida in March, so that kind of spruces up your attitude about the long winter."

Cesare Mione, Pot Dumper (on Christmas Day): "I'm working Christmas Day and I hope it doesn't ruin my holiday. I'd rather be with the family on Christmas Day, but the holiday is on my regular schedule. I wouldn't want to put it off on somebody else, though. It wouldn't be right. Somebody's got to do it, so you might as well not allow it to ruin your Christmas."



Robert Albert Seawright, Surveyor, Engineering: "I love it. The commercial part of it will always exist, but it's up to us to keep the spirit alive. The recent successful United Way campaign is a good example that the people at Inco haven't lost their sense of sharing, and that's a good sign that the Christmas spirit is still strong. Of course, it helps that the company is doing well and we all have good, secure jobs. The prospect for good future Christmases looks good too."



Reg Carriere, janitor, Clarabelle: "The Christmas spirit is still here, but in a lot of places it's getting far too commercial. I suppose there's not much you can do about it. Why? I suppose the traditional, spiritual message of Christmas is getting lost. At our home, we still have an old-fashioned Christmas. I still look forward to it as much as ever."



Santa Claus, Seasonal visitor: "I usually leave Inco until the end of my circuit. I've gone down some chimneys in my time, but the big one at Copper Cliff is a real challenge. But all you youngsters whose moms and dads work at Inco... you're worth it... you're the greatest."



John Landry, Matte Processing: "I guess we're all working. We've all got a job, so I guess it's going to be a good Christmas. There's too much hype around the business end of the holiday. The family spirit is still alive, but commercialism is getting in the way. We're nine kids in my family, and you can believe me that the Christmas spirit is alive and well at our home, whether there's a lot of money or not."

When TIM talks, everybody at Inco listens

Inco's newest employee has everybody talking.

And that's precisely why he's here.

TIM joined the Inco work-

force in November and will soon be making his presence felt at offices and plants throughout the Sudbury operations. Brought in to address a communications

problem, TIM is an acronym for a computer-based Telephone Integrated Message / Mail system.

The purpose for acquiring TIM is to eliminate "telephone tag," said Mary Sitko, the division's communications coordinator.

With TIM in place, people will be able to receive messages when they are out of the office, tied up on another call, or simply cannot be disturbed.

Voice messaging is a communications tool that provides two essential functions, said Mary, integrated telephone answering and voice mail.

"Integrated telephone answering lets the telephone system route unanswered calls to a particular user's voice mailbox so that the caller hears a personal greeting and can record a message.

"This eliminates a stack of 'while you were out' messages and in many cases no message at all," said Mary.

"But the real advantage to voice messaging is voice mail. This allows a user to gain access to his or her own voice mailbox, review messages sent by others, and send messages to other users without actually ringing their extensions.

"Instead of making a series of calls, you can make one call

to your mailbox and send messages to many people or a few - without disturbing them."

Phasing in

TIM is being introduced in phases and will eventually service all people on the Centrex phone system, said Mary. That includes all people in the Copper Cliff General Offices, Smelter Complex, offices at Clarabelle Mill, North Mine, and the Copper Refinery. By December, it will include South Mine.

"We did a study a year and a half ago in which we surveyed 160 telephone system users and some recurring problems surfaced," said Mary.

"They were having trouble leaving messages, getting messages and just being able to share information. We made a presentation to senior management and they agreed that a system such as TIM would help.

"This is far more sophisticated than a home answering machine. It's integrated with the phone system and it's more flexible in its capacity to record information.

"With TIM, you have confidentiality and privacy with your messages. No one else can get into your voice messaging mailbox because you have a per-

sonalized password. It's very private."

Mary realizes the success of TIM depends largely on how well employees use it. Hour-long training sessions are planned for each department to explain the mechanics and usage of the system.

Telephone tag

"What we want people to do with a system such as this is to leave a comprehensive message," she said. "More than just a name and a phone number.

"What it's going to do then is reduce the amount of telephone tag we're playing with each other.

"We've got a big job ahead of us trying to make people perceive this as a new tool rather than a negative technology. It's very important that messages are checked regularly and responded to.

"One of the biggest problems is that people hate talking to a machine," said Mary. "But once they see the benefits of not having to constantly struggle to reach someone, they'll get over their discomfort."

"We're not going to tell people that they have to use this system. We want them to want to use it."



Mary Sitko: It's easier talking with TIM.

MOOSE FREED

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portage came to an abrupt halt. A cow moose was blocking the way, his partner alerted him, and it wouldn't move.

"I told him to chase it out of the way," said Andy, a stocky Clarabelle maintenance mechanic with life-long outdoors experience that told him Mother Moose should move with the approach of man.



Andy Zandarin.

His partner tried the usual shouting and threatening but the cow moose held her ground.

"I put the canoe down and approached the animal in an effort to scare her off," said Andy, "but she still wouldn't move. I knew that was unusual. Moose are very shy animals and they usually try to avoid people."

He picked up a branch and

threw it at her. This time the huge animal took exception and came after him. "I grabbed a pole and tried to ward her off. I realized she must be protecting something by her aggressive behavior. Then I heard her calves crying nearby."

He followed the sound under the watchful eye of the cow moose and found two calves stuck in some mud in a swampy area a few feet off the trail.

Drama unfolds

"They were stuck up to their knees and couldn't get out," said Andy. "I got some branches and debris and made a path to where they were. When I got there, I reached over and picked both of them up and yanked them out of the mud."

The minute he lifted the calves, the alarmed cow moose lost her fear and came so close to Andy that he could feel her breath on his face.

"It was a little unnerving, a big cow moose like that. I was balancing on a log at the time. I didn't much like the color of her teeth."

He called to his companion who was taking pictures of the entire operation. "Forget the camera, I told him," said Andy. "Get a pole and do something."

The shouting spooked her, and she backed off about 30 yards, giving Andy enough room to climb up the bank and drop off the calves.

The rescue behind them, the two men continued on the portage, eventually camping nearby before the next leg of the trip.

They found that their rescue had been for nothing when they woke up the following morning to the sound of the largest of the two rescued calves wandering through their campsite.

"It was crying, its mouth all foamy. It was obviously



Andy Zandarin poses with rescued moose.

hungry," said Andy. "I ran back to where I had last left them and found bear tracks and wolf tracks. No sign of the mother or the other calf."

He's not sure whether the other two animals were killed or driven off. "I'd like to think they are safe somewhere," he said. "I was told that the human scent on the calves may have caused the mother to abandon her calf."

"The truck was too far

away, or I would have taken her back and handed her over to ministry people. We tried to feed it but had nothing to give her. I tried squashed apples and even potatoes, but it wouldn't take any food."

"We didn't feel too good about leaving the little guy behind," he said, "but there was little we could do. I tried to think that the cow had come back for her calf, but the rest of the trip wasn't too cheerful."

Kantymir new operations head

William Kantymir has been appointed Superintendent of Operations at the Port Colborne Refinery.

In his new position, Bill will be responsible for nickel products, cobalt and precious metals refining operations. He will report to L.D. Kowal, Manager, P.C.R.

Bill joined Inco in 1959 as a Graduate Engineer at the Port Colborne Research Lab and has subsequently held positions of increasing responsibility at the Port Colborne Refinery.

Prior to this appointment, Bill was Superintendent of Nickel Products.

Ahoy, Inco

With the United States Navy's latest Trident class submarine "USS West Virginia" soon to be launched, Inco was invited to pour some champagne.

"Huntingtonians have a special stake in the new submarine," stated the Huntington Herald Dispatch. "For high-quality, high performance alloys from Inco Alloys International have gone into a number of the ship's crucial parts.

"For more than 65 years," the editorial recalls, "Inco has been a familiar part of the Huntington scene and a vital link in the nation's defense."

The submarine is nearly as long as two football fields laid end to end and as tall as a four-storey building. The West Virginia will be the U.S. Navy's 11th Trident submarine, the largest and most powerful subs ever built in the free world.

From mining to politics, Inco people get the vote

Popular belief has it that most politicians are lawyers, academics or businessmen. But on Sudbury area municipal councils and the regional council, Inco employees or former Inco employees are the backbone of the political force.

The towns of Capreol, Nickel Centre, Rayside-Balfour, Valley East, Onaping Falls and Walden have the highest representation of Inco employees. For instance, Onaping Falls, which has two wards in Levack, one in Onaping Falls, itself, and two in Dowling, has four people, out of a possible seven, with employment connections to Inco — Mayor Robert Parker, deputy mayor and councillor-at-large Armand Legault, and councillors Pat Owen and Ray Parker.

On Sudbury regional council, where 10 councillors represent the City of Sudbury and 10 councillors represent the six area municipalities, there are five councillors with roots in Inco: Charles White, Mayor of Walden; Lionel Rodrigue, acting mayor of Rayside-Balfour; Robert Parker, Mayor of Onaping Falls; Phil Bonhomme, acting mayor of Nickel Centre; and Peter Dow, the City of Sudbury's Councillor from Copper Cliff.

Peter, who is a planner with the Stobie Mine Engineering Department, is the rookie. He was first elected last November.

Former mayor

Although Peter's father was Mayor of Copper Cliff, and after regional government was formed, Councillor of Ward 8 for many years, Peter waited eight years after his father's retirement before he ran for political office himself.

"When my father retired he asked me if I wanted to get into politics, but at the time I said no because I had other things to do," said Peter.

A 27 year veteran of Inco, he was involved in the Canadian Ski Patrol and in minor league baseball and felt he did not have time for politics.

But when Ron Symington, another Inco employee, retired as Ward 8 Councillor, Peter decided it was time "I started putting something back into the community."

Although Copper Cliff is included in the City of Sudbury, he thinks it's reassuring that it is still called Copper Cliff. "We've been around a long time," he said. "And I think to retain that name is important to us."

Robert Parker, Mayor of Onaping Falls also entered politics, not through political affiliation, but through his involvement in community activities.

A miner at Inco's McCreedy West Mine, he was one of the founders of the Onaping Falls Huskies Hockey Team and was the manager-coach of the team from 1971 to 1980. He also coached minor league baseball, and was involved in many community activities.

In fact this is what prompted him to enter politics. "I was so involved," he said, "I thought it was time I got into a position where I could influence the



Lionel Rodrigue, Robert Parker, Peter Dow and Phil Bonhomme: Mixing Politics with Inco.



Charlie White.

direction the community was going.

Acclaimed

"The first time I ran for council in Onaping I was acclaimed in one of the Levack wards in 1978," he said. "In 1980 I won again and in 1982, Earl Jarvis, the councillor-at-large retired, so I ran for councillor-at-large and was successful again."

The councillor-at-large is also the deputy mayor, so when the Mayor of Onaping Falls, Jim Coady, died, Bob was appointed mayor. Since then, he has been elected mayor in 1985 and 1988.

Last May, he was elected President of the Federation of Northern Ontario Municipalities and joined the Executive and the Board of Directors of the Association of Municipalities of Ontario.

His mother was the first woman elected a councillor in the Kentville-Wolfville area of Nova Scotia in the early 1950's. Lionel Rodrigue, the

councillor-at-large and deputy mayor (now functioning as acting mayor) for the Town of Rayside-Balfour, has worked at Inco for 22 1/2 years.

This is his first term on the regional council, but he served as a ward councillor for Rayside-Balfour from 1980 to 1985.

"So I was forced to stay out of politics for a few years," he said.

Lionel's grandfather was a councillor in the Rayside-Balfour area of Chelmsford many years ago, and Lionel grew up in a family where politics was popular.

Before entering politics, he attended council meetings occasionally and in his own words "would express my opinion once in awhile."

Lionel is in the safety department at Inco.

Phil Bonhomme, councillor-at-large and deputy mayor of Nickel Centre figures his family has paid their dues to earn the right to be called an Inco family.

"I had 37 1/2 years with Inco before I retired. My dad had 37 years and my brother, Jerry, has 36 years," he said.

Phil got involved in politics through his interest in minor league hockey and baseball and various community activities. As a former Sudbury Wolves hockey player and a basketball, baseball and football player in his youth, he became a coach and manager of baseball and hockey teams around the Garson area.

Much of the work wasn't too glamorous, he admits, but with his abiding interest in sports he said he enjoyed it. Before the establishment of Sudbury's indoor hockey rinks it meant going out and flooding rinks at night until 2:00 o'clock in the morning so kids would have ice to skate on Sunday morning.

Long service

Phil was first elected to the Council in Garson 20 years ago. Since then, he has held office off and on for about fourteen years. One of his most satisfying accomplishments was chairing the

building and construction committee for a Community Centre in Garson.

Before the advent of Winario money for community centres, it meant the old slug and grind of knocking on doors and soliciting people over the phone day in and day out for contributions. Nevertheless, Garson finally got its Community Centre.

Because he had a job with Inco as a materials coordinator for the Froid-Stobie-Garson-Little Stobie complex, he felt it was awkward for him to spend long periods of time away from his Inco job, so he never ran for regional council until he retired.

"On regional council, you are more involved with the people," he said. "There's more committees, more responsibility and the decisions are different because more money is being spent and you're affecting more people."

"So when I went on pension I discussed it with my wife and decided to give regional council a try," he said. In his first election, he won by acclamation.

It was lucky he waited. After he was elected councillor-at-large Stan Hayduk, the Mayor of Nickel Centre, had to go to the hospital for a by-pass operation and Phil was obliged to take over as acting mayor.

Backup role

"Right now I have two functions," said Phil. "I have my own committees and I have the committees Stan Hayduk was on."

Charles White, Mayor of Walden, is the Inco veteran on regional council. His first political office was on the Waters Public School Board in 1953 where he was paid \$2 a month. Since then he has had a long and colourful career in local politics.

At 69, he says if he had his life to live over again he wouldn't change a thing. He has held just about every political office he could hold in the Town of Walden, both before and after regional government was

formed. In the past 36 years, he has seen the area grow from a collection of small villages and farms to a sprawling industrial and residential complex.

Charlie serves on Minister of Northern Development and Mines Rene Fontaine's Northern Development Council and during his career has served on the Sudbury Regional Development Corporation, The Sudbury District Health Unit, the Building Committee for the Senior Citizens Centre and Library in Walden and several other committees and councils.

"I have always been active," he said. "No matter where I went, I have always participated."

As testimony to that statement, he attended 819 presentations, meetings and gatherings in his first 34 months as Mayor of Walden.

He still has a lust for life and continues to be energetic and active. In the past seven years he has been instrumental in attracting more than \$7 million of provincial money to Walden projects.

"I'm on my seventh year as Mayor," said Charles, "and I've got two more to go. I'm at my office every morning at eight o'clock and enjoying every minute of it. How many people my age can say that every morning?"

Charles was a welder at the Smelter and retired from Inco 10 years ago. Before regional government was formed he was the Reeve of Waters Township for 14 years.

All the regional councillors interviewed said that local politics was a time-consuming occupation. The ones who were still working at Inco were obliged to take a lot of time off, especially those from area municipalities.

Politicians such as Robert Parker who are on boards and agencies supplementary to their duties of being Mayor and regional councillor are particularly hard-pressed. Local politics means boards and committees to be on, too.

"At times," said Robert, "the pace can be hectic."

Inco outdoorsman pushes wise use of resources

For Doug Ogston, an abiding love of the outdoors has led him to a concern for wildlife management and a passion for a healthy, well-balanced environment.

"I believe that the forests and wildlife were put here to be used, but to be used wisely," he said.

As a director of the Ontario Federation of Anglers and Hunters and a director-at-large of the Canadian Wildlife Federation, he is constantly serving on committees and lobbying government to utilize Ontario's natural resources in the most efficient and responsible way.

He was appointed as member of a 10 person wildlife working group to prepare a wildlife strategy and present it to the Ministry of Natural Resources at the end of next year.

"If everybody just sits back and takes and doesn't put back in, we're going to be in a pretty sad state of affairs," he observes.

As a hunter and fisherman, he is not a preservationist so much as a conservationist and believes man's use of the environment can be accommodated within nature's balance if he proceeds wisely and responsibly. Cognizant of the fact that any threat to wildlife by the sportsman can be easily rectified through government regulation, he sees the subtler threats of

pollution, mismanagement, an unbalanced eco-system and destructive forces like the lamprey eel as far greater concerns because they cannot be rectified over a short period of time.

There is a balance to nature if you give it half a chance, he says. And the problem is to maintain that balance, along with protecting the proper habitat, he believes.

Over the years, he has been president of the Ontario Federation of Anglers and Hunters (the largest conservation organization in Ontario), been appointed to numerous government advisory committees and has been elected to myriad offices within the Copper Cliff Rod and Gun Club, the Ontario Federation of Anglers and Hunters and the Canadian Wildlife Federation.

A general foreman in divisional shops at the smelter, he says Inco management has been very understanding and cooperative by giving him the time off work to attend to all these responsibilities.

"Of course I try to schedule my activities around my holidays and time off," he stated. "But if anything ever comes up where I have to be away unexpectedly, I have never had any problem."

Not unrecognized for the work he has contributed to wildlife and forest management he has received many awards:

— He was the first recipient of the Conservationist of the

Month Award from the Ministry of Natural Resources;

— Recipient of the Carling Conservationist of the Year Award;

— Recipient of an International Wildlife Foundation Award.

— And the recipient of a Sportsman of the Year Award for conservation, the only non-athletic award presented by Premier Davis that year.

Reflecting on what promp-

ted him to go from a boy who spent his weekends hunting and fishing just outside Copper Cliff to a man concerned about the environment, he thinks it was growing up in a rural environment and the introduction he got from his father to the outdoors at an early age.

"As I got older I just wondered what would be around for the following genera-

tions," he said.

Becoming an activist in an organization like the Ontario Federation of Anglers and Hunters came naturally to him.

"I just don't believe you should be involved in an organization if you are not prepared to become actively committed," he said.



Doug Ogston with one of many memberships and plaques awarded for his involvement in environmental concerns.

MEMORIES

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At the hospital I was told that my husband had suffered one of the worst heart attacks a person could have. The doctor gave us no hope at all of a recovery. He said 'your husband wasn't just blue, he was black when he got in here. I doubt that he'll even make it through the night.'

The doctor told me that if Roger did survive he would be a vegetable for the rest of his life. He also told me Roger would be in the hospital for six to nine weeks. This meant no Daddy home for our three girls at Christmas.

I eventually returned home to tell my daughters the news as gently as possible. They just couldn't believe that their Daddy was going to die or wouldn't be the same anymore. I didn't believe it either. As there was nothing else we could do for our husband and father we started praying and phoned a number of friends who also prayed for Roger. Our church friends prayed for us as well and wished us the best.

In spite of all this, our three daughters began to wonder whether Daddy would be home for Christmas, which was a very special day at our home.

I couldn't even think of the holidays with my husband in critical condition, but suddenly he was released from the hospital on Dec. 23, just two days before Christmas.

When my daughters and I heard Roger was coming home for Christmas we were elated. I didn't have a chance to do any shopping for the girls that year, and they all smiled and said 'just put a big bow on dad, that'll be

good enough.'

I believe this was the happiest Christmas memory we've ever had in our home and we spent the holiday season of 1976 rejoicing and thanking God for his many blessings and for sending his dear Son to be born on Christmas Day.

We wish to take this opportunity to wish our many friends, relatives and family for a Very Merry Christmas."

Ellen and Roger Elsasser, Markstay.

Roger was driller at Garson Mine. On pension since 1976.

"As I reflect on the many Christmas seasons that have come and gone in my life, there is one that remains outstanding.

As a child, of course, we believe in the magic of Santa and stockings filled, but one Christmas my husband and I shared seems to be most vivid in my mind.

My husband Ted (now deceased) was about to retire and we were going to move into a house being built on Oliver Street in Copper Cliff to celebrate Christmas.

About one week before Christmas, our one-year-old granddaughter took seriously ill and there was little hope she would recover.

At that time there was a bad flu of sorts going around and she went into convulsions. Luckily my daughter was a nurse and acted quickly or Jennifer would have died.

When they took her to the hospital they said it was just nip and tuck, they didn't know whether she'd make it or not.

On Christmas eve my daughter and her husband came

home from the hospital and shared the magic news with us that Jennifer was out of danger. The turkey was thawed that evening and we had Christmas dinner the next day.

On Dec. 28, on our 38th wedding anniversary, Ted and I moved into our new home.

It is 12 years since Jennifer moved to Toronto and she still comes up every Christmas to celebrate with her grandmother.

I would like at this time to thank Inco for the security I have and to wish all a Merry Christmas."

Jessie Fosten, Copper Cliff.

Husband Ted was General Plant Foreman at Copper Refinery. Retired in 1969 with 39 years service.

"As another Christmas approaches, I realize, as I look back over the years, how special and important each Christmas was.

I recall the great feeling of celebrating Midnight Mass with my wife and children. The chill it would bring on hearing the choir singing the joyous strains of O Holy Night. The happy smiles and laughter as the children opened their stockings from Santa Claus.

Many changes have occurred over the years, with modern technology such as television and computers influencing the way we live our lives and the special way we celebrate Christmas.

People seem to lose the true meaning of Christmas and Christmas values. Much of the

Christmas celebration is distorted by commercialism and merchandising, but the real message is still there that Christmas is celebrated by the birth of Christ.

Of all the days in the year, none is so heartwarming as Christmas, when children and grandchildren arrive from all corners of the world, bringing joy to families. Friends gather and renew ties with one another because of the birth of the Prince of Peace.

I would like to conclude by wishing you and yours the merriest of Christmases."

Frank Chirka, Sudbury.

Retired from Frood Stobie Mill in 1984.



Frank Chirka: The real Christmas message is still here.

Santa Claus surfaces at Engineering

For Santa, the jig is up.

Incognito as General Engineering's project cost analyst Carl Rollo for the past 20 years, the Jolly Fat One had decided to end the charade since he retires next year.

Santa has been a fixture at Engineering Christmas parties for the past two decades, and this year's Yuletide festivities will mark the last time he'll be on duty.

"I'll miss the kids," he said. "It's been a lot of fun."

His sadness will certainly be shared by the hundreds of kids who have enjoyed the department's Santa.

"I got to know most of the youngsters here," said Santa, barely recognizable in his cost analyst's outfit as he sat behind the controls of his computer. "Some of them I've known since they were babies. They're teenagers now and they still come to see me."

Carl came from Montreal in 1970, and it didn't take the department's social club long to realize that he had a special affection for kids.

"They needed a Santa so they approached me," he said. "I've been doing the annual Christmas party ever since."

The department's Santa hasn't hesitated to lend a helping hand in the community outside and he's made periodic visits to area hospitals and shut-ins during past Christmases.

Carl points out that although being Santa can be rewarding, it isn't easy. "You have to be one step ahead of the kids," he said. "Kids aren't stupid, you know. You can't fool 'em. If you want to do it right you have to be



Santa in disguise as Carl Rollo.

quick and alert. There's nothing worse than a boring Santa Claus."

Nor is there anything worse than a sloppy, half-hearted Santa.

"Sincerity and enthusiasm is important. Kids pick up on it. You can't lose that childlike quality, your sense of humour."

But even Carl has had close calls. Once, when climbing out of a helicopter with scores of kids' faces pressed to the Engineering department windows, Santa's beard was blown out of place. Some dexterous maneuvering until the beard was relocated saved the day.

Most of the time, his annual performance is a heartwarming experience. "One youngster said I looked awful tired and ran upstairs and got me a pillow."

At other times, it can be heart-wrenching. "Once, during the tough times when Inco had to lay people off, a youngster asked if I would make sure her daddy wouldn't lose his job. Sometimes you don't have the answers."

Santa's lost some weight this year. "About 30 pounds," he said. "I used to weigh about 220 pounds, just about right for Santa, but this year I may have to take on a little extra padding."

He'll miss the annual department celebrations, although there's already talk of bringing Santa back after Carl is gone.

It might not be that easy to replace him.

"I know that there's a lot of Santa's around at Christmas time and I know they all can't be the true Santa," one youngster told him once, "but I know you are the real one."

Pensioner's lucky number is 911

911.

It's a new number in Sudbury but already it is saving lives. So too, is the Sudbury General Hospital's advance cardiac life support program.

Jean Paul Rouselle (better known as Charlie Rouselle), of William Street in Coniston, is enjoying his retired life all the more after being saved by the treatment he received in a Sudbury ambulance in August.

Rouselle retired from Inco on a disability pension in 1982 after undergoing heart bypass surgery in 1981. In the middle of a particularly warm night this summer, he awoke with chest pains, in a cold sweat. Charlie's wife, Alice, called 911.

When ambulance driver Leo Gauthier and paramedic Gloria Rohrbacher arrived shortly after, Rohrbacher gave Charlie oxygen. He was put on the stretcher, then aboard the ambulance, en route to hospital. Alice followed.

As the ambulance neared the Kingsway Hotel, Charlie suffered a cardiac arrest. Gloria Rohrbacher immediately used the Lifepak 200, a defibrillator that automatically monitors the activity of the heart, and identifies ventricular fibrillation, wherein the electrical impulses of the heart become irregular or haphazard. In the event the con-

dition is present, the system advises the paramedic to administer a shock to the heart.

Second attack

Charlie Rouselle responded immediately when a shock was administered in the ambulance. He suffered a second cardiac arrest at the hospital, but recovered well and returned home after nine days in critical care. Charlie is the first person to leave hospital fully recovered since the introduction of the Lifepak 200 program in 1987.

Gloria Rohrbacher trained as a paramedic two years ago. She has been employed by the ambulance service for 13 years. The experience of saving Charlie with the benefit of the Lifepak 200 and her training was clearly deeply felt.

Says Gloria: "It was very uplifting. It all happened so quickly. It's so wonderful to see life returned, and it's a real experience to go through. It creates a special bond."

Alice Rouselle, shares the feeling, "to us, it's as if we've known Gloria all our lives."

Their bond has resulted in friendship and visits to hospital and home for Gloria.

Rohrbacher says more people could recover as Charlie has through the timely application



Jean Paul Rouselle and paramedic Gloria Rohrbacher: A lifesaving friendship.

of Cardiopulmonary Resuscitation techniques. "Three minutes after cardiac arrest, irreversible brain damage occurs," she says. "This prevents more damage and saves lives when the public

does not administer CPR before the ambulance comes. Charlie was lucky he had cardiac arrest while en route to the hospital."

Participating in the paramedics program has helped

Gloria participate in a life-saving experience. For Charlie Rouselle, the paramedics program meant the difference in a life-threatening situation.

\$1 million for cancer care

Inco gives fresh funding for Regional cancer centre

Cancer care in Northern Ontario received a major funding boost last month when Inco Limited donated \$500,000 to the Ontario Cancer Care Fund.

The donation was announced during a news conference at the Copper Cliff Club by Inco Chairman, President and Chief Executive Officer Donald J. Phillips.

The Ontario Cancer Care Fund is directing the money towards the creation of the Northeastern Regional Cancer Centre that will be associated with Laurentian Hospital.

"We believe this to be one of the most significant corporate donations to cancer care in the country," said Phillips.

"We hope that it will serve as a potent stimulus to other major corporations to ensure the availability of modern, well-equipped cancer treatment and research facilities not only in Sudbury but also in other Ontario population centres."

Inco's latest donation brings to \$1,000,000 the amount of money the nickel producer has given to cancer care services in Northern Ontario this year. In May, the company gave \$500,000 to Laurentian Hospital in Sudbury in its bid to become the host hospital for Northeastern Ontario's first cancer treatment centre.

When it is open in 1990, the Northeastern Regional Cancer Care Centre will be the eighth in the Ontario Cancer Foundation's network of regionally-based cancer care centres.

Dr. J.W. Meakin, President of the Ontario Cancer Treatment and Research Foundation, said those involved in the fight against cancer are engaged in a complex, escalating battle.

"It seems as gains are made on one front, cancer rates stubbornly increase on another," he said.

"One in four of you will develop cancer. The number of cancer cases will rise from 34,000 in 1986 to a projected 60,000 in 2001 in Ontario alone."

Aging population

"We are, as we are so often reminded, an aging population. Since cancer is a disease that occurs more frequently as we grow older, the present and past investment in cancer will not be sufficient for the future."

Dr. Meakin, whose organization administers the regional cancer care network, said government support is no longer enough in the fight against cancer.

"All of us must do our share," he said. "The grim reality is that two out of three Ontario families have a member affected by cancer. That is a fact and that is why Inco's help announced today is so much appreciated."

"Inco's pledge of \$500,000 represents almost five per cent of the \$10 million that will be required from private sources to ensure the new northeastern centre is not only built, but that it will be up and running effectively."



Inco Chairman, President and Chief Executive Officer Donald J. Phillips and OCTRF president Dr. J.W. Meakin with cheque made from a piece of copper.

Jacques Lachapelle, Chairman of the Laurentian Hospital Board of Directors, said Inco's latest donation is another example of the company's leadership role in corporate sponsorship of fundraising activities.

"On behalf of Laurentian Hospital, the host hospital for cancer services in Northeastern Ontario, I would like to extend to Inco Limited, our sincere appreciation for their substantial contribution to the Ontario Cancer Care Fund," he said.

"Laurentian Hospital is convinced that with this large donation, cancer patients in Northern Ontario will be better served in

the future with better facilities and up-to-date technology and equipment."

Inco's \$500,000 will go toward what will be known as the Inco Ambulatory Care Area. It will include two reception areas, 15 examination rooms, two patient interview rooms and two procedure rooms.

Phillips said nowhere is the challenge to bring effective cancer care, treatment, research and educational programs more urgent than in Northern Ontario.

"Once the northeastern centre is completed, patients from the north who must now travel

long distances to the internationally-distinguished Ontario Cancer Institute/Princess Margaret Hospital in Toronto will be able to remain closer to home," he said.

"That alone will help patients and their families during their personal crises and assist in reducing the costs of treatment."

The Northeastern Ontario Regional Cancer Care Centre will bring comprehensive cancer treatment facilities to serve the 600,000 residents of the Districts of Algoma, Cochrane, Sudbury, Manitoulin, Nipissing, Parry Sound and Temiskaming.

Museum preserves rich past

A small but significant piece of Copper Cliff history, the Copper Cliff Museum, got its start at a housewife's coffee party.

Museum founder Margaret Dow, widow of the late R.G. Dow, mayor of Copper Cliff from 1959 to 1972, recalls the evolution of the museum, which was first opened to the public on December 22, 1972, when Copper Cliff entered a new era by joining the Regional Municipality of Sudbury. According to Mrs. Dow who came to Copper Cliff in 1957, it all started over a coffee cup.

During the late 1950s and the 1960s, she met regularly with a group of Copper Cliff women for coffee parties. The stories told by those who lived through the early days of the town's history were, in a word, she says, "unbelievable."

Ladies footwear, even on the most formal occasion, consisted of large, protective rubber boots, boots meant for negotiating the muddy streets and lanes of an early mining town. It was a unique and challenging lifestyle, a history worth re-telling.

Councillor's support

The nine councillors of Copper Cliff, along with Mayor Dow, supported calls for the development of a museum, for-

mally initiated in 1971. Inco contributed the museum facility, a turn-of-the-century miner's home then located on Clarabelle Road.

A registered member of the Ontario Museum Board, the Copper Cliff Museum is now governed by standards regulating all museums operating in the province. The major part of its operating budget is provided by the Ontario Ministry of Culture and Communications while additional funds are raised from private sources.

Joining Mrs. Dow for the 1989 official opening was her son, Peter Dow, Ward 8 alderman, representing Copper Cliff on City council. Peter, a mining engineer at Inco's Stobie Mine, serves as council's representative on the museum board.

The museum operates until Labor Day. Staffed by two students, it is open Tuesdays through Sundays from 11 am to 4 pm. For Peter Dow, the museum has an important place in community life, "it is the heritage of Copper Cliff, from the beginning. People should be made aware of it."

Tourists, residents

During the 1988 season, 1,000 people were made aware of it. These were the individuals who visited the attraction, a mix

of local residents and tourists.

Board chairman and former Copper Cliff resident Marion Pitkethly is spearheading a drive to increase local involvement in the museum. A new group, Friends of the Museum Society, will expand the activities of the museum's board and committees. Pitkethly is presently recruiting members of the public interested in acting as tour guides for school groups, or in developmental work, such as research and acquisitions.

The historic treasures that line the interior of the museum's hand-hewn wooden home have a great deal of meaning to the older residents of the area, says Jo Lister, a long-time board member.

Lister, who moved to Copper Cliff in 1952 to teach at the public school and married Roy Lister, now retired as a general foreman at the Copper Cliff Refinery, joined the board after receiving "a polite push" from a museum booster.

"After working on the museum for six years," she notes, "I am far more aware of the need to preserve our history and aware of the value of objects that we may take for granted."

Keeping Copper Cliff's past alive is very important to board vice-president Lillian Minsky, a



Peter Dow, Marion Pitkethly, and Mary Dow at the museum.

Continued on Page 11

Holy Mistletoe, Batman, it's beginning to look a

The folks at Inco have traditionally celebrated the Christmas season with gusto, and it was no different this year. Besides coming up with the winning float in this year's Sudbury parade, employees have managed to turn on that Yuletide spirit by decorating their offices and attending office Christmas parties. Here are some examples of just a small part of the activities going on at Inco as Christmas approaches.



Systems analyst Joe Bukatowicz gives his office that Christmas touch.



Santa's helper Judy Wolski helps Alex Wiemer, granddaughter of Senior Cost Analyst Bruna Norsdman, make a decision at the General Engineering Christmas Party.



Mines Engineer Ed Skene and wife Marianne do a little fancy footwork at the South Mine Christmas staff party.



Batman (Jeff Grieve).



Batman and the Batmobile: Inco creations.

lot like an Inco Christmas.



Kaitlin Cacciotti, daughter of General Engineering draftsman Dino Cacciotti, has Santa's undivided attention.



Trista Thompson, daughter of clerk-stenographer Mary Thompson, makes a point with Santa at the General Office Christmas Party.



Andrea Solski, daughter of P.T. Inco clerk-stenographer Helene Solski and Brian Solski of Inco Construction, shows pure delight in a new friend at the General Office Christmas Party.



"We'd like double of everything:" Kevin and Kyle Bagley, sons of assistant Librarian Joanne Bagley at the General Engineering celebrations.



Jennifer Wunsch, daughter of South Mine's Garth Wunsch, and Lisa Koski, daughter of Creighton miner John Koski, in some Yuletide costumes.



A crowd pleaser, the Batmobile was named best of the parade.

Wing clipped after 20 years with Ducks Unlimited

Ducks Unlimited is flying the Sudbury skies without its strongest wing.

Rollie Wing, insurance analyst with Inco, ended a 20-year affiliation with the waterfowl conservation group when he resigned as Northern Ontario director this year.

During his tenure with the organization, Rollie was a key player in the group's growth in the North.

An avid duck hunter, he joined Ducks Unlimited in the 1960s by mailing in a membership application out of a magazine.

"At that time Ducks Unlimited was not big in Eastern Canada and almost non-existent in Northern Ontario," said Rollie.

Officials with DU approached him eight years ago with the idea of forming a Northern Ontario chapter in Sudbury. Rollie was named chairman.

"The chapter's only function on an annual basis is to operate a banquet," said Rollie. "It's a top-of-the-line affair. During the evening a series of raffles and draws are held for the sole purpose of raising money for Ducks Unlimited."

At the Sudbury chapter's first banquet, 235 people attended and the event made a \$25,000 profit.

All money raised goes to the Winnipeg head office for use on designated projects, said Rollie.

DU's main function is to develop and maintain conservation areas designed to maximize duck reproduction.

Potential conservation areas undergo a feasibility study which lasts about three years, said Rollie.

The final step in the process is to acquire permission from the landowner to establish the conservation site.

Land lease

DU owns no land. The group leases the land with their sole responsibility being the control of water levels.

"Ducks Unlimited has

operated with a \$40 million-a-year budget over the last three or four years," said Rollie. "They've almost exhausted their projects in southern Ontario."

Northern Ontario, however, is busier than ever with DU looking to establish conservation areas at several sites.

There are about 20 projects identified in the Clay Belt alone, said Rollie. This covers an area southeast of New Liskeard to

northwest of Timmins.

In Sudbury, a project has been established near Bass Lake, southwest of Espanola, and the group is studying a major investment in the Burwash site.

"The problem facing ducks is that they nest early in the spring when the water levels are high," said Rollie. "Then, when the eggs hatch, after a five or six weeks incubation period, the water levels are low."



Rollie Wing with an office ornament.

"These Ducks Unlimited project areas maintain stabilized water levels."

Three years ago, because of the rapid growth of DU in this part of the province, the group split its Ontario chapter into a north and a south section.

Rollie was named Northern Ontario director.

Rapid growth

"North of Orillia, an educated guess would be somewhere in the area of 40 chapters operating now," he said. "So it's grown very, very quickly."

"Right now the thrust of DU in Ontario is almost all in the north. Their expenditures in Northern Ontario are escalating faster than anywhere else in the country."

Despite the obvious zeal for the organization and its work, Rollie resigned his post in May because his outside commitments were beginning to monopolize his time.

In addition to his work with DU, Rollie is president of the Copper Cliff Minor Hockey Association, past-president of the retriever section of the Sudbury and District Kennel Club, past-president of the Northern Ontario and Sudbury Retriever Clubs, director of the Northern Ontario Retriever Association, director of the Junction Creek Conservation Foundation, past director of the Cambrian Section of the Insurance Institute of Ontario, and advertising head for the 1990 Canadian Figure Skating Championships coming to Sudbury in February.

Despite all of these outside interests, Rollie's life remains very ducky.

Visitors to his second floor office in the General Offices buildings in Copper Cliff could be excused for suspecting fowl play.

No quack

There is a Ducks Unlimited sticker on the door, a wooden duck with movable wings

suspended from the ceiling, a carved duck atop a filing cabinet and pictures of ducks on the wall. Here a duck, there a duck, everywhere a duck, duck.

Much of Rollie's office decor is a testament to his skills as a duck hunter, which brings to mind an interesting question.

How can a man so interested in conservation be such a zealous hunter?

"The people in Ducks Unlimited are bird lovers to the point that they want the birds available for hunting," said Rollie.

"Hunting plays a small role in the dangers facing the birds. The big problem is nesting and that's what they're trying to address."

"It's a proven fact that hunting puts only a small dent in the bird population. For every bird killed by a hunter, five die of natural causes."

From mid-September until freeze-up, Rollie is out hunting ducks or partridge about two or three times a week.

Strong supporter

In the early part of the season he hunts around Crean Hill Mine. When the ponds there freeze over, he moves to Manitoulin Island for some open water hunting.

Although no longer active within the group, Rollie remains a firm believer and supporter of its work.

"It's a fabulous organization as far as keeping people aware," he said. "They're very up-front with all aspects of their organization."

"So many people benefit from these projects. They build lookout areas for birdwatchers. There's usually fish in the water at the developments, and even school groups come out to visit these areas."

"Seventy-seven per cent of every dollar invested in Ducks Unlimited goes back into the habitat and I don't think too many other conservation groups can come close to that." ▲

The future looks promising for Inco in Sudbury

There's enough nickel left in the mines around the Sudbury Basin to keep Inco in business here for at least another 40 years.

That welcome prediction was made by Donald Phillips, Chairman, President and Chief Executive Officer of Inco Limited, during a November luncheon at the Copper Cliff Club with members of Sudbury regional council.

Mr. Phillips told councillors that during the past 12 months Inco has "undertaken the most comprehensive analysis of the nickel industry that has ever been done."

Based on these findings, Mr. Phillips said Sudbury mines should be able to maintain present production rates for up to 40 years.

"This is not a rosy projection," said Phillips. "I think it is a realistic projection. I believe

we can maintain production in Ontario at a level of 230 million pounds per year, which is an optimum level and a good level for the Division."

But he also said there are no plans for expansion of nickel production in Sudbury, both for environmental reasons and prudent management of the ore body.

Phillips said the total workforce in Sudbury, now around 8,000, should decrease by about 500 people over the next five years due to natural attrition.

At the same time, a company will need to hire 300 people annually to offset the number of retiring employees.

Phillips had more good news for Sudbury when he told regional councillors that plans were in the works to bring on three big mines - McCreedy East, Garson Deep and Copper Cliff North.

Development is already underway on McCreedy East, located about 30 miles west of Sudbury in the Levack area, at a cost of \$179 million.

"I think that demonstrates to you the capital needed, not to increase production, but to sustain production in our mining operations both in Sudbury and in Thompson, Man.," said Phillips. "The Garson Deep may be a couple of years away and the Copper Cliff North a couple of years later."

Inco supplies more than 30 per cent of the Western world's nickel, and operations in Sudbury produce 50 per cent of that supply.

In 1988, Inco earned a record profit of \$700 million. In the first three quarters of 1989 the company has shown a profit of \$600 million.

Phillips told councillors that Inco has a strategic long-term

plan to keep the company viable and productive. "The community of Sudbury is a vital part of

that plan," he said. "And I assure you that it will be for many, many years to come." ▲

Inco to explore for gold in France

Inco has signed an agreement with Professor Pierre Nicolini and M. Michel Quint of France to form a joint venture to explore for gold in the Ardeche and Gard Départements of France.

The agreement calls for the formation of a new company, Covenor S.A., in which Inco will hold 67 per cent of the equity. Inco will be the operator and will incur all exploration expenditures, which could total an estimated 57 million French francs (approx. U.S. \$8.5 million).

A permit to explore for gold

on the 38 square kilometre property covered by the agreement was granted to Professor Nicolini and M. Quint by the French Government in September 1988. Gold occurrences in this area have been known for centuries and mining, on a small scale, was undertaken at the turn of the century.

Under the new joint venture, the project will include preliminary surveys, diamond drilling and the preparation of a feasibility study.

Drilling is scheduled to start at the end of September. ▲

Ken wrestles with nostalgia but doesn't get pinned

Sometimes Ken Zayette dreams about what could have been.

"At times when I'm watching an international wrestling match," said the Frood Mine industrial evaluator, "I can't help but wonder how far I could have gone. I think that could have been me."

With another hectic season of officiating at local, national and international bouts approaching, Ken can't help feeling a little regret at missing his own shot at the brass ring.

"I wrestled all through high school. I won six provincial championships and five regional wrestling championships," he reminisces. "My first time on the mats I beat the provincial

Although he had a chance at going to university on a wrestling scholarship, he "blew it."

"I was young and wanted to earn a living," he said. "But it doesn't bother me that much. Inco's been very good to me."

He admits a competitive, aggressive nature is the major reason for his successes in wrestling, personality traits that can be a drawback at times. After recovering from a heart attack he suffered last year while officiating at a University of Alberta competition, Ken was warned to do things in moderation.

"That's kind of a problem for me," he said.

Partly because of his love of the sport and partly because of

"Wrestling is more than brute strength. You have to be a technician and a tactician. You have to think."

champion from the year before."

Out of 250 matches, he won all but three. The successes were even more promising, considering the fact that all but one year in high school he coached himself.

"I worked under a wrestling coach only one year," he said. "The rest of the time I coached myself and filled in as coach of the school team."

Things were different back then, he said. Support systems for promising young athletes were not in place and he didn't have the contacts to create his own opportunities.

his determination, Ken has been involved with officiating and coaching since shortly after signing on with Inco in 1968.

Lifelong love

"After a couple of years I ran into a school coach I met when I was wrestling. He was teaching at Laurentian and he said he needed referees."

It wasn't long before he started coaching local high school wrestling, or "the Sudbury Travelling Circus."

"They used to call us that because, for most of our competitions, we had to travel to the



Keeping an eye on the action.

major urban areas down south in the Toronto area," he said. "We'd usually get back home like zombies."

Ken was on permanent night shift so he could coach kids during the day and get away for out-of-town competitions.

"It was crazy. Sometimes I used to get off shift Saturday mornings, then drive to Toronto for a competition and come back the same night."

At the peak of his involvement, he was on the executive of the Ontario Amateur Wrestling Association. He was also involved in regional development of the sport.

"It all got too much. Now I'm strictly officiating."

Rated for officiating at international competitions, Ken is getting close to qualifications that would allow him to officiate at the Olympic level. "That's one of my goals," he said.

He said the coaching, officiating and training wouldn't have been possible without a flexible and understanding employer. During the few times when there's been conflict with work, the company has come through.

"I always tried to make it up to them," he said, "and I've never abused it."

He'll start officiating twice weekly at local high schools, and he expects to be out of town at tournaments every second

weekend until March. With the heart attack still in the back of his mind, he plans to take it easier by spending more time with the officiating staff rather than on the mats himself.

But he won't quit altogether. "Many people find amateur wrestling boring, but once you understand it, that changes. It's a sport that builds character and confidence."

Wrestling is hardly a glamour, high-profile sport, he said, and boys who compete are usually individuals to start with.

"But not everyone can get on the football team. This way,

an athlete can be competitive in his own weight category and do as well as the big guys.

"Wrestling is more than brute strength," he said. "You have to be a technician and a tactician. You have to think."

He used to consider television professional wrestling as demeaning the sport, but he's mellowed.

"I got roped into watching a couple of times, and now I'll watch it. I realize these guys are good at what they do."

What do they do?

"Acting," he said.



Ken Zayette readies to make a call.

MUSEUM

Continued from Page 7

"Cliff" native with a long family history in the area. "I wanted to get involved in the museum to make sure the board knew the history of Copper Cliff, and I really enjoy working on it."

Lillian's husband Frank worked as a crane man for Inco for 43 years.

Rick Sleaver was appointed to the museum board last fall. His late grandfather, Lloyd, was employed by Inco for about 40 years. Rick is a younger native son of Copper Cliff. Currently studying political science at Laurentian University, he is an active history buff and he places

high value on knowledge of the past.

"We can come in here and see our history and find something of our past way of life. I had a history teacher in high school who used to say, 'if you don't know where you came from, you don't know where you are going.'"

The Copper Cliff Museum provides an evocative look at a rich past, a look volunteers such as Rick Sleaver work to preserve. For Mrs. Dow, the establishment of the museum in 1972 was important, as Copper Cliff gave up its autonomy as a town, under the terms of regional government, closing a chapter in its history, a history dating back to 1870.



It's for the birds

Many trees, shrubs, vines and flowers can be planted on your property to attract birds. Plants are an important source of food and shelter and provide nesting sites. Especially in winter, birds require energy and warmth from eating food. Amounts consumed vary from five to 30 per cent of their body weight per day, depending on the species. Birds also require protection from the wind to avoid losing heat.

In addition to their beauty and activity, birds are valuable in the garden to control insect pests and feed on weed seeds. Chickadees, robins, sparrows, juncos, warblers and woodpeckers eat beetles, caterpillars, leafhoppers, larvae, scale insects and aphids. For example, 98 species of birds eat cutworms. Goldfinches eat weed seeds.

If your property is located near a natural bush area, you will attract a larger number of bird species. However, residential and urban landscapes can be designed and planted to accommodate birds. It is important for birds that lawn areas be kept open. Trees and shrubs should be planted along perimeter areas. To attract birds, all season food must be available. Natural sources of food and shelter are outlined. Plants that produce berries are often used as food by at least a few species of birds. Birds prefer fruits of native plant species compared with cultivated, hybridized varieties.

From the following list, check with your local garden center to determine which plant species are hardy in your area. Sudbury is located in hardiness zone 4b, Toronto zone 6a and Port Colborne zone 6b.

Good cover

Northern white and red cedars provide excellent cover and nest sites. Also, red cedars are a valuable source of food for eastern bluebirds and pine grosbeaks. Pin cherries provide food for more than 40 bird species. Elderberries are ideal for food, cover and nesting sites. Robins and cedar waxwings eat crabapple and hawthorn fruit. Thrushes eat berries of the common hackberry. Holly provides fruit and a nesting site for catbirds and cardinals.

Saskatoon or serviceberries are the preferred food of more than 30 bird species, including rose-breasted grosbeaks, northern orioles, goldfinches, robins, chickadees and bluejays. Maple trees are an important source of winter food for the evening grosbeak. Even though mountain ash trees are susceptible to fire blight disease, berries are fall and winter food for flickers, robins, bluebirds, cedar waxwings and towhees.

Pine and spruce trees and junipers are an especially important source of food, shelter and nesting sites. Additional plant sources of food are flowering dogwood, mulberry, blueberry, paper birch, chokecherry, roses, cotoneaster, sumac and highbush cranberry. Goldfinches and redpolls eat alder seed. Honeysuckle shrubs are nesting sites and forsythia and spireas provide cover. Bittersweet vines produce fruit and nesting sites. Berries from virginia creeper vines are valuable food for migrating bird species.

Annuals, plants that grow, flower, produce seed and die in one growing season, are an important source of seed in addition to trees and shrubs. Birds feed on seeds of ageratum, aster, bachelor buttons, cosmos, marigolds, millet, sunflowers and zinnias. Hummingbirds are attracted to flowers of larkspur, morning glory, columbine, foxglove, evening primrose, fuchsia, gladiolus and scarlet runner beans.

Birds require water and a source of sand or grit. Birdhouses will also attract certain species. Supplementing natural food supplies, especially in the winter, may be done with feeders. Different bird species have preferences for what and where they eat. Black-capped chickadees, american goldfinches and the dark-eyed juncos prefer ground level or slightly raised feeders. Chickadees and red-breasted nuthatches eat sunflower seeds, peanut kernels, peanut butter mix or suet. Red and white-breasted nuthatches and downy woodpeckers prefer suet hanging or in a tree trunk feeder.

Nut eaters

Northern cardinals and bluejays eat sunflower seeds. Bluejays also eat whole or shelled peanuts. House sparrows will eat millet, sunflower and canary seeds, bread crumbs or even kitchen scraps. Juncos prefer millet, canary seed or finely-cracked corn. Sunflower seeds in high, hanging feeders are necessary to attract evening grosbeaks. Grosbeaks also crave salt, so put out piles of salted sand or bird gravel.

Further information on feeding winter birds in Ontario is available from your local library, bookstore or the Ontario Ministry of Natural Resources.

Smoking policy goes into effect

General Office smokers 'butt' out

General Office and Computer Building smokers were among the first of Inco's plants and offices to butt out in preparation for the January 1, 1990 deadline for the implementation of government legislation restricting smoking in the workplace.

Starting November 27, a smoking policy will go into effect that will eventually lead to a smoke-free environment.

Office services supervisor Gail Assman said a phase-in period has been chosen that will permit smoking in a designated smoking lounge. The designated lounge has been established in Room 48 on the basement level of the General Office to allow smokers the opportunity to cut down gradually while on the job.

The lounge is a partial reprieve for hard-core smokers who eventually will face a total ban on smoking in compliance with the wish of 60 per cent of employees of the complex who indicated in a survey that they prefer a smoke-free environment to a system of designated areas.

"While the smoking lounge will stay in place indefinitely," said Gail, "we are still working toward a smoke-free environment eventually."

In support of those employees who would like to quit smoking, educational material and information on smoking cessation programs offered in the community will be available for pick-up in the designated smoking lounge as well as the lunchroom. A video called "Let's Talk Smoking Policy" will be available for viewing at employee's convenience in the lounge and lunchroom beginning Nov. 27.

Kits providing information for those who wish to quit smoking have also been circulated to offices in the complex.

Beginning Nov. 20, posters have been placed on bulletin boards to serve as a reminder of the phase-in smoking policy, and the cigarette machine has been removed from the lunchroom area.

All entrances have or will be posted with signs that read "Smoking in Designated Areas only," and classrooms, conference, meeting, and all common area rooms will also be marked with no smoking signs. Ashtrays were also removed from these areas and ashtrays were installed at the entrances to the building.

Beginning in the new year, periodic inspections of the General Office and Computer Building will be carried out to include compliance with the smoking policy.

Disciplinary actions will be handled by managers and supervisors in similar fashion to other company regulations, according to Gail.

"The success of this policy will depend upon the thoughtfulness, consideration and cooperation of smokers and non-smokers," she said. "All employees share in the responsibility for adhering to and enforcing the policy."



Darlene Williamson of Accounts Payable puts out the last "legal" cigarette on Nov. 27.

The policy is intended to provide a healthy, comfortable and productive work environment for all employees achieved through on-going efforts to protect non-smokers and to help employees adjust to restrictions on smoking.

Numerous detrimental effects of mainstream smoke (smoke inhaled directly from a cigarette, cigar or pipe) have been well-documented. Most people know that smokers run a significantly higher risk of dying from certain diseases, which usually stem from coronary heart disease, stroke, lung cancer, or obstructive pulmonary disease, such as emphysema or bronchitis.

The adverse effects of sidestream (second-hand) smoke

have also been well-publicized. Research has shown that non-smokers with chronic heart or lung disease can experience severe distress when exposed to sufficient concentrations of sidestream smoke. In addition, many allergic individuals and even the majority of healthy non-smokers, report discomfort when exposed to side-stream smoke on the job. Furthermore, recent medical studies indicate that long-term exposure to side-stream smoke may increase non-smokers risks of developing severe lung disease.

In all cases the right of a non-smoker to protect his or her health and comfort will take precedence over an employee's desire to smoke.

MacDonald moves to safety

Tom MacDonald has been appointed General Foreman Safety, Froid-Stobie Complex.

He joined Inco in 1967, becoming an electrician in 1973 and worked at various positions of increasing responsibilities at Creighton Complex. Prior to his new appointment, Tom was a General Foreman at Crean Hill.

Tom will report to J.M. Thomson, Superintendent of Safety - Mines.

Cam Campbell has been appointed to General Foreman Safety, effective immediately. This is a temporary assignment related to recent organization changes involving the development of our Emergency Response plan.

Cam joined Inco in 1960 and completed his electrical apprenticeship as a welder. He left the Company in 1973 to accept a promotion with A.S.E.A. Ltd.

and rejoined Inco in 1976 to become the Divisional Shop's Winding Shop Foreman. He recently held the position of Safety Supervisor, Central Maintenance and Utilities.

Cam will report to S.E. Segsworth, Superintendent of Safety - Surface Plants.

Also announced was the appointment of George Aniol to the position of General Foreman Safety, Creighton Complex, effective immediately.

George began his career with Inco in 1970 and has gained experience in the Engineering, Geology, and Operating Departments of the mines. Prior to his new appointment, George was Mine General Foreman - Froid-Stobie Complex.

George will report to J.M. Thomson, Superintendent of Safety - Mines.

Race for Inco Cup starts early

Skiers vie for spot on 18th annual Inco Cup squad

On a sunny afternoon in late October, while the city basks in the warmth of an Indian summer, a dedicated group of athletes at Laurentian University dreams of snow.

These are the members of the Adanac/Laurentian Ski Club. Their season is already a week old, and the effort they put into dryland training now will help them when they hit the slopes in quest of a berth on the 1990 Inco Cup team.

Across Canada there are 13 ski divisions - four in Ontario. The Inco Cup is an alpine race series unique to the Northern Ontario Division, said Jeff Grieve, Senior Environmental Analyst in Occupational Health. Jeff should know.

When he's not working for Inco, his life certainly goes downhill.

Jeff is an avid skier and certified instructor. He is chairman of the Sudbury Regional Ski

skiers undergo a series of exercises designed to improve stamina, co-ordination and balance. Putting them through their paces this year are rookie coaches Sean Rogers and Dax Wilkinson - both former Inco Cup racers.

"During the height of the skiing season these racers might be on the slopes virtually every night," said Jeff. "That's not by design, it's by desire."

The hard work appears to be worth it.

Northerners dominate

"There's a disproportionate number of Northern skiers on the National Alpine team," said Jeff. "There's four from the Northern Ontario Division. Only British Columbia has more and they're 10 times larger."

Inco's contribution to the Northern skiing scene deserves a vote of thanks, said Jeff.

"When you talk about Inco Cup racers you're in an area that's considered to be elite athletes."

Council - a body representing six area clubs - and together with his wife Bev, shares the Alpine Chair for the Adanac/Laurentian club.

At this time of the year, he puts in about 20 hours of volunteer time a week helping young skiers.

"Inco's sponsorship of the Inco Cup is the longest running corporate sponsorship in North America - maybe the world - for a sporting event," said Jeff. "I think this is their 18th year."

The 1990 Inco Cup ski season begins Jan. 10 in Sault Ste. Marie and wraps up Feb. 28 - March 1 in Sudbury. Between those dates there are races scheduled for North Bay and Elliot Lake.

Each competition includes four ski disciplines - downhill, Super G, slalom and giant slalom.

Elite company

"When you talk about Inco Cup racers you're in an area that's considered to be elite athletes," said Jeff. "It's very serious and there's a lot of emphasis on competition."

The Adanac/Laurentian Ski Club has 180 racers taking part in dryland training twice weekly outside the Ben Avery Gymnasium at Laurentian University.

From that group, 20 will be chosen to fill spots on the 1990 Inco Cup team. Those positions will not be filled until after a Christmas ski camp at Adanac Ski Hill Dec. 27 - 29.

Traditionally, Inco Cup racers range in age from 12 to 16, with 60 per cent of the skiers being male, said Jeff.

"If a racer is successful in the Inco Cup program, he or she can move to the Division Juvenile team, for ages 14 and under. If he is successful there, he can move to the Division Racing team for those over 14."

"This is the road they would take to eventually end up on the National Alpine team."

During dryland training,



Skiers build strong legs in anticipation of snow.



Jeff Grieve and coach Sean Rogers.



Armin Berrer and Michael Rodney stretch those muscles. Armin is the son of Senior Geological technician Eberhard Berrer and Michael's father is Field Exploration's Property Recorder Wayne Rodney.

Inco hall finds new life as Christian centre

There was always something to do when Nick Ceply was growing up on Port Colborne's east side in the 1940s and 50s.

Young and old alike created many hours of excitement and entertainment for themselves at the Inco refinery's recreation hall. They enjoyed the warm, informal, club-like atmosphere of a place that was originally built for Inco employees.

Nick and his future wife Barbara hipped and hopped at the ivy-covered rec hall's weekly teen dances. And the sounds of boxing, basketball, badminton, bowling... and laughter echoed regularly throughout the complex.

It was good, clean, inexpensive fun that kept Nick and his friends off the streets and out of

serious trouble.

More than 30 years later at the grand opening of Christianview Fellowship and Recreation Centre in November, Nick and the other directors of the non-denominational organization can't believe how fortunate they are to have the opportunity to do something similar for today's youth in Port and the rest of the Niagara Region.

"We are really blessed that Inco was able to provide us with this building, so that we can do God's work. This is the only Canadian Christian centre... a place that young people and even the not so young can call their own," says Nick, who worked for Inco in Port Colborne from 1955 until 1962.

Four years ago, the rec hall faced demolition after Inco,

already squeezed by low nickel prices and declining profits, decided to sell or destroy it because of high taxes and its lack of use. Inco hoped that the hall, which was built in 1918, with a gymnasium added in 1937, would be put to good use once again. In the past, particularly when the refinery was at its peak of operation, the hall was considered to be one of the finest recreational facilities in the area. It was the site of many important local activities, including blood donor clinics and local operatic theatre performances.

Not to mention the Inco employees' Christmas party.

No takers

In October of 1985, the hall was offered to the City of Port

Colborne for \$1. The city's parks and recreation department didn't think it was feasible to maintain and upgrade the hall, but like Inco, it didn't want to see it crumble, either. The opportunity was then passed on to the community's service clubs. They all turned down the hall because they felt it would be too expensive to maintain.

That is when the vision of Christianview came into being.

A group of individual Christians from individual denominations realized there was a need for a place where young people could enjoy wholesome recreational programs, study the Bible and learn about the Christian way of life at the same time, Nick said.

This vision took substance when the city agreed to turn over

the hall to the Christianview group for a nominal sum. While the legal proceedings continued, Nick, 52, and Barbara, 51, rolled up their shirtsleeves and began painting and repairing. They also formed social, spiritual and recreational programs to serve local church groups and people off the street. More importantly, they began filling in a roster of volunteers willing and able to put these programs into action and sustain them during the year.

Nick is so dedicated to the centre that he got a year's leave of absence from his electrician's job at a local plant.

"We're going from June to June (1990). By then, with God's help, we'll know what it is that we are supposed to be doing," Nick affirmed.

What they are doing now is operating on faith. The centre is financed by gifts from the heart: private contributions, donations by those who use the centre's facilities, rally and meeting offerings and other acts of generous giving.

The result? Basketball, bowling and badminton are back. So are the pool and ping pong tables. But there are things that are new to the hall, including a large weightlifting station, tennis, and even a canteen for light refreshments.

The centre features Christian education in the form of movies, concerts, videos, bible studies, a library-bookstore and a satellite dish.

Ceply stresses that Christianview does not mean to compete with local churches when it comes to preaching the Gospel and bringing individuals to a closer relationship with Christ.

"We're here to help every church group in the area, to make their existing programs more successful and to provide facilities they may not have. We're a house of all nations!"

Mayor Bob Saracino, who also grew up in this multicultural neighborhood spawned by the refinery's construction, said that many nationalities and faiths came to settle here and work at the nickel plant.

"They had to work together, live together and play together," he recalls. It wasn't an easy thing to do, but the leagues and teams formed through the rec hall made a big difference in the socialization process, he said.

Ray Haggerty, MPP for Niagara North, added that this part of the east side "used to be a tough place to live," but he remembers a similar outreach program that made a difference in many people's lives at the time.

The neighborhood isn't the same anymore. In fact, residents are very proud of the extensive renovations and new businesses that have transformed their locale into an attractive part of town.

Christianview is reviving the potential of the former Inco building as a recreational centre, and it is also serving as a symbol of hope for further positive changes... that the young people that they care for and serve today will be encouraged to make responsible Christian contributions to this community in the future.

Heritage Threads



by Marty McAllister

What was Christmas like?

I really hate to shatter the rustic, Currier & Ives image of a pioneer Yuletide in Sudbury. No snow? No sleighs, no jingle bells, no vision of carollers' breath on a frosty evening? I mean, that would put me in the same club as the Grinch Who Stole Christmas, right? And heaven forbid that anyone should think of me what I thought of Wayne Slessor for giving me the inside track on Santa Claus! (Of course, I forgot that years ago.)

Still, if we went back a full 100 years, to December of 1889 (how many of you have seen "Back to The Future"?), the Professor's modified DeLorean would only get stuck in the mud. It was a wet and dreary conclusion to an incredible year.

The first Canadian Copper furnace had been convinced to work regularly, construction was going on everywhere, and it was reported that they would end up producing twice as much nickel that year as had been produced in the entire world in the previous year. Plans had even been completed for the new Copper Cliff school - and there was still hope that they might get the approval to extend the Central Ontario Railway to Sudbury. The situation was definitely upbeat.

Like the weather, however, the December news was dreary.

LETTER TO THE EDITOR

Editor
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Huntsville, Ontario
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Dear Marty McAllister:

Your comments in the latest copy of "Inco Triangle", made my day, at least some of the names, you referred to, during your reminiscing.

When I saw the name Barney Hamilton, I just about flipped. Then there was Walter Fowler, Bill Beckett, George Robb and Unk Longfellow.

I worked there in the electric gang when Unk Longfellow got terribly burned, by high tension wires at the outdoor sub-station, up on the hill behind the main sub-station. Barney Hamilton was operator at the Main sub-station, when I was a shift electrician up at the Concentrator.

I wondered if the Doug Pappin would be the son of Jerry Pappin? There were others also in the electric dept. such as Bob Bell (my boss), Charlie Workman, Tommy Simms, Clat Robertson, and many others, I suppose most are dead now. That's a long time ago, I left there to live and work in sunny California. After five years returned to Muskoka where I started from.

In the dirty "thirties" I knew a "Bell telephone" employee by the name of McAllister, we served on a murder jury one time, but that's a long story. McAllister is not a common name, would you be any relation?

Yours very truly, Joseph (Joe) Cookson

My thanks to you from an old 87 year old ex Inco electrician.

Even then, they read Toronto papers

The Sudbury Journal wouldn't publish for another two years, but many Sudburians had come from older, established communities and cities, and those that could read loved to do so. So, they would rush out and buy the most recent issue of The Toronto Mail. A daily, it cost three cents a copy. Unfortunately, it took a major event such as the collision of two CPR trains at Sudbury Junction before local news made the Toronto paper.

Then as now, they would look at the Toronto real estate ads and thank the stars that they lived up north. Imagine having to pay \$50 for a corner lot in Rosedale! Even 'way up on St. Clair Avenue, the price had risen to \$35.

On December 12, a grand funeral was held in New Orleans for Jefferson Davis, former President of The Confederate States of America - barely a quarter-century after the Civil War had ended. An avowed friend of Canada, Davis had discouraged any dealings with the U.S., let alone free trade (I suspect there weren't many northerners at his funeral.).

Christmas shopping

Sudbury was beginning to boast a few stores, but those who contemplated the arduous trip to the provincial capital, or who did their shopping by mail, would scan the Toronto Mail's ads.

You could sail from Halifax to Liverpool for \$50 one way - but who in Sudbury could afford that? Then there were gift suggestions for men: silk smoking jackets, fancy smoking caps, smoking sets, cigar cases, and 'purest of the pure' cigars for five cents. For the ladies, Chas. Stark Jewellers at 52 Church Street was offering a diamond scarf pin, in an 18-carat gold setting, for \$25. If she were musically inclined, an autoharp could be bought for \$6 or, for \$7.50, the generous husband could buy a 75-piece set of dishes - with a 12-volume set of the works of Charles Dickens thrown in free. For the home, \$6 would buy a solid oak dining room set, complete with leather-covered chairs and a sideboard.

Stories of love and prize fights

On December 13, Robert Browning died at 77, just a few hours after his last poem was published.

Two days later, a story told how Queen Victoria still mourned her beloved Prince Albert - on this, the 28th anniversary of his death.

Although the big event wasn't to happen for a few months, there was already talk of a \$20,000 prize for the fight between John L. Sullivan and Peter Jackson. If you weren't aware, those were bare-knuckle fights!

In the scores of old papers I've read, there have been few jokes that seem very funny any more. Humour is definitely a characteristic of its time. Nevertheless, I think we can still identify with this one from 1889:

Said the Police Magistrate: "You are charged, sir, with attempting to kiss this woman on the street. Do you plead guilty or not guilty?"

"Your honor," the bleary-eyed prisoner said, taking his first sober look at the prosecuting witness, "I plead insanity!"

Winter flu nothing new

In Europe, the Christmas Day edition said, La Grippe was spreading everywhere. A survey of chemists (druggists) revealed that the most popular prescription was a mixture of quinine and antipyrine. Quinine comes from the bark of the cinchona tree, and is used in the treatment of malaria, but I can only guess that antipyrine is some derivative of coal tar. For those experiencing heart pain in connection with the cold, it was recommended that they inhale a mixture of carbolic acid and ammonia. I think I'd rather just go to bed and wait.

The true Spirit of Christmas was the same

A typical Christmas story will seem only too familiar.

Too many Toronto mothers could find no way to provide gifts for their children, so a Mr. H.C. Dixon's Bible class "endeavoured to secure the services of Santa Claus, to distribute 1,934 packages to all parts of the city."

It would not just be another ordinary day after all.

A century later, the Mr. Dixons of our world are still proving that PEACE ON EARTH, GOODWILL TOWARD MEN has not fallen victim to the hectic pace of modern life.



Yvan Forgues: Where are his hands?



Youngsters listen attentively to Yvan Forgues's safety talk.



Safety: sometimes you just can't seem to put your finger on it

You couldn't have picked a better guy than pensioner Yvan Forgues to talk about safety at Stobie Mine this month. You might say he put his finger right on the crux of the matter.

Yvan Forgues is a cautious, safety-conscious kind of guy.

He retired from Inco two years ago with a pretty impressive safety record, he told

the 29 Inco Safety Brigade youngsters who were guests of the first monthly luncheon hosted by the folks at Stobie. In fact, he boasted of an Inco plaque at home presented to him for working safely.

So why was Yvan hiding his hands behind his back?

"All it takes is just two or three seconds of not keeping your mind on what you are doing," he said, "that's why I'm not going to show you my hand."

"I was moving furniture around in the basement the other day and for a couple of seconds I didn't pay attention to what I was doing," Yvan relented, showing his finger to the young audience but slyly keeping a bandaged finger out of view of the camera. "That's what will happen when you're not careful," he said with a wink.

Expanded to include the monthly luncheon and warm room and cage area tour, the long-running Inco Safety Brigade program promotes safety by airing daily safety messages on CKSO radio for school-aged youngsters.

The youngsters are asked to call in to the radio station the

following day and repeat the safety slogan of the day before. Winners are presented with a knapsack supplied by Inco and a chance at a monthly draw for a visit to Stobie for the winner and their class.

"It's a good way to promote safety for these kids," said program coordinator Karen DeBenedet of Public Affairs. "These youngsters could well be our employees of the future."

She said the youngsters are very enthusiastic about the program. "The problem is keeping up with them, trying to come up with a different message every day for 10 months of the year. We try to keep them timely, to reflect the season. Summer messages might be about swimming safely, while winter deals with things like snowmobiling."

As well as the Stobie tour

and safety messages from Inco people and regional police, the youngsters are treated to a McDonald's Lunch in the main conference room.

Cathy Austin, 11, was the winner of the draw this month, and the C.R. Judd Public School student and her Grade 6 class were the first to be hosted by the expanded program.

"Awesome," she described her tour of Stobie. "People are nice here, they treat you good."

Cathy claims she not only listens to the morning messages, but applies them. Her winning tip was "Never go out on Halloween Alone -- Go out with an adult."

"I went out with my mom," she said. "I remember all the rules and pay attention to them."



Yvan's secret.



Cathy Austin, 11, gets some help with miner's garb from Yvan Forgues.



Const. Dan Zembrzycki, Community Services Officer with Sudbury Regional Police was on hand to help with the kids.



Mike Chamberland reviews his photography, only one of his many interests.

Mike Chamberland is Inco's Renaissance man

As a Senior Industrial Engineer at Inco, Mike Chamberland employs a range of skills aimed at problem-solving and innova-

tion for a wide variety of applications. He explores computer programs and technologies, adapting solutions to Inco challenges.

While he is working on a laser scanning technology, such as that used in supermarkets, to improve stock control in Port Colborne, it's his other life that's fascinating.

The challenges of industrial engineering and innovation might be enough to keep an average person fully occupied. But Michel Chamberland, does not fall into the 'average' category. He has a most unusual hobby - collecting hobbies.

Mike is the first to admit that he has tried almost every hobby known to the garden variety North American hobbyist, and then some. While some Inco employees head for the sun and shore during summer shutdowns, Mike gets down to serious work of his latest hobby. In 1989, it was home renovation at his centrally located City of Sudbury home. In 1987, he wrote a book.

A survivor

Before joining Inco in 1981.

Mike was employed with Bell Canada, working on the development of emergency measures aimed at restoring service in the event of major disasters. He became interested in survivalism as an extension of his work and taught courses on the subject in both Toronto and Sudbury.

From this interest grew the manuscript for a fictional examination of how people deal with disaster. The 200-page novel was produced, he says, "just as an experiment, just to see if I could do it."

"I wrote it in my head, and then sat down and put it on paper," Mike has not yet submitted the book for publication, but has shown it to several individuals for interest's sake.

The previous summer, his 'shutdown' activities were in an entirely different vein. "I worked sexing chickens," he recalls. "An East Coast contact I had was looking for an engineer to develop a mechanical way of sexing chickens, so I decided to take on a three-week project there."

How did he happen to have an East Coast contact?

Gun buff

"I'm on the board of the Maritime Military Museum in Saint John," says Mike. "I go through hobbies at a horrible rate. While living in Toronto, I took up competitive target shooting, and then collecting. I was asked to do some consulting for the museum as an engineer. I collect old bolt-action military rifles."

During the 1988 shutdown, Mike travelled to California, indulging his interest in wilderness photography. As a licensed wilderness photographer, he enjoys access to protected natural areas. His photographs, several of which decorate his office walls at Copper Cliff, reflect his preference for mood or emotion over detail. The photographs are accompanied by a selection from his collection of Eschers.

Mike graduated from the University of Toronto, working there for three years on an aerospace nuclear thermal power study, and holding down part-time jobs as a campus stringer for the Toronto Star, and a writer for the Engineering newspaper. After leaving the

university, he went into partnership with Radio Shack, operating a Yonge Street retail outlet. He then developed an import/wholesale company for toys, subsequently joining Bell Canada in 1978.

Mike's father, Laurent (Larry) Chamberland, spent his working life in the General Office at Inco. When Mike returned to his native Sudbury, he was no stranger to Inco.

Teaches youngsters

Mike teaches handgun safety and is a member of a French River area gun club. There he has worked on developing a biathlon program for teenagers. The biathlon combines cross-country skiing and shooting, two activities Mike says are well suited to young people.

"The biathlon involves enormous amounts of exercise, and enormous control for shooting. It is an excellent activity for youth," he said.

A former swimming instructor, he conducts swimming exams for the Red Cross.

"Once you can do something," he explains, "you get interested in trying something else."

The length of Mike Chamberland's list of hobbies must be a record. He has worked as a bear guide for American tourists, done scuba diving in rapids and waterfalls, experienced sky diving, and mastered bow hunting, archery, and many team sports including football while at university. He has taken up electronics, short wave radio, rebuilt guns, and even tried pottery.

One of his most successful endeavours was hydroponic gardening. While employed with Bell in Toronto, he filled his apartment with over-zealous vegetation. Returning from an out-of-town work assignment, after several days, he skidded across the darkened kitchen floor on a wayward cucumber vine, prompting him to scale down his gardening efforts for a few seasons.

Although the gardening is temporarily on hold, doubtless Mike will be searching for a new crop of hobbies for the future, and planning innovative ways to spend vacation time and slowing down!

New skyline for smelter complex

People travelling in and around the Inco Smelter Complex in Copper Cliff recently may have noticed a significant change in the skyline.

Towering above the existing buildings is a 286-foot, free-standing tower crane.

Assembled over four weeks, the crane will be used in the smelter renovations as part of Inco's \$500-million SO₂ Abatement Project.

As part of that ambitious environmental program, announced last December, existing reverberatory furnaces used in the smelting process will be

replaced with Inco-developed oxygen flash furnaces.

This will help cut sulphur emissions by a further 60 per cent and bring Inco's total containment of sulphur to 90 per cent by 1994. Inco's goal is to reduce sulphur dioxide emissions to 265 kilotonne a year from 485.

A project of this magnitude entails major renovations to the existing smelter complex and made the crane a necessity.

"The crane will be used to provide hoisting capabilities to facilitate the removal of redundant structural steel and equip-

ment," said Roger Schmidt, senior contracts administrator with Wright Engineers Limited, Inco's construction managers for the project.

"It will also be used for hoisting all new structural steel and equipment."

The crane, leased from Armand Guay Inc. of Montreal, will be a permanent fixture on the Inco skyline for the next four years while renovations are carried out.

Measuring 260-foot from ground to boom, the sheer size of the crane is dwarfed only by that of the 1,250-foot Superstack towering beside it.

Assembling the crane was no easy process.

During the first week, two 30-ton cranes were used to assemble a 440-ton mobile crane needed to erect the larger tower crane.

This mobile crane was an impressive piece of machinery itself, with a main boom measuring 138 feet, a luffing jib boom measuring 177 feet, and a turning radius of 130 feet.

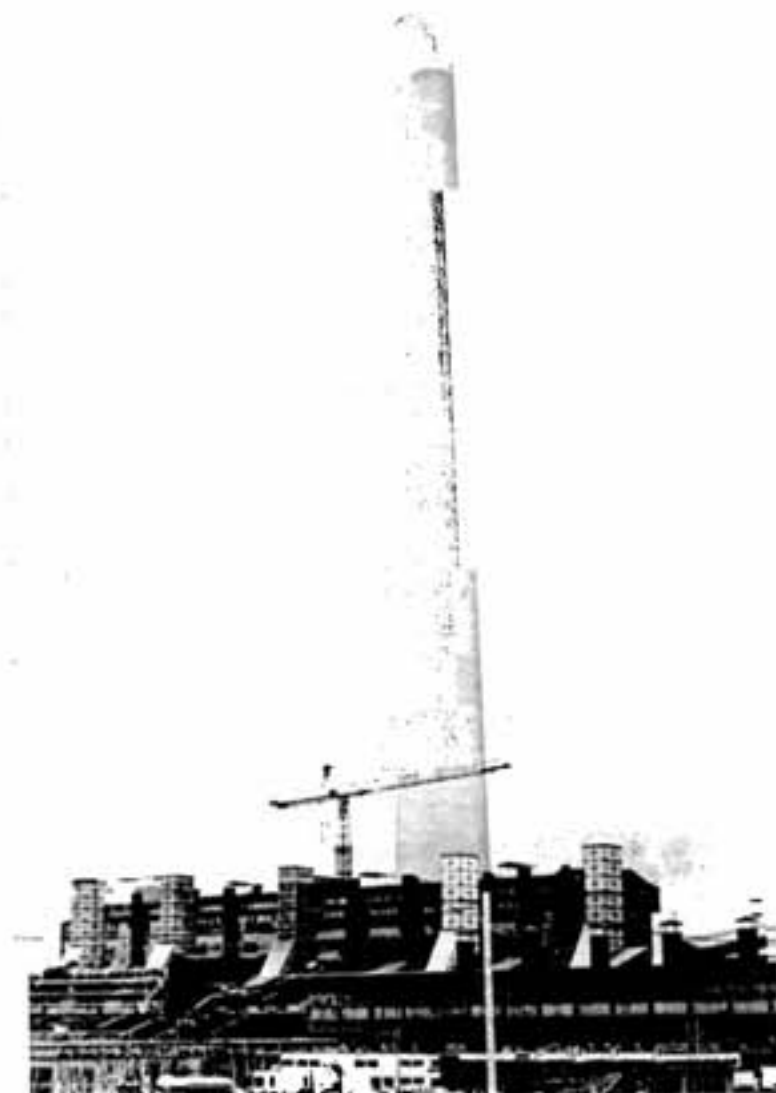
Once the mobile crane was operational, the remaining three weeks were spent assembling and then erecting the sections of the tower crane.

"In total, there was probably in excess of 25 trailer loads of equipment, including the 440-ton crane," said Schmidt. "So you have a massive logistical problem getting all these pieces here in the proper sequence."

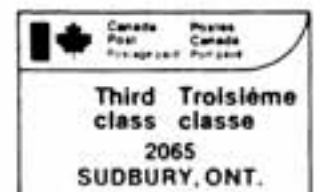
A crane of this size lends itself to some impressive numbers. The total weight of the crane is 268.5 tons, the outer tower portion is 12 feet wide, and the distance from mast to tip of main jib is 238 feet.

The base of the crane was constructed with 100 yards of concrete and is held down by 40 anchors sunk 18 feet into rock.

At the tip of its main jib, 238 feet from the tower, the crane is capable of lifting some 7 1/2 tons.



Huge crane is dwarfed only by the superstack.



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