



It doesn't look like it, but it's Inco's richest "mine." See Page 7

INCO Triangle

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Creighton construction a go

Neutrino lab becomes reality

With funding now in place for the Sudbury Neutrino Observatory, Inco is prepared to tackle the formidable task of constructing an underground observatory site deep within Creighton Mine.

The project was given the go-ahead earlier this month when the federal government announced an additional \$18 million in funding. It brings the total federal commit-

ment to \$35 million. The announcement was made during simultaneous news conferences in Sudbury and Ottawa.

The balance of the \$61 million price tag will come from the U.S. Department of Energy (\$17 million), the province of Ontario (\$7.6 million) and the United Kingdom (\$1.2 million).

"While SNO will undoubtedly

derive substantial benefits by being located in an operating mine, Inco will assume significant responsibilities and burdens by making it possible, Gerry Marshall, Ontario Divisions's Vice-President of Mining told a Sudbury news conference.

"Indeed, without our commitment to make the Creighton Mine accessible for the next 20 years, it is highly unlikely the Neutrino Observatory Project would become a reality anywhere in North America."

Inco has been a key player in the SNO proposal since the beginning by agreeing to construct a 10-storey high cavern two miles underground at Creighton to house the neutrino detector. It would cost an estimated \$150 million to build the lab site.

Neutrinos are subatomic par-

Snowmobilers warned

Tailings trespassers risk injury

Snowmobilers racing through the Inco tailings area are trespassing on private property and putting themselves at risk of injury.

Marty Puro, Superintendent of the Copper Cliff Mill, is urging snowmobilers to stay out of the area before somebody gets hurt.

"We're not trying to scare people but this is an active working area," he said. "We're disposing of better than 40,000 tons of tailings into this area every day."

Tailings are the waste rock material left after valuable nickel and copper are removed from the ore. Ninety per cent of the ore coming from the mines is tailings.

The Inco tailings site covers

5,000 acres stretching along Highway 17 between Lively and Copper Cliff, and north to the CPR tracks from Creighton to Copper Cliff. It is the disposal site for all the Sudbury district milling operations.

Workers in the area have witnessed a large number of snowmo-

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Mining employee ideas a must for mining industry: Curlook

The mining industry's richest resource includes its employees, Inco Executive Vice-President Walter Curlook says.

"We have to pursue employee participation...you hire people for their skill and knowledge and then you go one step further and hire them for their ideas," said Mr. Curlook in a recent interview with The Northern Miner magazine. "Something very good develops out of that."

He said that there's little room for adversarial labor relations.

Commenting on "Failsafing" mining operations, he said public misconceptions about the mining industry must be done away with.

"We must destroy the idea held by the general public that mining is less safe than other occupations. We have to learn how to failsafe our procedures and processes."

Manitoba Division sponsors skiers

Canada Cup cross-country competitions sponsored by the Manitoba Division of Inco Limited will see Canada's national ski team visit Thompson in March.

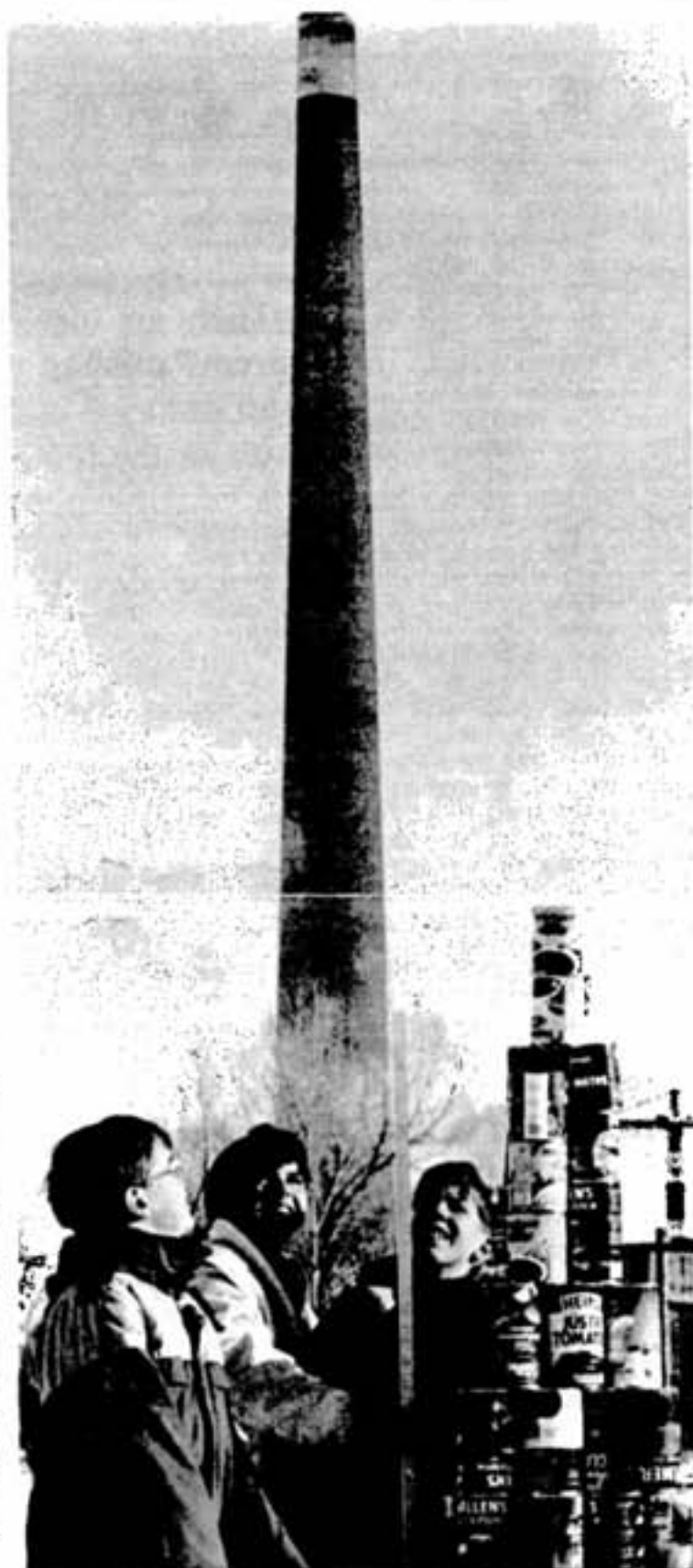
While in Thompson, the team will also be available to promote fitness and make public appearances in the community.

Inco will provide polished nickel pen sets to the overall male and female junior, and male and female senior winners of the two days of competitions at the Mystery Mountain Ski Hill.



Careful Carving

Bill Whittaker's birds don't fly, but they're prized by those who know something about carving. Bill has etched himself a spot among the best of the carvers. See story and additional pictures on Page 13.



Jonathan O'Brien, Denise Geib and Scott Hattie

Student effort cans Inco's claim for Superstack's superiority

It's inevitable. Records are meant to be broken. Those who strive for the most, the best, the fastest, the shortest and tallest have only a brief period of prominence before somebody comes along and puts them in second place.

The Superstack, for example, was a record-holder until a group of Copper Cliff Public School students outdid Inco's 1,250 feet of cloud-scratching concrete by a few

cans of chicken noodle soup.

"We began the project back in 1984," said the school's principal Mike White. "It took the kids six years but we finally beat Inco's stack this year."

The idea behind the school's effort was a canned food drive for the Salvation Army's food drive. "We'd been collecting food for some years before that at the school," said Mr. White, "when we

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Teaches good, healthy fear

Armand's on the line for hunters

Armand Belanger winces as he recalls hunting seasons when farmers resorted to painting "COW" in large letters on the flanks of their livestock.

The Game Hog hunter seems to be an endangered species these days, he figures, but he won't kid himself. There are still some guys around, he says, who think they're Rambo with a rifle and hunting jacket.

"We call 'em slob hunters and there are still a few of them around," said the Stobie shift boss. "Trouble is, one bad apple makes us all look bad."

For the past 20 years, Armand has been doing his bit to change the image by instructing new hunters on the basics of the sport, an effort that has taken him into schools, colleges, private organizations as well as individual instruction.

"The most important thing a person has to do is respect . . . no, fear the weapon," he said. "I've been around guns all my life, and I'm terrified of what a gun can do."

"Most people will agree that guns can kill, but few people don't really understand until they get their hands on a gun. The person who doesn't recognize that fact is a danger to himself and others."

A qualified hunter safety instructor who has worked with the Ministry of Natural Resources on its hunter programs, Armand works out of a small, cramped basement office at his Gino Street home. His school, First Line Hunter Safety Instruction, boasts a well-

stocked library of books, pamphlets and even videotapes on everything from how to skin a moose to wildlife conservation.

Hunter non-pareil

"We have material from all over the world, just about any information about hunting that you might need. The moose cleaning information I got from Alaska," he said. "And I have other material from all over the United States."

Armand gets miffed at the

often the property owner who is on the front line when "Rambo blasts away."

"But I think the word is getting out. Accidents are way down from what they used to be, and there are fewer complaints these days about irresponsible hunters. Education has been the key factor."

He speaks out for the majority of hunters who, he said, are responsible. If there's one area where hunters have "shot themselves in the foot," he thinks, it's in the area of inform-

"There are more moose killed underground than on the surface. Sometimes you can't get out of the lunchroom with all the firing going on."

stereotype hunter as a blood-thirsty goon who blasts away at anything that moves. He gets particularly frustrated at opposition from some conservationists.

"There's nobody more conservation-minded than a hunter," he said. "It only makes sense. Hunters have a vested interest in preserving the environment. Conservation to a hunter means managing his own resources."

The negative image is slowly disappearing, a fact he credits in part to organizations like his that not only show prospective hunters how it's done, but emphasize responsibility.

Hunters need the co-operation of landowners, yet it's

ing the public about what they are about.

"There are two sides to every story, and hunters haven't been telling people their side."

Heavy into teaching

Armand instructs about 500 people a year, not including the many groups and organizations he addresses regularly at no charge. His courses are at least 22 hours, five days in the classroom and another two hours in the field where basic weapon handling techniques are learned.

Being involved in hunter safety is his way of "putting



Armand Belanger shows the hazards with one of the exploded barrels in his collection: A guy could get killed.

something back into the sport," he said. "I like what I'm doing. It's my way of contributing."

There's a lighter side to hunting, he said. Like the moose hunting done underground in Inco mines.

"There's a lot of hunters at Inco," he said. "And there are more moose killed underground than on the surface . . . Sometimes you can't get out of the lunchroom with all the firing going on."

The 1980s ended with record earnings. Will the good times continue in the 1990s?



Don Vienneau, Machinist Divisional Shops: "Inco will probably be making money in the 90s, but I don't think the working man will be doing that great. I figure we'll be making less. It seems we're paying half what we earn in taxes, and it'll probably be closer to 75 per cent in the next decade. We'll be lucky if things stay the same. It seems the government thinks the pot of money is bottomless."



Timo Paavola, Machinist, Divisional Shops: "I think it'll continue at about the way it's been. I figure my job is secure, and I don't see any layoffs in the 1990s, although I don't know if we'll be any better off financially. Our buying power will probably go down and I don't expect any increase in my standard of living. It might even go down a tad. It's hard for me, and I'm making a good wage. I don't know how young people making a lot less are living on what they make."



Claude Dubois, acid plant helper, Copper Refinery: "It looks pretty good for the future. It'll never go back to the bad old days when prices went way down and we had lots of layoffs. We continue to have good job security, I think, and labor-management relations seem to be a little bit better than they used to be."

Stew Sanmiya, Section Leader, Process Technology, Copper Refinery: "Not in the early 1990s. I think we're going to have some sort of recession. As a matter of fact I think we're into it now. Inco stock has been dropping in value. The price of nickel is down and the price of copper is down. Hopefully it will improve in the latter part of 1991. I don't really know what will happen in '92 and '93."



Donna Somers, Metals Records Clerk, Process Technology, Copper Refinery: "I think the 1990s are going to be great, I really do. Inco is on the way up. The past year has been very good for profits. We've shown a very good return in third quarter results and the fourth quarter results will be the same."



Marcel Beausoleil, Miner, North Mine: "According to what I've heard, we are looking good for the next 40 years. If it keeps going the way it has for the past few years, we should be in good shape. I figure the job security is here as long as the company keeps making a few bucks and we should be okay as well."



Reg Chartrand, Welder, North Mine: "It'll probably continue through the '90s anyways. Right now the papers say that everything is looking good for the company, at least that's what it looks like. I hope the paycheque will grow as well. If the company will be doing well, why shouldn't we?"



Ken Arseneault, leader, acid plant, Copper Refinery: "Considering all the training they (Inco) are doing for new people here, things look good for the future. I don't expect there will ever be another layoff like in the past. I don't think there's the room. We are cut pretty thin right now."



Alice Cooper performed in Sudbury recently for a crowd of 4,000 local fans.



Pete Friesen (right) on the guitar while Cooper sings.

Father and son mine different kind of rock

Pete Friesen is living a dream within a nightmare.

The young guitar wizard is travelling across the continent playing sold-out shows with veteran shock rocker Alice Cooper.

It's a fantasy come true that began in October for the 24-year-old son of Capital Pro-

jects Manager Menno Friesen.

With hair down to his waist, Pete looks every inch a rocker.

Playing for Cooper is the culmination of a long and hard journey. It's a journey that began in the basement of his Sudbury home and took him to the streets of Toronto and Los

Angeles in search of fame and fortune.

On Jan. 3, he made a triumphant return.

Before a crowd of 4,000 screaming fans at the Sudbury Arena, Pete displayed the frenetic guitar style that prompted Cooper to choose the young musician from among 300 hopefuls auditioning for the job.

For someone who grew up listening to and mimicking Cooper, being part of the nightmare was a dream come true.

"A lot of the bands I was in when I was younger and living in Toronto were covering Cooper tunes when we were playing the bars," he said. "So I was obviously pretty thrilled just having a chance to audition, and then when I got the gig I was ecstatic."

The "gig" has already taken Pete on a five-week, 30-date tour of Europe and introduced him to crowds the size of which he'd only imagined before.

"You have to remember that before this I had never played anything but bars," he said. "We played our last show in Europe before 15,000 people when we did a festival with Bon Jovi. When I walked out there my head went into the clouds."

"Europe was great. Now we're going to do Canada, and then we're going to do the States, and maybe if I'm lucky we'll do Australia and Japan. We'll definitely be on the road till fall of next year. If I'm lucky it will go till Christmas. As far as I'm concerned the longer the better. Staying in one place for too long drives me crazy."

Speaking of crazy, it's a term

Cooper aspires to. His concerts are famous as much for their sinister theatrics as for their music. It's an event designed to shock, thrill and offend simultaneously.

Cooper enjoys an incredibly rabid cult following and the Alice legend has endured and prospered for greater than two decades. Now on the heels of the platinum-selling album *Trash*, Pete admits the nightmare may have mellowed just a bit.

"He's gotten away from the blood and gore to an extent in favor of a straight-ahead rock'n'roll show," he said. "The new show consists of three parts. In the first and third acts it's basically just Alice and the band, but the second part is a return to the old days with the nightmare sequence and Alice going under the guillotine."

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Pete Friesen and his dad, Menno Friesen.

Program introduces new Inco employees



Pauline Henrie practices First Aid procedures on Jean-Marc Dupuis, part of the new employee orientation program.

It used to be that a new miner, mechanic or machinist would sign on with Inco one day and find himself on the job the next, with little more knowledge about the company and his place in it than directions on how to get to his shop or office.

With the new staff and hourly-rated orientation programs off and running, that's a thing of the past.

"The feedback from the program has been very good," said Training Department general foreman Roger Szydziak as he counted the more than three dozen people who have taken the new hourly employee orientation program since mid-September. "The first course we ran had two or three people on it that had been at Inco for some time, but since then we've had only people brand-spanking new with Inco."

The idea is to catch people on the first day, he said, or the seven-day program would lose its impact. "This way we can centralize and standardize the introduction to Inco." Before

you might have 15 people going to 15 different workplaces. Each one would have to provide both the mandatory and other introductory information for their new people."

That's one reason why plants and mines have been willing to accept the interruptions and inconvenience of acting as hosts for new employee tours through their operations. The responsibility for coordinating the ongoing series of programs is rotated between the mines and plants as well.

The program doesn't provide the only training the new employee will receive by any means, according to Roger. "Most employees will get further information and training at their place of work. This program is designed to get the generic information dispensed, the kinds of things all Inco employees need to know. This way, we ensure that all new people get standardized introduction and training without duplication or omissions. Nobody and nothing falls

through the cracks."

Conducted mainly at the Cambrian Foundation (old Inco Club on Frood Road,) the program not only dispenses valuable information on benefits, vacation and bonus programs, but gives the mandatory instruction on such safety programs like the Workplace Hazardous Materials Information System (WHMIS).

Part of the program involves hands-on, practical training such as First Aid, and instruction on emergency procedures involving such hazards as fire, toxic gases and safety systems.

Tours of plants and mines are included in the program. "This way we don't get people who work for Inco and have never seen what the inside of a mine looks like," said Roger.

"This is an ongoing program, and not just a periodic push. With a lot of our people approaching retirement age, we will have to hire new people to replace them. It's important that we have a streamlined system like this in place."

Miners are minor league backbone

Volunteers spark for budding hockey stars

Few things in life are as constant as Ken Creasey's presence at McClelland Arena on a Saturday.

Ken, an Inco electrician, may be the foremost authority on hockey talent in Copper Cliff.

As wide-eyed youngsters, with bleary-eyed parents in tow, take to the ice for a 7 a.m. hockey game, Ken is just settling in for another long day at the rink.

"I'll bet you some weeks I'll spend 24 or 25 hours at the rink," he said. "And that's on top of work."

As vice-president and general manager of the Copper Cliff Minor

Hockey Association, Ken is a familiar figure patrolling the arena stands as budding hockey heroes ply their trade.

His story is a shining example of the Inco spirit that pervades the CCMHA.

Of 14 executive positions, 11 are filled by Inco employees.

In addition to Ken, other Inco workers on the CCMHA executive are: president Rolly Wing, insurance analyst; treasurer Alex Miglioranza, senior shipper; secretary Bill Doherty, maintenance mechanic; and

directors Jack Hodgins, power systems operator; Glenn Lavallie, Copper Cliff Club supervisor; Rick O'Brien, training department; Rick Doherty, chief sampler; Jack Hynes, maintenance foreman; Dave Sinclair, lineman; and Don Belle, mechanic.

Half century

Non-Inco executive members are Joe Davie, Ray Morin and Ken Johnson.

The CCMHA has been around for 56 years promoting minor hockey. Jack Hodgins and Ken are

the senior members of the executive with 25 years of service each.

Other executive members have anywhere from eight to 20 years of service.

"There's someone from the executive at the rink for every game just to make sure everything is running right," said Ken. "We don't have a schedule or anything like that. Most guys just spend as much time there as they want."

"If there's any quick decisions to be made, they're made right there."

When he's not working shift

work at Inco or putting out fires at McClelland Arena, Ken is a volunteer firefighter with the Sudbury Fire Department's Station 8 in Copper Cliff.

With so many other things going on in his life why does he spend so much time at the rink?

The answer is simple.

"I enjoy it," he said.

Ken's involvement in the CCMHA began as a coach for his son David's first team. David was five at the time, and now he's 30.

Ken continued to spend time at the rink as daughters, Kim and Christine, studied skating and his youngest child, Michael, took up hockey.

He hasn't gotten the rink out of his system since.

Another Inco employee who knows a thing or two about donating his time is CCMHA treasurer Alex Miglioranza.

Big boosters

He developed the ice allocation plan for the Leisure Planning Committee of Sudbury and was instrumental in formulating an interlocking schedule for clubs in the CCMHA and Sudbury Minor hockey.

He is also Ken Creasey's biggest booster.

"Ken Creasey is the most prominent member of the CCMHA," said Alex.

"We always have an executive member at our games and 90 per cent of the time it's Ken. He would put in 30 hours a week himself. He's at the rink every Saturday unless he's on shift work."

"The rest of the fellas probably put in 10 or 12 hours a week doing something at home or at the rink."

Copper Cliff Minor Hockey registers between 450 and 650 kids annually.

This year, 500 kids registered to play hockey on one of 25 house league teams or seven NOHA (competitive) teams.

In addition to strong executive representation, the CCMHA has 100 volunteers who coach, manage and help out the clubs, including an active women's auxiliary.

Alex talks proudly of the CCMHA as a good model for other hockey associations to emulate. And their track record is hard to argue with.

The Copper Cliff novice, atom and pee-wee NOHA clubs have all



Sudbury Wolves' Jamie Matthews watches as Trevor Mizuik, son of Kathy Mizuik of Invoicing goes through his paces

Wolves-CCMHA teamwork pays off big

A young hockey player, eyes gleaming behind the protective steel bars of a facemask, skates awkwardly over to his hockey hero and tugs at his shirttails.

The hero turns and bends to face his pursuer.

"Hey mister," says the youngster. "How many goals you got this season?"

"One," replies the hero.

"Ya? I got 11," says the youngster.

With that, he turns and skates away, chest pumped full of pride

and certain he'll someday play in the National Hockey League.

The scenario described above sounds like the script from an award-winning television commercial. But it was played out in reality recently on the ice at McClelland Arena.

The Copper Cliff Minor Hockey Association and the Sudbury Wolves of the Ontario Hockey League have established a new spirit of co-operation during the young 1989-90 hockey season.

The encounter between the

youngster and his OHL hero took place during a CCMHA House league Conditioning Camp attended by several Wolves players.

The Wolves netminders also lent their expertise to a separate goaltending clinic for all goalies in the Copper Cliff minor hockey system.

For their part, the CCMHA has purchased 10 season tickets to Wolves games. These tickets are given out to a different team each week, and five boys and five parents from those teams attend the games.

In a letter to Wolves general manager Sam McMaster, CCMHA treasurer and Inco senior shipper Alex Miglioranza thanked the club for their efforts.

"Our players, coaches, executive members and parents were very impressed with the co-operation, attitude and patience displayed by the Wolves players," he wrote.

"The experience of practicing with one of the Wolves or to have a house league goaltender face one

of the opposing Wolves will be remembered by the young boys throughout the course of the season."

The relationship between the CCMHA and the Sudbury Wolves extends right to Wolves owner Ken Burgess.

The Ken Burgess Bursary, an annual financial assistance award for youngsters wishing to play hockey, makes it possible for three house league and one NOHA player register with the CCMHA this year.

been Northern Ontario champions at one time or another in the last two years and the bantams were runners-up last year.

Several CCMHA house league clubs have won tournaments throughout the area as well.

"We've always had excellent house league and NOHA representation, and excellent coaches," said Alex.

Phone network

"If a problem comes up within a half hour all executive members are contacted.

"Maybe we're benefitting because we all work for Inco. When there's a problem I'll make a phone call, someone else will make a phone call and we'll get it straightened out in 20 minutes.

"With all the thousands of kids



Jamie Matthews provides the competition for Devin Jarrat in a face-off exercise

"Maybe we're benefitting because we all work for Inco. When there's a problem I'll make a phone call, someone else will make a phone call and we'll get it straightened out in 20 minutes."

we've had through our program over the years we've had very few complaints."

There are no votes held on executive positions within the CCMHA - all members are appointed.

It's a system that has disadvantages and advantages, said Alex.

"The disadvantage is that people refer to us as tyrants. The advantage is that you know what the guy can do. Hard work and dedication earns an appointment. If a guy's going to bust his ass he'll be there.

"It's probably harder to be a part of this executive than anywhere else, because once you're appointed if you don't produce you're gone."



Time out for some publicity and a well-deserved break are: From left (rear), Instructor Norm Campbell, Jamie Matthews. Jason Young, Glen Murray, Ken Creasey (front) Rudy Jug, Kevin Gutjahr, Jeremy Kerr and David Throssell.



A face-off lesson with Sudbury Wolves' Jamie Matthews: From left: Tim Middleton, (Jim Middleton, Metallurgical Engineering); Russell Moratz, (Gary Moratz, Creighton); Trevor Mizuik (Kathy Mizuik, Invoicing); Mike Maskery (Dave Maskery, Chemist) Chris Campeau (Charlie Campeau, Creighton)

Neutrino research is on

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particles emitted in massive numbers from the core of our sun and other stars. In order for the project to be a success, the observatory required a site far enough underground to be impervious to the cosmic rays of the solar system that would otherwise interfere with scientific observation.

"We think Creighton is ideally suited," said Marshall.

Creighton Complex Manager John Kelly realizes the daunting task that lies ahead for his workers.

"The SNO project represents an engineering and mining challenge to the team at Creighton Mine," said Kelly.

"The actual excavation is very large, especially at a depth of 6,800 feet. The ground control techniques to support such a large excavation will challenge our mining engineering expertise and the co-ordination of the actual mining of the chamber while continuing regular production will challenge our operators' abilities.

"We have a history of accepting challenges and succeeding through cooperation, good planning, innovation and perseverance. All of our people at Creighton Mine look forward to the day when the actual experimentation begins and hope the project scientists achieve

the goals and knowledge they seek."

News of the additional federal funding was greeted with enthusiasm by all those connected to the project, many of whom predicted a leading role in scientific research for Canada.

"The Sudbury Neutrino Observatory will open a new window on the universe and place Canada at the forefront of particle physics and astrophysics research," said William Winegard, Minister of State for Science and Technology.

"While significant economic benefits will flow from the Sudbury Neutrino Observatory, clearly the most substantial and lasting advantage of the project involves the advancement of knowledge."

Winegard singled out Inco for its generous contribution of the Creighton Mine site, a move which saved the project a considerable amount of money.

"If any other country had attempted to undertake this project, the costs would have run in the neighborhood of \$450 million."

Winegard's sentiments were echoed by Tom Hockin, Minister of State for Small Business and Tourism, who predicted immediate rewards for the Sudbury area.

"In terms of economic benefits, this initiative will have a significant impact on Northern Ontario,"



Regional Chairman Tom Davies and Vice-President of Mining Gerry Marshall show smiles at a news conference announcing additional federal funding for neutrino project.

he said. "The immediate economic impact involves the expenditure of \$16 million on construction and related work in the Sudbury area. Ongoing operations will involve the spending of at least an additional \$13 million."

The promise of increased prosperity was not lost on Timiskaming M.P. John MacDougall.

At the news conference in Sudbury he pointed out that "research at the Observatory will create 27 full-time scientific jobs with a total payroll in Sudbury of approximately \$12 million. The expected spinoff of the project is 40 full-time jobs and an influx of \$40 million investment into the community."

Regional Chairman Tom Davies reminded people that the SNO will benefit Sudbury in more than economic terms alone.

"The Sudbury Neutrino Observatory, now at last with all of the funding in place, is going to put the Sudbury Region on the world stage of pure science research," he said.

"Internationally renowned scientists from many countries will come here to pursue research into the sun. Hundreds of students will follow to take advantage of a unique opportunity to study under those masters. The benefits to Laurentian University will be immense, as they will to our entire community."

Two prominent Canadian scientists supported Davies' observations with effusive praise of the project.

"SNO is an outstanding and remarkable scientific opportunity, with a high probability of producing world-class discoveries," said Dr. Art May, President of the Natural Sciences and Engineering Research Council.

"Led by excellent Canadian researchers, the project is eminently worthy of funding. For two successive years the subatomic physics community ranked it as their top priority project, over all others."

Dr. Pierre Perron, President of the National Research Council, concurred with his colleague's glowing assessment.

"SNO has been described as a new window on the universe. It could profoundly alter our ideas about the production of solar energy and add immeasurably to our understanding of how the basic forces of nature work. All Canadians should be very proud of this undertaking."

Superstacked cans cancel Inco's longstanding record

Continued from Page 1

hit on the idea of measuring each can and adding it all together to see if we could come up with a tower of cans higher than the Superstack.

"The stack is so big, so prominent. It just begs for a challenge," he said.

It was an idea that caught on immediately with the school's 250 youngsters. Starting around the first of December, the youngsters would raid the kitchen cupboards and go from door to door in their neighborhoods collecting cans for the campaign.

Once the cans were collected at school, youngsters armed with rulers measured each can and added it to the total.

"We made up a chart the first year and reached only 3,600 centimeters (118 feet). We figured we bit off more than we could chew, but as we got closer and closer to the goal, it started moving faster and faster."

Mr. White isn't sure how much taller the Copper Cliff Public School Superstack is than Inco's puny little one. "We know we are over 38,100 centimeters (1,250 feet)," he said.



Dear Prime Minister,

The Sudbury Neutrino Observatory has been called one of the greatest experiments of all time. I would like to congratulate you and your government on the support you have pledged to ensure its implementation. This outstanding encouragement will provide Canadian scientists with a valuable opportunity to showcase their capabilities, working alongside colleagues from around the world on leading edge scientific research.

The new field of neutrino astrophysics calls for a very special and demanding physical environment, one which, almost uniquely, we in Canada can provide, deep within the Canadian shield. We, at Inco, are proud to make a long term commitment to this project by undertaking the necessary efforts to accommodate the observatory site, 6,000 feet below surface in our existing operations at the Creighton Mine. Creighton, historically has been one of the Sudbury Basin's major mines. It is a rich deposit, and one which has been in operation for almost a century. Its ores and its jobs have already provided vast wealth to the Canadian economy. While it is still Inco's No. 1 mining location in Sudbury, Creighton, as the host to this deep observatory, will also be an important source of new technology for the future.

Thank you for your strong support.

Yours sincerely,

Don Phillips

Phillips Lauds PM

A letter sent to the prime minister by Donald J. Phillips, Chairman, President and Chief Executive Officer of Inco.



Physicist Walter Davidson and MP John MacDougall at the site of the neutrino observatory during a visit here last year.

Following the Nickel Brick Road

Maybe you can't squeeze blood from a stone, but Inco technicians have found a way to get nickel from brick.

In what could well be considered the perfect environmental project, Inco is digging some of the highest grade "ore" ever discovered from its own refuse: huge "deposits" of fused, worn and damaged smelter furnace firebrick that's been replaced, discarded and buried over the past 60 years.

"High concentrations of copper and nickel permeate the brick," said Process Technology engineer Rudy Tenbergen who, with other Inco tinkers, have been working on the problem of how to remove concentrate from the brick for the last 10 years.

Used to line furnaces and converters, the worn firebrick has been regularly removed and replaced in an ongoing procedure since smelter operations began in the 1930s.

"The brick has been accumulating over all these years. In the past six or seven years it has been dumped in the upper pond area behind the Smelter where it has become an eyesore," said Rudy. "We've known for a long time that there's a lot of nickel and copper locked up in all that brick, but we had no way to remove it."

With today's awareness of environmental concerns, the growing emphasis on cleaning up, recycling and reclamation has given even more urgency for Inco's search for the key to unlock the "bricked-in" ore.

Rudy credits a concerted effort among the smelter, transportation and mills as the major contributing factor in the recent breakthrough in the development of a refined and modified procedure that crushes the brick, then removes the metals through a specially-developed flotation system.

The difficulty in removing the accumulated metals absorbed in the brick was considerable. "The purpose of the brick is to be as resistant to heat as possible, to absorb as little metal as possible," said Rudy. Trying to remove anything from the brick is, in effect, trying to get something from a material that was designed not to give it up. Obviously, we couldn't melt it."

The new method, developed in part by the Mineral Dressing Test Center, is retrieving metal concentrate at grades much better than even the most optimistic expected.

"This stuff comes in lumps, chunks fused together as well as individual bricks. First it is crushed and then it's transported to the Copper Cliff mill where it is ground to a powder and then fed into a flotation circuit to recover the copper and nickel," said Rudy.

The process means upgrading to very high values of between 40 and 50 per cent combined copper-nickel.

"The combined copper-nickel content of the brick is about 10 per cent," he said. "That's five times as much as is being mined underground currently."

At the mill, the brick material is rejected, producing a very high quality product. "The smelting process is hampered by any significant amount of the brick left in the concentrate," said Rudy. "The magnesium and chrome in the brick causes havoc to the smelting process."

"It's got to be a perfect example of environmental good sense. Basically, what we are doing is recycling, cleaning up our own back yard, and making a buck at the same time. Everybody wins."

ess. Removing enough of the brick material effectively has always been the stickler in the process."

The circuit was switched on at Copper Cliff Mill in 1989, and after some adjustments, ran smoothly.

The results were impressive. More than 21,000 tons of refuse brick were removed from the environment and fed into the system, producing about three million pounds of copper and nickel as well as a "significant" amount of precious metals.

It doesn't take a lot of mathematical calculating to see why the project is highly economical. "Besides the fact this stuff is very rich in mineral content, it's on the surface and you don't have to go underground to get it. Basically, all you need is a backhoe."



Brick is crushed on-site before being transported to Copper Cliff mill.

He said there's probably another 10,000 tons of brick on the surface waiting to be used.

Another 70,000 tons of brick

are estimated to be buried behind the smelter, dubbed the Ryan Pit after Central Mills manager Peter Ryan who has been a long-time enthusiast of the project. "He's been at our butts, pushing to get the brick nickel back into the circuit for a long time," said Rudy.

He calculates that the salvage operation at the Ryan Pit will roughly equal to one week's production of nickel and copper from all of Inco's 10 mines combined.

"It's like discovering a very rich small mine," he said.

The icing on the cake for Inco is the fact that the program makes as much ecological sense as it does economic sense. "It's got to be a perfect example

of environmental good sense," said Rudy. "Basically, what we are



Rudy Tenbergen with a piece of ore-laced firebrick.

doing is recycling, cleaning up our own back yard, and making a buck at the same time. Everybody wins."

Processing of the Ryan Pit material was scheduled to start this January. The smelter services group under Neil Feeley, with the assistance of the transportation department, are responsible for getting the crushed brick to the Copper Cliff Mill. General Foreman Brian Lyons and George Whitman of Copper Cliff Mill Projects have an improved process circuit ready at the Copper Cliff Mill for the unique project.

The most difficult part of the entire project will be attempting to locate where other brick has been dumped over the years. The Ryan Pit was discovered after inquiries led to Transportation backhoe operator Luke Williams, an Inco "old-timer," who remembered that

brick had been dumped at the site in past years.

"We dug down and uncovered lots of brick," said Rudy. He hopes that other people, perhaps pensioners, will provide information about other "brick deposits."

"We need all the help we can get to find this stuff. There's stuff out in Coniston that we know is there, but don't know exactly where it is. We can locate brick discarded 20, maybe 30 years ago, but nothing before that."

In a long shot, Inco Exploration and Technical Services has been approached to see if they can devise some way of discovering new sites. "Some kind of divining stick would be nice to find," said Rudy. "What we need is a combination of old-time prospecting know-how and high-tech procedure."

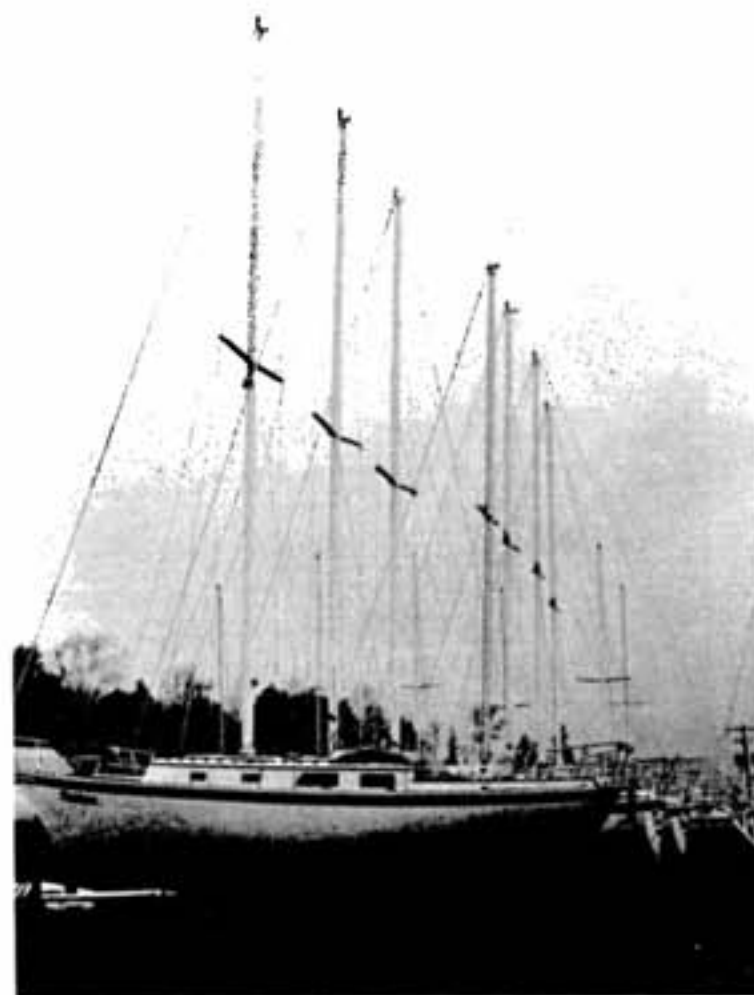


Neil Feeley, Rudy Tenbergen and Brian Lyons at the Ryan Pit: Inco's richest new "mine."

Island maintains rustic appeal Manitoulin's charm



Residents of Kagawong enjoy a leisurely day of fishing the North Channel off the government docks.



As autumn rolls around, row upon row of sailboats in drydock can be seen dotting the Gore Bay waterfront.

Manitoulin Island has long been a haven for camping and boating enthusiasts throughout Ontario and the northern United States.

Its rustic charm, clear waters and wide-open spaces beckon tourists from all walks of life - including many past and present Inco employees.

Current company mailing lists reveal 80 pensioners and 20 active employees with Island addresses. Their ranks swell significantly when one considers the number of employees with summer cottages on Manitoulin but no permanent mailing address.

The Inco presence on the Island is a small part of a much larger phenomenon - Manitoulin has been discovered.

The steady drizzle and cool breeze on a dreary autumn afternoon do little to diminish the Island's natural beauty.

In Little Current, the streets are silent, save for the main street where construction workers laying lock-stone sidewalks outnumber shoppers two to one.

With 1,400 people, Little Current is the Island's largest town and relies heavily on the summer tourist trade. The off-season refurbishing of the business section is part of a community strategy to improve and enhance the town's tourist appeal.

Rural charm

Ironically, a walk past the local lawyer's office in that same section of town reinforces the Island's rural reputation. On a white piece of cardboard, held to the window with four strips of tape, the words EDMONSTONE & BARNETT, BARRISTERS AND SOLICITORS, are scrawled in magic marker.

It's not flashy but it is Mani-

toulin, and that rural charm is attracting tourists and residents in record numbers.

"I think it's just the appeal of the Island," said Larry Banbury, Manager of Environmental Control at Inco.

"I guess we all go up there for relaxation - farmers get it through gardening, cottagers get it through swimming and I get it through sailing."

Larry and his family have sailed the crystalline waters of the North Channel off Manitoulin since the early '70s. He bought his first sailboat in 1976 and has traded up twice to the 30-footer he owns today.

"The North Channel is now recognized as the best freshwater cruising area in the world and it's rated in the top five or six cruising areas of any kind in the world."

"The main appeal of the Island for myself is sailing, but it's also getting out in the wilderness and the scenery. I've sailed the Caribbean a number of times and you've got the warm water and the snorkelling, but it's not as pretty as the Island."

"Manitoulin is without a doubt the most beautiful place I've ever sailed."

Larry prefers the Island in late August or early September when the water is still warm, the bugs have gone, and the tourists are dwindling in number.

But for those residents who live on the Island year-round, the Manitoulin mystique is measured in far more tangible terms - a growing force of visitors and settlers.

It's a trend that has seen the Island designated as a Heritage Canada pilot project, undergo the construction of an extra airport and feel the impact of escalating land prices.



Bridal Veil Falls in Kagawong

Island discovered

"The Island has been identified by the outside world," said Jane Storey, editor of the weekly Manitoulin Expositor newspaper in Little Current. "Certain people have always known about the Island's appeal but others are just starting to discover it."

Storey has lived on Manitoulin for one year. She came to the Island from Toronto where she worked as a journalist for the weekly newspaper Now Magazine. Prior to that, she founded an English-language



The sprawling wooden docks along the North Channel in Little Current are empty in the fall.

Veteran Crean Hill employees find M



James Corbiere

Be it ever so distant, there's no place like home.

This slightly altered adage sums up the philosophy of three veteran Inco employees working at Crean Hill Mine.

The three - James Corbiere, Vic Migwans and Rod Aelick - travel more than 160 miles daily to and from their homes on Manitoulin Island.

These road-weary workers feel the extra travelling time is hectic and tiring, but worth every second.

There's something about the mystique of Manitoulin that breeds a special kinship with its residents, they say. The attraction is so strong for them that the burden of an almost two-hour drive to work doesn't deter them from maintaining Island retreats they call home.

Slow pace

"I think it's a combination of the scenery and the slow pace of life that draws people to the Island," said James, a drill fitter with 24 years at Inco. "The only time I'm

fast-paced is when I get to work."

He was born, raised and still lives in West Bay, 78 miles from Crean Hill. He averages about one hour and 45 minutes on the road to work each day.

"The drive doesn't bother me," he said. "You get used to it after a while. At first I found it tiring, especially on dayshift when I had to get up at 4:30 a.m."

"But you have to go to bed early in those cases. It's like anything else, if you get enough sleep

you're alright."

James has been at Crean Hill for three years. Before, he worked at Garson and Frood Mines and travelled home to Manitoulin on weekends only.

Island calling

He tried living in Sudbury for two years but found the calling of the Island too alluring to resist.

"The fishing, the hunting - you grow up in it and it never seems to leave you," he said. "There's an

woos Inco tourists



ng is a popular tourist attraction.

community newspaper in the Israeli-occupied West Bank.

She has worked in Africa and in England, but now makes Manitoulin her home.

"It's very rural but it's not all wilderness," Storey said of the Island. "There are farms and cottages but the people are spread out. There's only one street light on the Island and you pass it at the bridge (entering Little Current)."

"It's never crowded here, never. You can go to the Cup and Saucer nature trail or Bridal Veil Falls and

there's never a lineup, yet they're all popular.

"There's not even a small-town appeal to the Island because there are no towns really. Little Current is a town but with 1,400 people it's more like a village."

Whatever the Island's appeal, the fact remains that land sales and tourism have taken off in the last two years.

In Little Current, Lush Realty is planning to construct a large hotel and condominium complex overlooking the North Channel waterfront.

Ironically, while development is a direct result of increased prosperity, if left unharnessed, it threatens to destroy the very characteristics that make the Island so attractive. It's a fact not lost on Storey.

Development coming

"Development is a very essential issue here," she said. "Development could spoil this place as it's spoiled other places. It could eat up all your waterfront property."

"But people want to make a living and they can't do it lumbering and they can't do it fishing anymore. Many people would like to see the Island stay the way it is, especially retirees. But people who have grown up on the Island and want their children to stay may look more favorably on development."

Jim Bousquet, a Little Current real estate broker who was born and raised on Manitoulin, feels development poses no threat to the Island's relaxed atmosphere and easy pace of life.

"Manitoulin is so big that if you didn't know where you were going you wouldn't see three buildings under construction," he said. "There's space here like you wouldn't believe."

"There's a lot of people who have left Manitoulin at a younger age to go work at Inco or somewhere else and want to retire here."

"I think the future is very strong for Manitoulin. I think the tourist appeal is just beginning to be tapped. There are a lot of things that could happen here and I think will happen here. Manitoulin has been a sleepy little community for a good number of years and people are finally starting to see it as escape."

Inco retiree

One person who opted to retire to the Island was Graham Byers, an Inco pensioner with 35 1/2 years service.

Graham retired from his job as administration manager at the rolling mill in 1981 and moved with his wife to a 100-acre farm in Carnarvon Township.

Three years later, he sold the farm and bought a house on a bluff overlooking the North Channel.

"Manitoulin has kept pace with everything else in the province but it has maintained a country charm," he said. "We still have gravel roads and rail fences here."

"In my years at Inco, Copper Cliff, where I was born and raised, was a separate entity from Sudbury and it was a small town. It was bigger than Little Current but it was still a small town. So coming to live on the Island was an easy transition."

Inco employees have enjoyed Manitoulin for many years and will continue to do so for many more as the Island's unique charms continue to be discovered.

But driving a desolate highway and pausing to admire the vast expanse of land and water visible from the crest of a hill, it's hard to imagine that this place could ever be crowded.



Larry Banbury, Manager of Environmental Control at Inco, has been sailing the North Channel since the early 1970s.



From the crest of any hill along Highway 6 on Manitoulin, motorists can enjoy a breathtaking view of the landscape.



The only set of street lights on the Island are at the iron bridge entering Little Current.

Manitoulin magic hard to resist

old saying that you can take the boy out of the country but you can't take the country out of the boy."

Vic Migwans is another man who won't let the miles separate him from Manitoulin. A driller for Inco since 1965, Vic has been travelled from his West Bay home for years.

"From '69 to '76 I used to travel in a car with five guys," he said. "In those days there were three carloads of us coming from the Island."

"It's 87 or 88 miles from my

home to Crean Hill. One summer I travelled all the way to South Mine, which is 30 miles further. It makes for a long day."

Vic laughs and shakes his head when asked if he ever considered moving closer to work.

"We'd like to move work closer to the Island," he responded. "We've often said it would be nice if we could hook a trailer hitch to Crean Hill and drag it a little closer."

Driver fatigue

"I've had all kinds of opportu-

nities to live in Sudbury but I prefer living on the Island."

The daily trip from West Bay to Crean Hill is hardest on the driver because the passengers can sleep in the car, said Vic.

"I pace myself pretty well now. If it's my turn to drive, I'll take a few little breathers at work and get to bed early," he said.

"The guys are pretty understanding underground. I work in a crew with four guys and when it's my turn to drive they spell me off a

little bit."

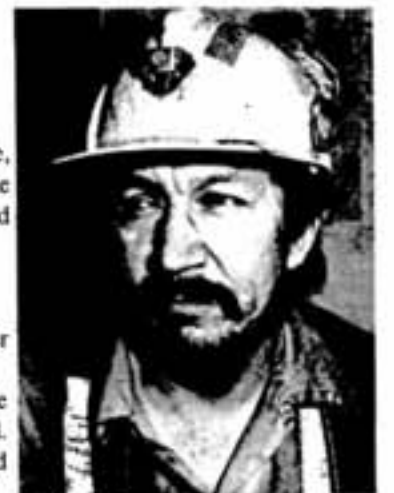
When he talked to the Triangle, it was Vic's week to drive and the first snowstorm of the winter had hit the area just days earlier.

Weather no worry

Undaunted, he said weather never gets in the way of work.

"When there's a snowstorm we don't leave any earlier," he said. "But we do drive a little slower and we're a little more careful."

"We always get here."



Vic Migwans



Vern Olson with some of the items made with the new lathe

Better, faster, Safer

Superlathe does the job

The folks at Divisional Shops were never ones to be outdone, so it must have irked them every morning when they drove past the Smelter's Superstack on their way to work.

Enter the shop's new C-Axis lathe. Twelve tons of state-of-the-art machinery, a computerized, highly-accurate, versatile, multi-tasked and multi-functional thing of mechanical beauty that makes your average mechanist's heart race.

A Superlathe, perhaps. "A dream machine," said N.C. Programmer Vern Olson as he swallowed a donut and gulped coffee during the Div Shop's version of a Wine and Cheese reception for the new machine. "It's so new off the shelf that we had to wait an extra three months for the manufacturing of the computerized controls for the German-made lathe."

"But it's more than just a complicated machine," said Vern, run-

ning his hands across the bright blue exterior. "It'll allow us to reduce the lead time (the time required to do a particular unit) for a job here at the shops dramatically. This lathe can do in one stage what two or three different machines and operators would normally do. Before, each operation had to be scheduled and there are sometimes delays when the machine needed for the next operation was busy on another job."

"We expect the scheduling to become easier with the addition of the \$300,000 machine," said Vern. "Sometimes a job sat there for two or three days, waiting to get to a machine that was working on another job," he said. "Not only will the new lathe do all the work at one go, but it will free up other machines."

Although the Divisional Shops is an Inco operation, it's operated as if in competition with similar outside shops. Nothing irks Vern more than having to give up work to

an outsider when it could be handled in-house.

The N.C. lathe is set up on a production rather than a repair basis, according to Vern. "That makes it more economical. We continue to compete on a unit costs with comparable outside work. That kind of continual competition keeps you sharp."

"We've always been able to compete successfully as far as price is concerned," said Vern. "It's the lead time that sometimes was unacceptable. People wanted things in a hurry, and sometimes we couldn't meet delivery dates."

Delivered early in November, the lathe was installed and operators were trained by mid-month. Since then, the machine has meant more work accepted by Div Shops and a reduction in the backlog.

"In the near future, the backlog should drop by about a third," said Vern.

The Inco Warehouse is their biggest customer, the source of about 80 per cent of N.C. work.

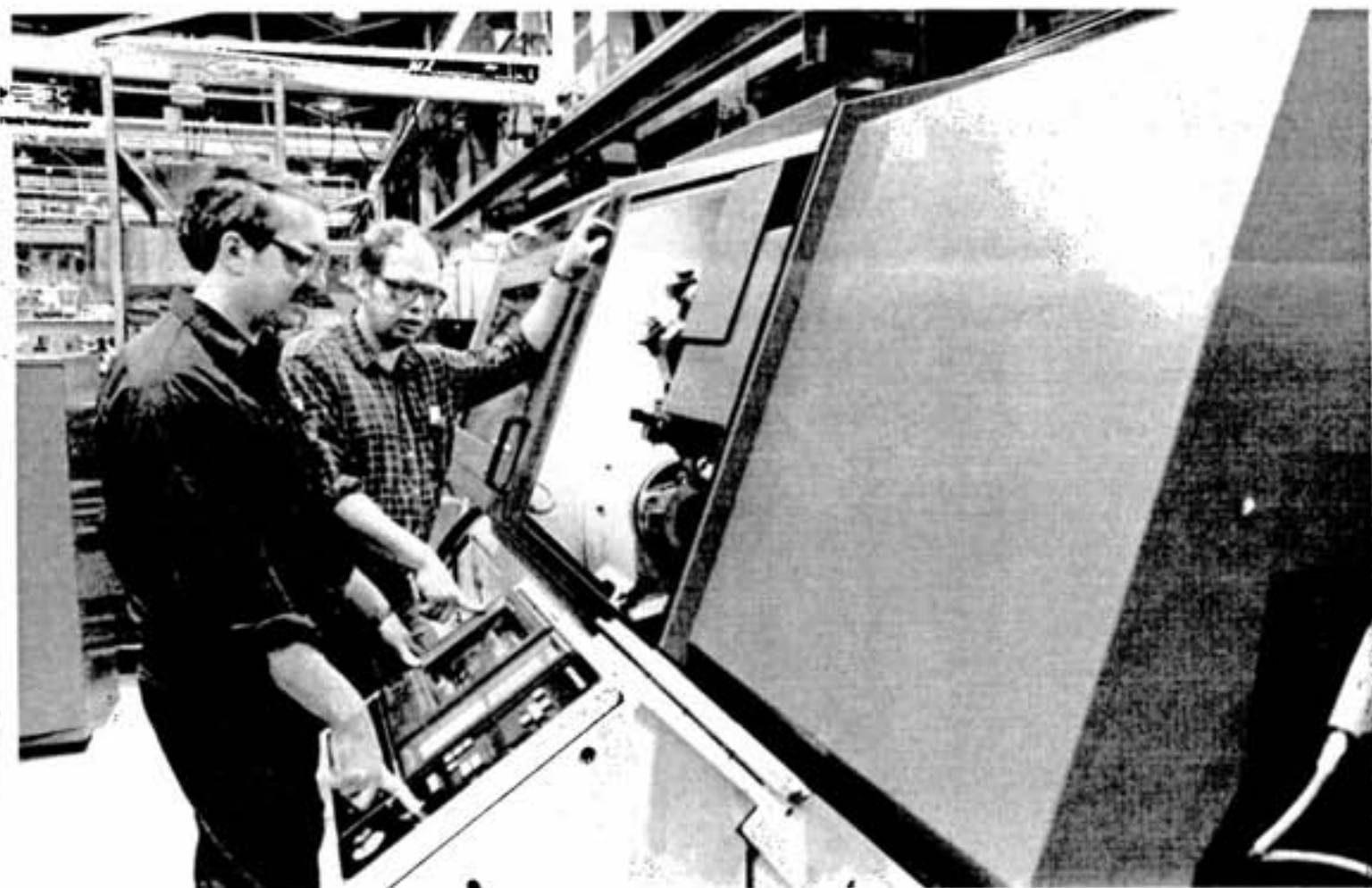
"The scheduling department shows every job we've done since 1980, each broken down into costs. It's a good measure of our productivity. In order to stay ahead, he said, the shop has to be at the leading edge of technology. "We were starting to lose ground," he said. "This machine has put us back up there again."

It's the versatility of the machine that makes it so unique. It's a lathe, milling machine and drill press all rolled into one. As well as rotating the work piece, an additional feature allows the piece to be stationary with the power tool holder moving around the piece.

Virtually all the work is done automatically at accuracies of 1/10,000 of an inch, with little or no need for any hands-on adjustments by an operator.

It's the automatic feature that provides perhaps the machine's greatest advantage—safety.

"There's no greater potential hazard in a shop like this than a rotating piece of equipment, often at high speeds. Not the C-Axis lathe. "It's totally enclosed, and you can't open it once it's turned on," he said. "This machine virtually eliminates the hazard."



First Class Machinist Gilles Albert operates the lathe's electronics as Vern Olson looks on

Alice Cooper tour is musical high point

Continued from Page 3

Travelling across the continent with the original proprietor of shock rock lends itself to some obvious questions, such as What is Alice really like?

"He's kind of a schizophrenic to be truthful," said Pete. "He's the nicest guy you'd ever want to meet as far as working with him. He's very laidback and very quiet - I've never even once heard him raise his voice or lose his temper. But then, when he hits the stage, he becomes Alice Cooper, your worst nightmare."

And what about his much-publicized excesses of the '70s?

According to Pete, the offstage

Alice of the '90s is as suited to Wonderland as his alter-ego is to hell.

"It's scary how clean he is."

For Pete, touring with Alice Cooper is the high point in a career he decided to pursue after picking up his first guitar at age 14.

"Almost immediately when I started playing I made up my mind that this was what I wanted to do," he said.

"My friends showed me how to play a few riffs here and there and I really got into it and started taking lessons. I began by learning off records in my basement, eventually jamming with little bands in

garages and just kept trying to build off that. I eventually got to playing bars and moved to Toronto to

"We encouraged all our children to do what's going to make them happy, with some guidance from us"

launch a career."

When he was younger, Pete studied classical guitar for a number of years at the Royal Conservatory of Music but never lost sight of his goal to make it as a hard rock musician. "Classical guitar," he said, "was just a hobby on the side."

Now, his hard work, patience

and persistence appear to have paid off. If things work out as Pete hopes, there could be a live album re-

corded from material on the current tour. It's a success story his parents are happy to embrace.

"We're quite happy for him because it's the first step on a long road," said Menno, who attended Cooper concerts in Sudbury and at the Skydome in Toronto.

"We encouraged him to pursue

whatever he'd be happy at. We encourage all our children to do what's going to make them happy, with some guidance from us. Pete worked hard there's no doubt about that. He made a lot of personal sacrifices."

Those sacrifices, said Pete, were all worth it, and he encourages aspiring young musicians in Sudbury never to give up the dream.

"I would pay my dues over again in a second - all 10 years worth of them. It's completely worth it once you get there so keep at it."

"As far as I'm concerned I've got the greatest job in the world. I get paid to have fun."

Protects site from falling rock

Inco Construction's concrete creation

Inco Construction builds things underground: functional, practical, often ingenious things, almost always innovative. At North Mine's 3935 Level, a new term may have to be used to describe the department's latest concrete creation.

Epic.

Once just a cavern carved out of rock, the crusher station at the 3,935 level today has more of a Kamak than a cavern look about it now that the construction crews have finished the final touches on a huge concrete face on the orepass of the station.

Built to provide protection from rock that was being jarred loose from the rock face near the orepass, the 35-foot high, 35-foot wide concrete wall has transformed the station into something you might expect to see in a Cecil B. DeMille movie. Forget you're underground, and you almost expect Charleton Heston & Chariot to charge from the ore pass made miniscule by the surrounding concrete colossus.

"Ground movement was making the orepass at the crusher break away in pieces," said construction supervisor Bob Bouchard. "That was creating a hazard not only for the equipment but people working around the crusher."

In order to support the rock face, the decision was made to encase the "brow" (a contour area around the crusher) in concrete.

"I'd never seen anything like this done before," said Bob. "It took 90 meters of concrete to construct the two-foot-thick wall. It had to be tied in with anchors to the rock surface as we went."

He said the project started in mid-September and completed by the end of December, with most of the work done while the the crusher was operating. "There was no pro-

duction time lost due to the project," said Bob.

Scaffolding and forms for pouring the concrete had to be build as they went, he said "Nothing conventional would go in there," said Bob, "so we had to build the scaffolding as we moved up. We kind of made it up as we went."

Much of the work was done by a crew consisting of Bob Carriere, Dean Peters, Vic Tang, Danny Byrnes and Larry Penton.

Like many underground projects, a major problem to be solved was carrying out the task with as little, if any, disruption of the normal operation of the mine.

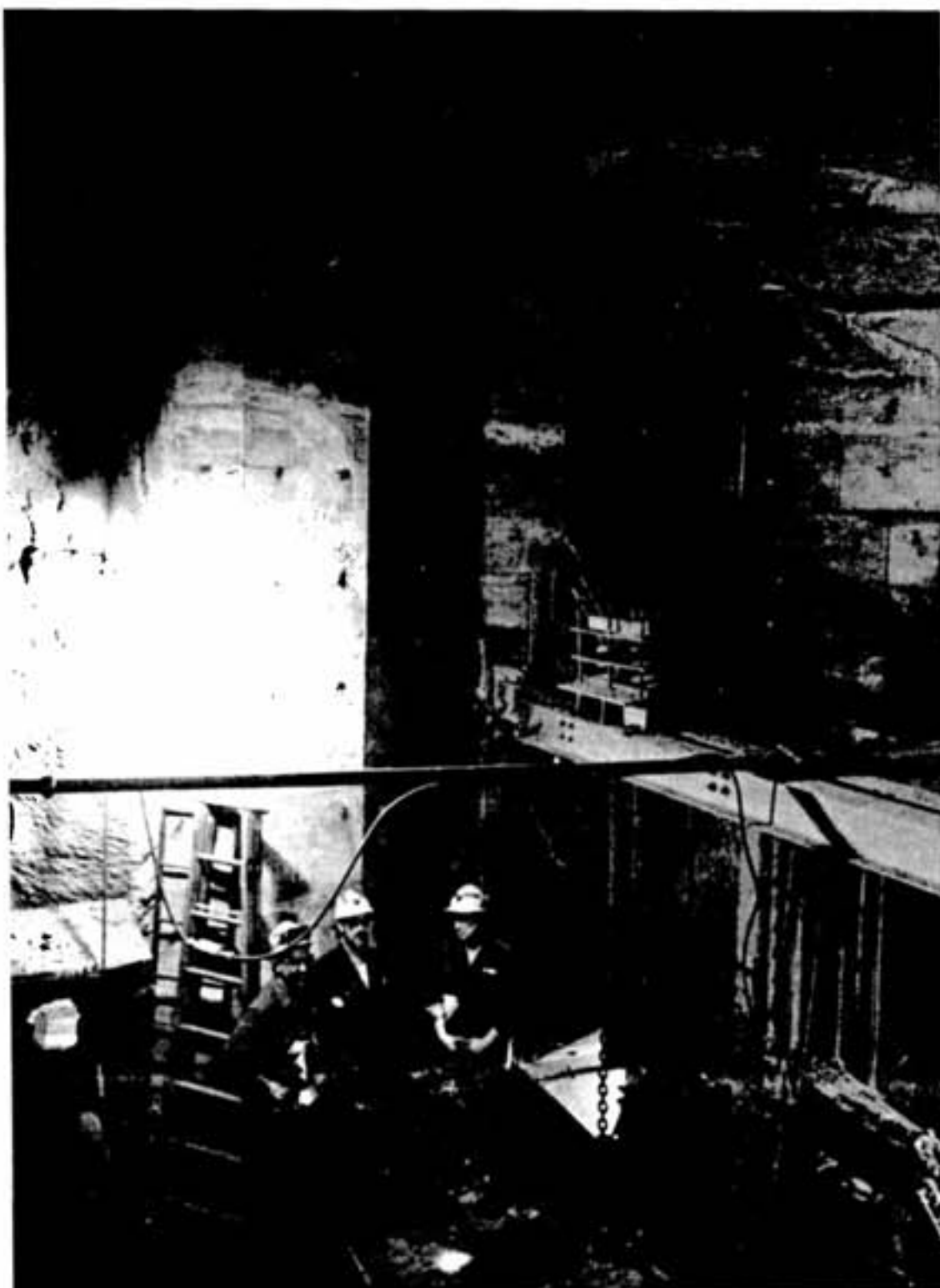
Considering the tons of materials that had to be transported from the surface to the construction site, the project went well.

"We had to make at least 45 trips with the cage just to bring the concrete mix down," said Bob. "Once down the shaft, it was another quarter mile to the crusher site."

The concrete slurry was dumped into buggies which were transported underground via the cage. Once at the 3,935 level, the buggies were pulled to the construction site and pumped to the forms build earlier.

Any delay in the routine meant backbreaking work for the crew. "If you can't get the stuff down fast enough, if something goes wrong or the cage is delayed, the stuff (concrete slurry) starts to get too thick to pour," said Bob. "Then you have to shovel the concrete by hand into the pumps. It happened a few times, and it's backbreaking work."

"But it's certainly been one of the more interesting projects I've been on," he said. "There was nothing set down on how to go about it. We have to use our initiative, our imagination."



Construction crew is dwarfed by underground concrete structure

Program has youths hunting the police

In an amazing case of turn-about, members of the Sudbury Regional Police Force have suddenly found themselves on the wrong end of the city's largest manhunt.

The hunters in this case are thousands of Sudbury area school-children, bent on tracking down officers and relieving them of their most prized possession - hockey cards.

Aiding and abetting the youngsters in their quest is Inco, corporate sponsor of the Sudbury Regional Police P.L.A.Y. program (Police, Law And Youth).

In its fifth year of operation, the P.L.A.Y. program is enjoying an unprecedented boon in popularity - thanks in part to the resurgent Sudbury Wolves.

Under the P.L.A.Y. program, on-duty officers carry hockey cards depicting members of the 1989-90 Wolves and bearing a drug or safety message on the back.

During the program kick-off in December, the first four cards in the set were distributed to Grade 4, 5 and 6 students at 120 separate and public schools in the area.

The complete set consists of 25 cards with officers carrying two new cards per week until March. Children are encouraged to ap-

proach officers for the cards required to complete their set.

The program is intended to foster better relations between

police and youth, said Const. Dan Zembrzycki of the force's community services department.

"We want our officers to develop one-on-one interpersonal relationships with children in the community," he said. "This program gives officers a reason to go out and talk to children that they might not otherwise have had."

Zembrzycki admits that police often have to overcome negative images passed down to impressionable children by television or irate parents complaining about parking tickets.

"We want the children to know they can turn to us whenever they have a problem," he said. "Whatever that problem is we can direct them to help."

By entering into this venture with the Wolves, the police have enlisted a partner the children readily identify with and look to for role models.

"The popularity of the P.L.A.Y. program fluctuates with the popularity of the Wolves," said Zembrzycki. "When they're doing well the program does well and when they're in a slump the program

slumps. This year (with the Wolves fighting for third spot) we can't keep up with the demand."

Youngsters who collect a complete set will receive a special collector's album to house their cards. A special make-up week, for those missing certain players, will be held in early March with cards available at Sudbury Regional Police stations throughout the region.

Children who produce a completed album at the force's community service office will have their names entered in a draw for an all-expense paid trip to Toronto for three lucky winners to see a Toronto Maple Leafs versus Chicago Blackhawks hockey game on March 31.

"We want the kids to have fun collecting cards from officers on patrol, but there are some rules we ask them to follow," said Zembrzycki.

"Do not ask for cards when an officer is at the scene of an accident. Do not run into the street to get cards from an officer. Do not try to wave down a cruiser for cards."



Grade 5 student Kim Grant shows her winning hand



The last crew arrives at the surface at South Mine to mark one year without a lost-time accident. At right, two proud foremen ham it up for the occasion.



Record shows steady, sure improvement

How to keep 'em down in the mine - safely

It's no accident that workers at South Mine have made great strides towards eliminating on-the-job injuries.

On Nov. 24, 1989, South Mine

marked a very special anniversary - one year free of lost-time or layoff injuries.

"It's a record made possible by hard work on everyone's part,"

said Safety Foreman Gerry Buchanan. "And it's quite an achievement for this mine."

Over the last few years, workers at South Mine have demon-

strated a steady improvement in eliminating on-the-job injuries. In 1987 the mine recorded 10 layoff injuries. That number dropped to 7 in 1988 and zero in 1989.

"Because we've come down from 10 lay-off injuries to zero in this period of time our workers have a right to be proud of their achievement," said Gerry.

"I wouldn't say South Mine has always been notorious for a lot of injuries, but over the years the number has always hovered around 14, but with the programs that have been introduced here along with the extra emphasis on safety, it has surely paid off."

To celebrate their record of one-year injury-free, the foremen at South Mine brought in cold cuts and cheeses to make sandwiches



In Your Yard...

Ellen L. Heale, P.Ag.

Your living Christmas tree

Inquiries are being made about caring for 'living' Christmas trees. With an emphasis on conservation, this represents a unique method to enjoy a live evergreen tree at Christmas and a valuable investment in your landscape.

Preplanning and precautions are necessary to ensure survival. The first step is to dig a hole, before the ground freezes, where you plan to transplant the tree after Christmas. Store the soil that is removed where it will not freeze. Fill the hole with leaves or peatmoss for insulation and cover the hole with a board. Purchase a potted evergreen tree from a reputable nursery, garden center or grower. Look for a specimen with uniformly distributed, dense branches. Available choices include white, Norway or Colorado Blue spruce, Scot's, white or Austrian pine or fir. Choose a variety hardy in your area. Ensure that the tree was not dug and potted after September. Root growth occurs in the fall and good root development is essential for spring survival.

Maximum tree height should be one meter, weight 20 kilograms. The smaller the tree, the easier it will be to handle and the better its chance for survival. Protect your tree outdoors by placing it in a sheltered spot. Provide insulation around the pot with leaves, straw or peatmoss to prevent roots from freezing and thawing and keep the soil moist.

Buds of woody plants, from temperate zones, alternate from active growth during the warm season to a dormant state during the cold season. Dormancy occurs in most plants by altering temperature, day length, light quality, mineral availability or water supply. It varies for different species. Your evergreen tree will be dormant by December.

Prior to Christmas the 'living' tree may be brought indoors. Place it far away from all sources of heat (direct sunlight, registers, wood stoves or fireplaces), keep the soil moist and maintain proper humidity. The tree should be indoors for only one week (a maximum of 2 weeks if the room is kept cool). Any longer indoors will break bud dormancy and severely damage the tree when it is placed outdoors. After Christmas plant your tree in its predug hole using the stored soil. Carefully remove the container, whether fibre or plastic, and water the tree thoroughly with lukewarm water. Provide a windbreak to protect

the tree for the balance of the winter. (For specific planting instructions see the April '89 issue of *The Triangle*). If you decide not to plant your tree until spring place it on the north or east side of your home, in a protected spot and insulate the pot to prevent roots from freezing and thawing. Transplanting success and tree survival will be reduced without adequate protection.

Information on 'living' Christmas trees was provided by Ron Kelly, Horticultural Supervisor at the University of Guelph Arboretum.

Ontario's Provincial Tree

The Eastern white pine *Pinus strobus* was officially chosen as the Provincial tree of Ontario in 1984. This tree has the longest history of use in the Province, starting with lumber for ship building. The white pine is one of the most beautiful of the native pines, one of the largest north-eastern conifers and a valuable softwood timber species. It is a fast growing pine, reaching heights of 15 to 23 meters in 25 to 40 years and can grow to 46 meters or more. The white pine is a long-lived tree, commonly reaching 200 years if undisturbed and a species characteristic of Old Ontario's forests.

The form is very distinctive, the crown of mature trees has several horizontal and ascending branches giving a graceful, plume-like outline. The white pine is hardy up to zone 3. It is easily transplanted and grows best on fertile, moist, well-drained soils, although it will tolerate a wide range of soil conditions. The white pine prefers sun, but will tolerate some shade. This species is intolerant of air pollutants and salt and is susceptible to white pine blister rust (a bark disease) and damage from the white pine weevil which kills terminal shoots and seriously deforms trees.

White pines are identified by needles in bundles of 5, 8 to 13 centimeters long. Needles are slender, flexible, bluish-green in colour and remain on the tree for 2 to 3 years. Cones are cylindrical and pendulous, 15 to 20 centimeters long, 3 centimeters broad on a stalk. Cones are mature in the autumn of their second year and may be produced on trees less than 10 years of age.



Gerry Buchanan

for their respective crews.

The sandwiches were a token of appreciation for the workers' attention to safety, said Gerry, and it's an issue that continues to be addressed regularly at the mine.

"Right now we have a record of 116 days medical-aid free and we're looking to improve on that," he said.

"We have weekly safety meetings to keep everyone informed, workers are better trained and there are constant reminders of safety in the workplace.

"The cost for a layoff injury is very high and it is our job to keep people fine-tuned to safety in their plants and other areas."

Master carver passes skills to newcomers

Visitors to Bill Whittaker's Robinson Drive home in Sudbury should tread lightly, so as not to disturb the majestic Blue Heron standing proudly in the corner.

The heron, leg cocked gingerly on an outcropping of wood, appears capable of soaring at the slightest provocation. The brightly-colored bird is the product of Bill's masterful carving skills and assiduous attention to detail.

A project leader in Process Technology at the Copper Cliff Copper Refinery, Bill began carving in 1970, relying on instructional booklets for guidance.

His early works were restricted to functional decoys for hunting, but eventually his craft evolved into decorative carvings - including "Harry", the Blue Heron he created for his son Jonathan.

Over the years, he has carved out a reputation for quality workmanship among the public and his artistic peers.

A calendar year

The latest honor bestowed upon Bill, is the inclusion of two "W.F. Whittaker" originals in the 1990 Northern Ontario Decoy Calendar put out by Ducks Unlimited. Bill's meticulous carvings of a Ruddy Duck and a Goldeneye illustrate the months of November and December respectively.

The carvings featured in the calendar were chosen from entries submitted to the Northern Ontario Art, Carving and Photo Contest last year and donated to the annual Ducks Unlimited fundraising dinner.

"I really think it's a good way for carvers to help the Ducks Unlimited organization," said Bill. "By contributing carvings to Ducks Unlimited, you're helping contribute to Ducks Unlimited projects in

Canada and in Northern Ontario in particular."

Admiration and accolades are nothing new to Bill. In 1983 and 1984 he was chosen Carver of the Year by Ducks Unlimited of Canada, and in 1985 he was commissioned by the City of Sudbury to carve a pair of ducks for the visiting Queen Elizabeth II.

He received his formal training under master carver and Inco pensioner, Orest Andrews, a man he acknowledges as his mentor. Later, he attended carving classes in Orangeville taught by master carver Paul Burdette.

Learning to teaching

Now, the artist has come full circle - the student has become the teacher.

One night a week, Bill teaches a beginners carving class at Lockery Composite Secondary School. His students range in age from 12 to 55 and are currently learning to carve a mid-size loon.

"Most of them are there for something to do in their spare time," said Bill. "It's not that difficult provided the students are willing to listen and learn."

"Everyone in that class will have a finished loon come spring. That's something tangible they can hold and enjoy."

Bill's affection for his craft is immediately apparent upon entering his basement workshop. A bookcase along one wall is filled with illustrated books and magazines on the subject. The pictures in these books provide the impetus for Bill's creative mind.

Scattered along a workbench are numerous carvings in varying stages of completion and hanging nearby are the axes, chisels and blades he uses to transform a lifeless block of wood into a vibrant, wild bird. The rugged surround-



Touching up the Blue Heron, a carving that never ceases to attract attention.

ings are offset considerably by the magnetic presence of his latest completed carving - a colorful pair of puffins.

This latest work was Bill's first and perhaps last attempt at carving the sea bird, noted for its deep, highly-colored bill. The artist is driven by the desire to tackle new challenges, he said. Once met, the challenge loses its lustre and the artist looks elsewhere.

"When you do a new carving you need to draw a whole new pattern, get new skins and get new

photos," he said. "If I were to do another puffin carving it would be easier for me."

"Depending on the size and the complexity of the carving you can spend anywhere from an hour to a couple of hundred hours," said Bill.

For the puffin carving, Bill used skins from a pair of puffins shot in 1942 to check proper colorization and dimensions. The skins were borrowed from the Royal Ontario Museum in Toronto.

This attention to detail is Bill's signature. He sells his work pri-

vately and the high demand ensures that finished pieces are never around for long.

Bill's expertise in bird carving will be put to the test as a judge during the next Ducks Unlimited Northern Ontario Art, Carving and Photo Contest, slated for April 20-21 at Civic Square.

"Bird carving has become a very big hobby right across North America," he said. "It seems everybody and their brother is taking up bird carving. I hope the bubble doesn't burst."



Bill Whittaker burns detail into one of his birds

Heritage Threads

by Marty McAllister

Inco's roots: How far back do they go?

It has taken more than a century — actually, quite a lot more — to build the Inco Limited of today. There have been good times and bad times — and successes and failures, you bet. Throughout, we've demonstrated a capacity to learn from the things we've done, to grow, as our current motto says, "Stronger For Our Experience."

I think that's a pretty good motto, don't you? It doesn't say anything about being perfect, but it implies a process of continuous improvement. In order to learn from our collective experience, we have to study it. As we face the changes and challenges of the future, we'll want to know how we've coped with such things in the past. History is more than just nostalgic fun, although that's what carries us past the boring parts. Confucius said: "Study the past if you would divine the future." To start 1990 off on the right foot, I want to back up to square one and give you a clearer picture of the many pieces that came together to form the company as we know it, and to maybe change a few pre-conceived notions in the bargain.

Where should we start? With the discovery of sulphide ore at the Murray site in 1883? With the survey of the Creighton area in 1856? Or did it have something to do with that ill-fated Central Ontario Railway? I guess we need a couple of rules, huh?

Let's try this: Inco Limited is made up of scores of organizational pieces that became part of the 'family tree' at some point in the past. In turn, each organizational piece can reasonably be considered as part of our evolution — if we can accurately trace a continuous path to its beginning. We didn't just suddenly begin with the founding of International Nickel Company (no 'The') in 1902; the half-dozen or so companies that came together each had a certain history of its own.

Each one was of vital importance to the new holding company, and each is worthy of detailed study, but they don't take us to our oldest roots. Remember, we're looking back from today, not from 1902.

Going back a mere sixty-one years, to 1929, we find a fresh branch to follow. That's when Mond became part of us — bringing its past with it. Surely the Mond heritage is as much ours as is that of "The Original Seven". We can't exclude a 'branch' lineage just because it merged with the 'mainstream' at a later date. Sure, Inco was the dominant player before the merger, but we're tracing our roots — not relative strength.

The emphasis, however, has to be an organizational continuity, or we'll end up on some strange paths — such as the ridiculous assumption that the old Orford company began in the U.S. Naval Academy, because R.M. Thompson once belonged to it!

So, following this rule of organizational continuity, how far back can we go?

Of the pieces that are part of today's Inco Limited, by far the oldest is the operating unit we now know as Wiggin Steel and Alloys, in Birmingham, England. Surprised? Well, a rule's a rule, folks.

The year was 1835. Charles Askin and Brooke Evans formed a partnership to "produce economically the highest possible grade of nickel silver." See? They were even in the right business! In 1842, a fellow named Henry Wiggin joined the Evans and Askin firm, in which he also became a partner in 1848. With the death of the founding partners, the name was changed in 1870 to Henry Wiggin & Company. In 1892, it was converted to a limited liability company, under the name of Henry Wiggin & Company, Limited — but it was still very much a family business.

Around 1888 (when Canadian Copper was trying its darndest to get a furnace going over here in Copper Cliff), the Wiggin Company purchased a small works from a Thomas Adkins in Smethwick, near Birmingham. Between 1890 and 1900, a section of this property and certain buildings were leased to Ludwig Mond and Carl Langer, where they might continue the experiments that followed the discovery of the now-famous carbonyl process. The result was that the first carbonyl-refined nickel produced on an industrial scale came from a model plant erected at Smethwick. It's hardly surprising that such cooperation would ultimately lead to an even closer relationship.

As you know, when Ludwig Mond failed to find a buyer for his patent, he formed his own company in 1900. That, of course, led to Mond's heavy investment in the Sudbury area, and in Wales.

Meanwhile, the Wiggin company had continued to prosper and grow, and, in 1919, the important producer of non-ferrous alloys became a subsidiary of the Mond Nickel Company. Thus, with the Inco/Mond merger of 1929, the Wiggin lineage became an integral part of Inco history.

I guess that makes us about a half-century older than most of us figured, in terms of our oldest organizational component. So, here's a tip of the heritage hat to our colleagues at Wiggin Steel and Alloys, still shooting for "the highest possible grade".

Of course, neither Charles Askin nor Brooke Evans dreamed in 1835 that they were sowing seeds that would one day be part of the world's greatest nickel company. They just did what they were good at, and kept getting better. Our heritage is filled with people like that — people like you; is it any wonder we're STRONGER FOR OUR EXPERIENCE?

Louis Beres: Poet laureate



Louis Beres searches for his next line. They come from his heart, memories, and from his respect for the working man.

"Mining is a rough occupation. That's where the stuff is, the grist for the mill. Miners are real people."

*"Each man has various qualities
Like I have, with some not that good
Like the outer appearances of a
shiny old car
But . . . what's hidden under
hood?"*

Hidden in a heap of poems handwritten, typed and scribbled on scraps of paper, the open-

ing verse of Louis Beres' "The Junkyard of Life" best reveals his formula for poetry.

The retired Creighton miner has been peeking under people's hoods for many years and what he's seen there has become a poetic record of his life.

"I do a lot of stuff from memory now," said the

Creighton Mine supervisor who retired in 1983 after 35 years with Inco. "When I start to put it down on a piece of paper it all comes back to me. It's kind of a record of my life. I relive it through my poetry."

At 62, Louis has honed the ability to "read" people, and his poems of 'ordinary' people are a sometimes humorous, always compassionate and warm reflection of their lives.

Sometimes it's easy, he explains, with the words and verses literally pouring onto the page.

At other times, the words just don't come:

*"But the hood of a man is much harder to lift
For you cannot dwell into his mind . . ."
We not only look polished, but mechanically fit,
With our sworn dirty motors, the mind.*

"Sometimes it can take months to write a poem. Often when I'm driving the car or in bed an idea just pops in my head. If I don't write it down right away, I forget it. You have to have a pen and pencil nearby all the time."

Poetry speaks

A softspoken, shy man, Louis admits he communicates much more effectively through his poetry than face to face with a listener.

"I doubt if I could get the message across as well verbally," he said. "The important things I have to say I find much easier to say in my poetry. Sometimes I surprise even myself at how well it comes out."

"But then again, at other times nothing comes out for months at a time."

He began writing about 15 years ago when he realized poetry was even more effective when it's written in everyday language and about everyday people.

"A friend of mine . . . an Inco worker . . . would recite poetry all the time. He told me the best stuff he knows is not from big-name poets but from the little guy."

Muck Pile

*How many times did you drill and blast
How many cars did you tram
How many tons did you crush and hoist
How many tons per man*

*How many feet of raise and drift
How many tons did you pour
How many times did you ring the bell
And open and close the door*

*How many sets did you timber with booms
And how many timbered without
How many times did you holler fire
To keep the shift boss out*

*How many truckloads of timber
Some air-mailed when you nipped
How many lies to the safety man
About how the nipping chain slipped*

*How much did you clean with the mucking machine
And where did you dump the sand
How many tons of muck did you slush
How much did you muck by hand*

*If you were the man that trammed the muck
My question to you is that
How many times did you re-rail a car
Without using a five inch flat*

*We miners brag but we want you to know
It takes all departments to make it a go
So we miners share in what we do
We wish to divide our muck pile with you*

*So we equally divide our muck pile
No matter what one does
And now I have a question to ask
And the reason is because*

*Now that computers can calculate
It should be as easy as pie
Can they push a few buttons to find out for me
This answer before I die*

*How big is my share of the muck pile of life
How many square sets high
I would like to know before I go
To that big stope in the sky*

of the deep (underground)

Creighton Mine

*It just so happens that I worked here
For the best years of my life
Without hesitation I proudly state
To you and my kids and my wife.*

*That this was a good and a safe place to work
As the days and the years flew by
And I like to boast about Creighton Mine
and here are some reasons why.*

*It seems like the cream of the crop is here
The boys and the bosses stand out
Of the men who have passed and those still here
Is what I am bragging about.*

*They repair the machines and they put out the muck
They manage, control and supply
They draw up the plans to safely produce
To each man some praise I apply.*

*The boys and girls in the offices
Who correct and understand
They erase, retype and refigure
Do their share to give a hand.*

*So it is my wish that when I die
If I get to the hanging wall in the sky
That the Manager there lets me put up a sign
That I stole and brought with me that reads
CREIGHTON MINE.*

He's not particularly fond of poets who use obscure words or who try to impress with hidden, flowery, sophisticated writing.

"They seem to think that ordinary people don't appreciate poetry. They seem to be trying to impress a certain class of people."

"Mining is a rough occupation. That's where the stuff is, the grit for the mill. Miners are real people."

As time goes by

*Times a passin'
Times a flyin'
Time will just not wait
Why then do fools like I
Realize too late
That foolish pride
Not set aside
Refusing to forgive
Only shortens
precious time
Of time that's left to live*

Although he writes mostly for himself, Louis admits it feels good when people appreciate his poems. He recalled sitting down for a beer in a local hotel when some guy pulled a wad of his poems out of his pocket and began reading them to his friends.

"It makes you feel good to have your poems appreciated," he said, "but that's really not why I write. Most of my stuff just hangs around the house until my wife throws it away."

*"I am a native of the Sudbury district
For I lived here for many years
I listened to miners talk and brag
Until the muck ran out of my ears"*

Black humour

In a poem called "Nick names and Humor," Louis revels in the miner's sense of humor that laces most of his poetry. "Mining is a hard life

and it used to be a lot harder in the past," he said, "but there's always been a sense of humor about the business and I try to show it."

The poem finishes with a list of more than 200 nicknames he's run across in his years in the mine, from Cleanface Mike and Communist Pete to Soreback Bill and Noblast Pete.

*"Who gave, and how did, and why did
These nicknames come to be?
Simply by those with a sense of humor
Just people like you and me."*

He's convinced anyone can write poetry. "There's nothing special in what I do," he said. "I guess you've got to be a bit of a romantic. You have to look at not only what's there. You have to see things between the lines of life. Everybody has it in him. It's just a matter of digging it out."

Louis says he gets satisfaction out of writing poetry. "It's a good way to spend my time and I get a chuckle out of it now and then."

A retired miner friend, a "humorous guy" who has been the subject of many of Louis' poems, sometimes comes to visit.

"I put some of the poems about him on tape and we play them when he visits. We usually have a good laugh."

Loaded questions

But often, even his humorous poems will ambush the unwary reader with a biting moral message. In a lengthy poem called "The One-thousand Shot Six Shooter" that features the television western heroes of the past, Louis seems to question the value of all the flying lead.

*"But these wonderful heroes
who lived in my time
Who did say guns so proudly
display
But I never saw one ever reload
his gun
Not to question, Confucius
would say."*

Eyes

*If mouth and eyes would say the same
How different it would be
As humans very seldom say
Just what the eyes do see*

*And who eyes see and what eyes see
Your friend may be your foe
For when and how and what they see
We hardly ever know*

*Some eyes cry and some eyes lie
Some rape, some kill, some cure
They're out there by the millions
They gesture, probe, and stare*

*Some look at you, some look by you
And some eyes pierce right through
All eyes at times with guilt display
Including me and you*

*Its just as well on our behalf
That ears can't hear the eye
For very few - only the blind
Have eyes that cannot lie*

ed "All the Same" that laments the exploitation of some people.

*"They all do the same thing
They boggle weak minds
With fear, religion or dope
They take and give nothing,
these gullible thieves
From the pitiful fools of lost
hope."*

Sometimes, his material is just playful:

*"My back is bad, my bones are
sore
My battery seems to be low
If I soon don't find a way to
recharge
Then into the box I go."*

Louis has had poems published and read in public, sometimes to his surprise. "I got a clipping from a Cleveland newspaper of one of my poems," he said. "How they got their hands on it, I don't know."

Often, his children will find an old poem stuffed out of the way somewhere. "They read it to me. Often I forget I wrote it."

He prefers his poetry doesn't leave the house. "I'm not that good at it," he said. "I don't want to make it a big deal."

Sometimes, the humor is gone, replaced by something close to anger as in a poem called

No problem

*There is no problem, big or small
That a miner cannot overcome.
Though it does not work out in theory
Engineers say it cannot be done.*

*Such a problem recently occurred underground.
Down nine shaft in Creighton Mine.
Up a dangerous slope, to haul up supplies
They somehow required a line.*

*It was a dangerous, unsafe condition
For any human you see
But it had to be done, to pull up supplies
By Bob Russell the hero to be.*

*They could have lowered Dykens down
That might have done the trick.
They'd be taking a chance, he could get stuck
Because he is so thick.*

*A line, up a flat grade, on impossible task
A task Bob would remedy soon.
Just hook up a line and float it up
By using a helium balloon.*

*A weather balloon filled with helium gas
To pull up a line would work well.
But the balloon that they used, cost fifty cents
From the washroom, in the local hotel*

*It was not designed to go up this hole
And it did not work at all.
Though Dykens jerked hard, it simply went into
the holes in the hanging wall.*

*So schemer Bob had another idea.
So far fetched, it sounded silly.
He consulted and spoke about it to
Bull the whoops, bore hunter Willie.*

*So half the whoops, bore hunter Willie took aim
Big Dykens, fed out the line.
A third man, Felix, also an expert
At holding the light, he was fine.*

*A recent space shuttle, lost two satellites
So, from Inco, why don't they borrow
Willie, Dykens, Felix and Bob
And that fish line and bow and arrow*

*Another big problem, so simply solved
As they jump up here and there.
A damn good story for Triangle Frank
And a poem by, Irate the Bear.*

Painter Willie

*Some paint pictures, some houses
But this guy is a painter of boats
He sneaks up behind when someone he finds
Hinders work as the B.S. he shouts*

*Those Lots-of-Time-Boys with not much to do
Who wander from shop to shop
Old Willy is shy, he can spot with one eye
For his paint spray goes happy-hop*

*Pretending on business, BIG MIKE was there
And Willy was itchy to paint a pair
When Mike walked away, it were quite a sight
The back of his boots and his heels were white*

*To say the least he looked a bit silly
Still unaware - but a victim of Willy
Not like before, now he had lots to do
Rubbing and scrubbing the paint from each shoe*

*I'm warning you now you best be aware
If you have nothing to do then don't do it there
Cause when you walk out the people may stare
For the trademark of Willy will surely be there.*

37 years without lost time accident

Maintenance means health as well as mechanics

Maintenance mechanic Alfred Reiss' job was to keep Inco equipment in good shape. For 37 years, he's taken the same attitude about himself.

"I suppose if you consider all the things that could have happened

in that time, you can rule out luck as having anything to do with it," said Alfred as he considered his record of almost four decades on the job without a lost-time accident. "You got to keep alert all the time, keep your mind on the job

and your fingers out of places where they shouldn't be. The most important thing is having the right attitude."

The folks at Clarabelle Mill where he's worked for the past two years hosted a Copper Cliff Club dinner on his retirement in January, and Alfred took the occasion to reflect on just what it was that kept him free of broken bones and bruises.

"You can't forget for a moment. It's got to be on your mind all the time," he said. "The company can only do so much. It's still up to you to keep yourself safe from injury."

Although he points to vast improvement in safety standards and regulations since he began working for Inco, he warned newcomers that the regulations and preventive measures only work with the full participation of the individual.

"Sure, you had to pay a lot more attention back then because being on the job was a lot more risky than today," said Alfred, "but that doesn't mean that today you can relax and take it easy. You can't act like a bull in a china shop."

He figures the company has always promoted safety, and suggested that with all the new inexperienced employees who will be replacing Inco's aging work force, even more efforts will have to be made to compensate for the inexperience.

"A certain amount of safety consciousness comes with experi-

ence," he said.

Alfred didn't look back when he left his workplace on his last day on the job and insisted he's "got lots to keep him busy."

"I suppose it isn't the job you miss so much as the people you worked with," he said. "I'll miss them for a good while."

In his years with Inco, Alfred has been a maintenance man, plater and a smelter worker. Much of the work has been physical. "There were risks involved in much of it," he said. "It keeps you on your toes."

Maintenance Foreman Dale Geib said it was Alfred's general approach and attitude to his work that made the difference. "I think that's a big factor," he said. "The guy who works safely is the guy who's methodical, a person aware of his surroundings. You can't daydream on the job."

"It's a person's individual atti-

tude. I expect people like Alfred approach all the other parts of their lives with a similar attitude."

Perhaps Alfred's view of his working life is the best indicator of his attitude. "I won't miss working," he said, "but on the other hand I don't regret a single day. If I was a young man again, I'd sign up again."

Inco Divisional appointments

Pieter Bregman, Colin Craig, Rick Thomas, Gerard Leduc and Gerry Dellaire have been appointed Training Manual Writers for the SO2 Abatement Program, bringing with them varied backgrounds and experiences in both maintenance and operations.

They will report to General Foreman of Training R.J. Szydziak.



Among those attending a special Copper Cliff Club lunch for Alfred Reiss (seated) are, from left, Maintenance General Foreman Norm Bodson, Maintenance Mechanic Mel St. Denis and Maintenance Foreman Dale Geib.

Snowmobilers warned

Continued from Page 1

bilers using the site this winter - many at night when there are no lights other than the moon.

"The tracks indicate most of the snowmobiles are coming from the Walden and Lively area, with others coming from Azilda and Whitewater Lake," said Marty.

"It simply isn't safe. We have roads out there and in the winter-time snowplowing creates tremendously high banks so there are virtual tunnels in spots.

"It's a dynamic area in so far as what may be perfectly safe today may have changed the next day. Things are happening all the time. We may have installed a new

piece of equipment or we may have moved a piece of machinery. This area is active 24 hours a day, seven days a week.

"It's not like we have booby-traps out there but because it's a worksite you don't know what you're going to encounter."

Marty said it isn't feasible for Inco to consider fencing the 20-mile perimeter of the tailings area. It's incumbent on the company to warn snowmobilers, he said. But it's up to snowmobilers to heed the warning.

"We're trying to somehow tell people: 'Hey, stay off our property, you could get hurt.'

"If we catch somebody our only option is to press trespassing charges. I don't think we want to do that and I know the snowmobilers don't want us to do that, but we may not have any choice.

"You don't want anybody in your backyard snowmobiling, and that area is the backyard for the Smelter and Copper Cliff Mill."

Along with snowmobiles, Marty said four-wheel drive, all-terrain vehicles and dirt bikes in the summer face a similar risk.

"All we're asking people is to please stay out of our backyard."

Correction

Santa got it right, but we got it all wrong. In a picture on Page 9 of December's Triangle we incorrectly identified a youngster with shopping bag in hand as Andrea Solski. The happy youngster getting a hug from Santa at the General Office Christmas Party was actually Ashley Piche, daughter of Claude and Nancy Piche. Claude works at Central Process Technology.

Attention
Curling Pensioners

The 15th annual In Touch Curling Bonspiel for retirees will be held at the Copper Cliff Curling Club

Thursday, March 8,
1990
and
Friday, March 9,
1990



All Pensioners Welcome

The registration fee of \$15.00 must accompany the application and includes prizes and lunch. Out of town Pensioners who wish to enter can mail their entry to: Jim Bryson, 630 Pine Street, Sudbury, Ontario, P3C 1Y8

Curling Committee

Alno Gobbo at Coniston, Hilton Fowler at Copper Cliff, Rusty Duberry at Walden, Wes Hart at Sudbury, Fred Spencer at Levack and Ralph Brown at Idylwyld

In Touch
Curling Bonspiel

Name _____

Phone _____

Address _____

Please circle preferred position: Skip, Vice-Skip, Second, Lead

Entries must be received by Feb. 23, 1990 in order that the draw may be made

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Manager Public Affairs
Jerry L. Rogers

Publications Editor
John Gast

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