

INCO Triangle

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Joe works at the Inco dump. He loves it so much he comes in early on most days. Find out why on Pages 8 and 9



Giliu Samoilă writes another letter to wife, son in Romania.

Romanian secret police haunt Inco man's family

You can see the tension build on Giliu Samoilă's face as he recalls the sleepless nights in the Egyptian desert near Alexandria. You can feel the cold sweat that stayed with him most nights as he ran over and over the countless ways his planned escape from the secret police could go wrong.

That was three years ago. Although his experiences with armed border guards, secret police and informers are well behind him, the ordeal isn't over yet for the Technical Service Department technician.

Sometime in March, Giliu hopes he will be reunited with the wife and young son he hasn't seen since bolting to freedom from the Romanian secret police.

"But then I've been saying that over and over again for a year," said the 39-year-old mechanical engineer.

"Every time the day approaches, something else gets in the way. I expected to see my son on Halloween last year, then I was ready to buy the airline tickets for Christmas... then on Feb. 5, his birthday.

"But overnight, at the last minute," he said, "everything is always

turned upside down and I have to wait again." *Continued on Page 4*

Buckle up and live, crash survivor says

George Dempsey is living proof that seatbelts save lives.

George, a supervisor in the plate shop with 33 years of Inco service, figures he's alive today only because he was wearing a seatbelt when he was hit by a small Japanese car early last month.

He suffered only minor bruises while his late model car received about \$12,000 in damages.

And the Inco veteran credits the recent noon hour, seatbelt surveillance of Dar Anderson and his safety team for finally convincing him to buckle up for the short trip home.

"I always drive to work. If I'm on the highway or even going into town, I snap it (the seatbelt) up at the lights in Copper Cliff. But I never wear it around town. Up until the accident," he recalls.

"I should back up. When Dar (safety department manager) instituted a policy that everybody had to wear seatbelts in the complex, he

met me one day coming out for lunch and complimented me on what a nice car I had, all the nice features. But there were two or three features I wasn't using," he

said. "He kind of gave me hell for not wearing a seatbelt."

Even though he works less than 150 feet from the main parking lot and lives on Norite Street, he de-

cided buckling up was preferable to a daily dressing down.

"It sure paid off. I wouldn't be here talking to you if I hadn't had my belt on." *Continued on Page 2*

type of encouragement speeds up environmental improvements.

Speaking on a panel on corporate environmental ethics: cost, benefit or opportunism, Aitken said he associated opportunism with today's politicians, not business nor industry.

"There are certainly lots of politicians who have suddenly developed green tendencies. The road to Damascus is a continuous traffic jam populated by limousine-

driven politicians who are scrambling to get on the bandwagon of the one issue where they can do no wrong, or so they would have you believe...

"I just hope that our politicians will remember that generally they do things most effectively by encouraging people, by getting out of the road and letting the people get on with it. But, regulation is the norm for them. Million dollar fines

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Canadian industry needs incentives to clean up the environment, not more government regulations and fines, says Inco executive vice-president Roy Aitken.

In a strongly-worded defence of industry's initiatives on the environment, Aitken told Sudbury delegates to the Healthy Places/Healthy People conference governments should rethink incentives to industry because this

Inco Limited supports strengthening the Internal Responsibility System whereby employees and employers work together to ensure health and safety in the workplace.

However, certain proposed amendments to the Occupational Health and Safety Act run counter-productive to this objective.

That was the message brought before a Ministry of Labor advisory committee in Sudbury last month for public hearings on Bill 208 - proposed legislation to amend the OHSA.

An Inco delegation comprised

of Paul Parker, vice-president administration, engineering and maintenance, Dar Anderson, manager of safety and training, and Bill Elliot, superintendent of occupational health, appeared before the

committee to comment and make recommendations on the bill.

Here is a summary of those recommendations:

1) The requirement for "certified" workers with the unilateral

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South Mine is conducting blasts in the 880 orebody, located on the top of the hill across from McClelland Arena.

The blasting began on dayshift on January 21 and will continue twice a day for about six months.

Although the development blasts do not have the same impact as vertical retreat blasts, they do make a fair amount of noise.

Anyone with questions or inquiries can contact Ed Skene at 682-5024 or Ed Sirkka at 682-2231.



A usually hard-to-convince George Dempsey shows why he is a seatbelt convert today.

3 Dieter's Calendar

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13 World's best miners

Industry is unfairly portrayed

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and jail terms are low cost exercises of power for the politician. They are vote getters," Aitken told delegates to the three-day conference last month.

Aitken shared the podium with three other environmental pundits of different backgrounds: Colin Isaacs, former head of Toronto-based Pollution Probe, consultant Nigel Richardson and Patrick Carson, an executive with Loblaw's Limited, the supermarket chain cashing in on consumers' concerns for healthy food.

Isaacs, who endorsed several of Loblaw's GREEN products while the controversial head of Pollution Probe until late last year, singled out Canadians, on a per capita basis, as causing more environmental damage than anyone else.

Noting that industry is the traditional scapegoat for environmental concerns, he said current methods of regulating industries are not working.

"If we drive polluting industries out of Canada, they will simply pollute us from somewhere else,"

he said, adding that the environment has taken hold across the country like no other issue today.

Richardson, who said that environmental issues have done him "quite nicely," told delegates that sustainable development is the current "catchword" in political circles.

"The analogy is that we should think of the world as our ancestral home which we should be passing on to our descendants in good shape. We are not doing a good job at all. Fortunately, we're starting to recognize that fact. The question of individual responsibility lies with each of us," he said.

Aitken said industry, unlike politicians, must know how to cope with the challenges of the future.

"How can business people cope with this rate of change, because after all we are routinely categorized and castigated as short-term thinkers who can't see beyond the next quarter's results?"

He rejects that view of industry, especially in mining where the recovery of an investment in a new underground mine may take up to

20 years.

"Compare that for a moment to the attention span of the typical government-elected official in



Executive VP Roy Aitken.

power for a four-year term, the last two of which are normally focussed on re-election. The pressures to think long-term for the businessman are enormous. They don't compare with the politician's time span.

"And then we have the really short-term thinker, the private citizen, the ultimate polluter who enjoys his coffee out of a polystyrene coffee cup, good for 10 minutes and garbage for 100 years. What about his long-term thinking? Individual attention spans are set too often by 30-second TV clips."

In the rapidly changing mining industry with its need for more technically-skilled employees, mining companies must compete with "softer, high profile, upscale image industries of the south."

"So we must make our communities as healthy and attractive and our working conditions as good as they can be;

and we work hard at it."

In 1970, Inco recorded 64 potentially injurious sulphur dioxide fumigations while the SO₂ standard was broken 231 times. In 1987, fumigations were cut to four and standard exceedences stood at 29.

"In both cases, virtually an order of magnitude change for the better," Aitken added.

Dr. Bob Francis, director of the Ontario Division's occupational health department, Charles Ferguson, Inco's director of environmental affairs in Toronto, and Tom Peters, an Inco pensioner and the division's former agriculturalist, also participated in the conference.

Buckle up and live

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With high snowbanks blocking the Power Street entrance, he pulled out of Norite around 1 p.m. on a Friday early this month.

"Believe it or not, a little Honda drove into my window. It swung me around into a snowbank and knocked me out. I've got a 1987 Buick LeSabre. It's a special edition. Was. The whole side's completely wiped out. Both doors are caved in, the seats are folded up

like an accordion and I ended up in front of the stereo. But I only had a couple of sore spots."

George has one piece of advice for anyone not now buckling their seatbelt...come see him.

"Anybody gives you a hard time, I told Dar, send them over to me and if they're not convinced, I'll tell them to go look at my car and see what can happen when you get hit by another car going 30 miles an hour," he said.

Inco and its employees: Are they on speaking terms?



Mike Carrey, janitor, CCCR Tankhouse: "I think the company has come a long way to creating the right climate and it's going very well. Management and employees are working together much better today than the way it used to be. There doesn't seem to be as many grievances today as there used to be. Problems are solved more on a person-to-person level today. And of course, it's better when the company is making money. If they're not making money, they get meaner."



Real Boucher, surveyor, Utilities: "In this department, we've always had good communications with management and I think it is probably even better today than it has been in the last 20 or 30 years. Here we've always had more of a partnership with management than a strict boss-employee relationship.



Bill Crack, pumpman, South Mine: "I figure they (management) listen somewhat, but there is still lots of room for improvement. It seems they will listen to you, but in a lot of cases they have their minds made up before they do. It's better than ever before, though. I think the company is making a good effort to communicate with employees."



Graham Laporte, Senior Analyst, Environmental Control: "It's a little different for those of us in a service group. In a department like ours, the channels of communications always have to be open in order for us to do our job. I suppose if management didn't stand behind us, our department would disintegrate. I've never had a problem. Management has always been very approachable. I suppose in operations it might be a little more difficult."



Reg Park Jr., drill fitter, South Mine: "In my field of work, they are communicating. I think the suggestion plan is a good indication of the success of the communications. It's good for the company and good for the employee. Of course there is always lots of room for improvement. In the 16 years I've been here I've never had any problem that way."



Gary Caverson, sheet machine operator, Copper Refinery: "The effort is there to bridge the gap between management and worker, but I think there is still room for improvement. A good line of communications is good for the company and good for employees. It's improved over the years, and you need good communications to create a better working relationship. If you respect the man you work for, then it makes the job easier and more productive."



Darrell Dewar, surveyor, Utilities: "I don't know how things are at the rest of Inco's departments, but here we've always had good communications. I figure we've got the best boss in the entire operation. We've never had any problem getting management to listen to us."



Al Nowoselsky, serviceman, CCCR Complex: "As far as I'm concerned, things have improved a great deal over the last 10 years. There's been a big improvement in employee-management relations. It makes the job that much easier and more pleasant. There's an advantage to both the company and employees. When you enjoy your job you do a better job. It's a two-way street, and employees have to communicate as well."



Tom Ritchie, carpenter, Sulphur Products Department: "I find it pretty good now compared to just a few years ago. It seems management-employee relations are getting better all the time. I have no problems giving my supervisor or foreman my point of view, and I think that's important. It makes for a better place to work, a better atmosphere. When people cooperate, production improves."



Angelo Cacciotti, track foreman, Transportation: "Oh yes, today the company listens to employees. These days we can't complain and it's getting better all the time. When you know they are paying attention to your problems, it makes the job much easier. It wasn't always like that. There are fewer people working here today, and communications are much more important than they've ever been. You couldn't run this place without talking to each other."

From nature to machinery

Div Shop calendar no snap for camera bug

This year is a calendar year for Dieter Wehner.

It's been almost two months since a 1990 Safety Promotion calendar featuring the shop's wide variety of operations was published, yet both the calendar and Dieter's contributing photography are still drawing praise.

"It was quite a challenge," said the machine shop supervisor as he leafed through the calendar. "I've been involved mainly in outdoor, nature photography. This is the first time I've ever tried something like this."

The results are, to say the least, impressive. Despite the fact that his overall interest in photography was sparked only three years ago, the work looks professional.

"We started working on it since early fall," he said. "From a photographer's point of view, the job had its difficulties. Lighting in here is terrible. Low contrast, and a mixture of lighting from daylight, tungsten, mercury vapour and fluorescent. Each type of light gives off a different color, and you have to take that into account for every shot."

Self-criticism

Like most photographers, he's much more critical of his own work than any outside critic. "Take this shot, for example," he said as he stopped at the April picture of the shop's multihead burning machine. "Too dark. You can't be sure what the lighting is going to do around all this machinery. And there's the depth of field problems if you shoot with available light. Sometimes I had to shoot almost in the dark."

Shooting pictures of people is a lot easier, he said, because all you have to do is move them around to create a good picture. "But there's nothing set up in the shop to make photography easy. You have to move things around, do some rearranging. It took a lot of cooperation from the people in all the different areas around here, and they all did their best to help."

He felt awkward at times. "A guy just wants to get his job done and I'm running around with a camera asking him to spruce things up a bit."

Ironically, shooting both machinery with operators was twice the problem. "Machinery sits still at least, but with long time exposures demanded for some of the low-light shots the guys had to stand perfectly still."

Hold that smile

Often, when a flash was used to highlight a time exposure, the person would think that, because the flash was triggered, the session was over and he would move.

"It's kind of automatic. I had to explain that they would have to remain motionless even after the flash goes off."

Dieter has come a long way since his family photography was so bad that his wife urged him to join the local camera club. "I used to take pictures of people with tele-



Machine shop supervisor Dieter Wehner uses a different kind of equipment at Div Shops to produce a shop calendar.

phone poles growing out of their heads, or get exposures that had nothing on them.

He's learned quickly, but not enough to satisfy his harshest critic—himself. "I'm never completely satisfied with most things I do," he said. "I guess that's the only way to keep learning."

Because of the erratic lighting conditions and other difficulties of shooting in an industrial area, Dieter took piles of pictures, then used the process of elimination to come up with the finalists for the calendar.

Shops superintendent Tom Prior agrees. "About 1,000 calendars went out to our employees, pensioners, customers, and some of our suppliers. We've had excellent response."

It was the first time Divisional Shops had tried such a project, he said, and the results were even better than expected.

Dieter feels that the final project, with everything but the actual printing done in-house, was worth all the effort and inconvenience.

"Most people I know around

here take a great deal of pride in what they do for a living and where they work.

"It's nice for these guys to let

their kids see where dad works and what he does at work and on what machines.

"In a large operation like Inco,

everybody wants to let people know about their corner of it.

"And the competition is good," he said. "It builds morale."



The cover of the 1990 Divisional Shops calendar. All pictures are by Dieter Wehner.

Father free, but family still under communist thumb

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Giliu looks lost in his barren but spotlessly neat St. Raphael Street apartment. The classical music from the living room stereo adds to the feeling of melancholy. There's a mattress on the floor and a desk where he spends hours at his English lessons, and the table and chairs in the kitchen are lawn furniture loaned him by an Inco friend. A Canadian flag hangs on the wall over a child's bed in the bedroom he has lovingly prepared for his seven-year-old son. It comes complete with copies of children's and wildlife books and National Geographic magazines on the book shelves. Beside the bed waits a telescope given for his son at the office Christmas party.

"I want to buy furniture with my wife when she comes," he said. "I want to buy things for my boy when he's here. I will wait until they are with me. We should do these things together."

He admits he knew that defecting would mean a period of separation. "I figured maybe a year or a little bit longer," but I didn't expect it to take this long."

Yet a temporary separation from his wife and child was the least of his worries. There was also the potential retaliation by the communist government of Nicolae Ceausescu against his family and friends for his flight to freedom. There were the dangers of the escape itself from under the very noses of the elaborate Romanian security system, and there was always the danger of getting caught.

No return

He also knew escape would be a one-way street. Once free, there was no returning to Romania. Going back, he said, would have meant a lengthy prison term.

Ironically, the recent democratization behind the iron curtain hasn't helped his situation. He's overwhelmed with emotion as he sees newscasts of the first signs of democracy in his homeland, yet the turmoil has meant delays in the family's reunion. "Everything there is in confusion now. Things keep changing so fast that everything is confused."

The Romania he left behind

"I was starting to have to teach my son to tell lies...to believe lies....in order to get by in Romania. I didn't want to do that."

was different, he said. There was no confusion. Everything was orderly... the orderliness of a prison.

A mechanical engineering graduate, Giliu worked his way up to a senior position in his 13 years with a mechanical equipment factory. His wife, Aurora, was a dentist, and the couple earned enough to give themselves a fairly good lifestyle by Romanian standards.

But the dental practice assigned to his wife by the government was too far away to commute to, so for three years more before he defected, he was "a weekend father and husband."

The final straw came when his son, Radu, started coming home from school regurgitating the propaganda he remembered so well



Giliu sits in the bedroom he's prepared for a son he hasn't seen since escaping communist Romania three years ago.

from his youth. "I was starting to have to teach my son to tell lies...to believe lies....in order to get by in Romania. I didn't want to do that."

Parents jailed

Hazardous for any Romanian, defecting for Giliu seemed even more dangerous. The Samoilas were already in secret police files.

"When the Russians took over in 1947, my father was sympathetic toward the anti-communist resistance. He was serving a prison sentence when I was born. I met my father 20 years later, after his prison time and many years of internal exile.

When the last arrests were made 12 years after the Russian takeover, the communists discovered that his mother, too, had been a resistance sympathizer.

"So they sentenced my mother to 10 years. She was released in 1974 after five years in prison."

By a lucky stroke, the plant where Giliu worked was contracted

friend in San Francisco.

"When I found out about the report on me, I saw the doors shut before my eyes," he said. "I'd be in a big cage for the rest of my life."

With the Egyptian contract only half done, Giliu could only watch helplessly as officials attempted to train three engineers to take his

"When I found out about the report on me, I saw the doors shut before my eyes. I'd be in a big cage for the rest of my life."

place for the Egyptian job. "They tried to train people for five months," he said, "but all of them quit when they found out how dangerous it was."

"The acetylene is a gas that can explode just like a high explosive, and it can explode without warning," he said. "You can make only one mistake. You don't get a second one."

Concluding that the job was more important than the risk of Giliu defecting, they sent him back. He left Romania without the usual signature of a senior official who would accept the responsibility for his leaving the country.

"I guess they just couldn't get anyone to sign for me. Nobody was crazy enough. They'd get in trouble if I defected."

The getaway

When he stepped off the plane in Cairo, Romanian embassy officials promptly removed his passport.

Giliu swears he didn't sleep for three months as he plotted his escape, and this time he kept his mouth shut. "I didn't know what they were going to do at the airport when it was time to go back. Maybe they'd hand me the passport seconds before the flight and then physically put me on the airplane back to Romania. How could I plan anything if I didn't know what they were going to do?"

It turned out that they gave him his passport two hours before the flight. He asked the two Romanian officials to watch his suitcase while he went to pick up a few things at the Cairo airport duty free shop.

Once out of their sight, he left the airport, hailed a taxi and asked the driver to take him as far to-

wards the Suez Canal as his money would take him.

"The suitcase I left behind was a fake. I had all the necessities in the other one. Besides, I didn't know how far and how fast I'd have to run."

In an attempt to reach Israel, he slept two nights in the desert and took broken down buses jammed with chickens, pigs and local peasants. Once close to the Israeli border, in a landscape littered with the wreckage of destroyed tanks and abandoned military equipment, the bus was stopped repeatedly by Egyptian military roadblocks.

"They didn't believe I was a tourist. They said tourists should be in fancy, air-conditioned buses."

"I told them I preferred to travel with the people and showed them my passport. I guess they couldn't stop me."

After initial suspicions by the Israelis he was permitted to go to Tel Aviv until departing for Vienna, Austria 10 days later.

He applied for and was granted political asylum from the Austrians who supplied him with accommodations, food, clothing, medical care and even spending money during his 10-month wait for refugee status and a visa from the Canadian embassy.

"Austria was not the view of the west we get in Romania," he said. "I didn't realize how much I'd been brainwashed. We are told that poor people in the west live

under bridges. I thought that if you're on the streets after 8 p.m. you get your throat slit."

When he got his Canadian visa showing "Sudbury" as the destination, he had no idea what to expect. "The only thing I knew about Canada was from some pictures of B.C. It was beautiful. Lots of skiing, and I'm a skier."

When he got off the plane in Sudbury, the scenery was different from the British Columbia postcards. "It was all rock," he said, "but it was beautiful."

\$25 short

The Cairo to Canada trip had taken him almost a year, yet it should have taken only a few hours.

"When I was still in Egypt I went to the airport in Cairo and asked about a ticket to Canada. It was \$730 and I had only \$705 in my pocket. I was too afraid to ask my co-workers for money in case they were informers, so I had to do it this way."

With some government help Giliu enrolled in an English language course and later a six-month Career Program for Immigrants.

He went on a job placement at Inco and was hired on full-time when the temporary placement ended.

"The workplace here, like society, is nothing like what we were told," he said. "We were told that our factories are the safest in the world for the worker, but it's not true. It is nothing like here. Safety standards are nowhere near what they are here at Inco."

He's overjoyed at television news reports that show Romanians singing in the streets. "I know how they feel and what it means to them, and at that moment I'm sad that I'm not part of that, that I'm not there to do my part."

"But then, I chose my own way to fight back. I guess I started a little before everybody else."

Wise Owls use their safety glasses



The circle drawn on the lens on the right marks the spot where chip struck the glasses.

Piece of grinder chip strikes bull's eye

Phil Green had to use a felt marker to indicate where the tiny pock mark is, dead-centre on the left lens of his safety glasses.

"It doesn't look like much," said the 42-year-old North Mine reconditioning shop drill repairman, "but it was enough to give me quite a jolt. It popped the glasses back on my face quite hard."

The second North Mine em-

ployee to earn a Wise Owl award for the conscientious use of safety glasses in the last few months, the 23-year Inco veteran was using a pencil grinder to grind on a stoper when a tiny piece of the grinder chipped off and struck his safety glasses. It was a bull's eye dead-centre in the left lens.

"There's absolutely no doubt that the thing would have travelled right into my eye," said Phil. "You can see where it hit, and it hit with quite a force. I didn't know what it was at first, but I sure knew something had hit me."

"The grinder moves at quite a high velocity, and there's lots of power behind it."

Grinding, chiseling and similar work is a prime candidate for a job requiring safety glasses, he said, and he's always made it a point to wear the proper eye protection.

That effort will be even greater now.

"I'm not moving anywhere around here without them. Even if I'm not doing anything, there's always somebody else at it, and I'm not going to be without protection."

"I figure I'd have lost one eye for sure. I owe my eyesight to these glasses."

He admits he used to be somewhat lax about wearing them. "But then they had some blind guy come to talk to us. That was at Creighton a few years ago, and I remember that stuck with me. I've been pretty aware of the dangers since then."

Today, he's even more aware.



Phil Green shows about the only place he'll take the glasses off his face: the lunch room.

Stuck wire becomes potential tragedy

Sporting a black and blue nose for about a week, North Mine crusherman Norm Quenneville had the look of a streetfighter who'd picked one too many fights.

Norm didn't mind a bit. If it hadn't been for his safety glasses, he might have been sporting a white cane.

"I could have lost one eye—maybe both—if it hadn't been for the glasses," said Norm.

In his 15 years with Inco, Norm said he'd never had anything like this happen to him. He wears the glasses out of habit, he said, and rarely ever does so consciously.

Not anymore. Norm was at his crusher job, removing "tramp" or foreign material from the angled feeder slide that moves ore into the jaws of the crusher. The job isn't one that appears to present unusual hazards to the eyes, and Norm points to the fact as an example of how accidents can happen where you least expect them.

He was removing a 15-foot piece of stiff cable that was stuck in the ore at one end and caught in an overhead crossbeam on the other end.

"I was just reaching for it to try to remove it when the overhead end suddenly came loose and struck me in the face," he said. "It was quite a blow. The cable is stiff and has quite a spring to it."

There was only a small mark on the glasses, and he required no stitches from the glancing blow. "But there were more than a few ice packs put on my nose at home," he said. "It didn't look all that bad, but it was rather painful."

"You don't expect this kind of thing on this particular job," he said. "Perhaps if you are an underground driller it would be obviously dangerous to work without safety glasses, but a job like this one doesn't make you think automatically of grabbing your safety glasses."

Norm joins the list of safety conscious Inco employees who have been given the Wise Owl award for having worn their glasses during a brush with blindness.

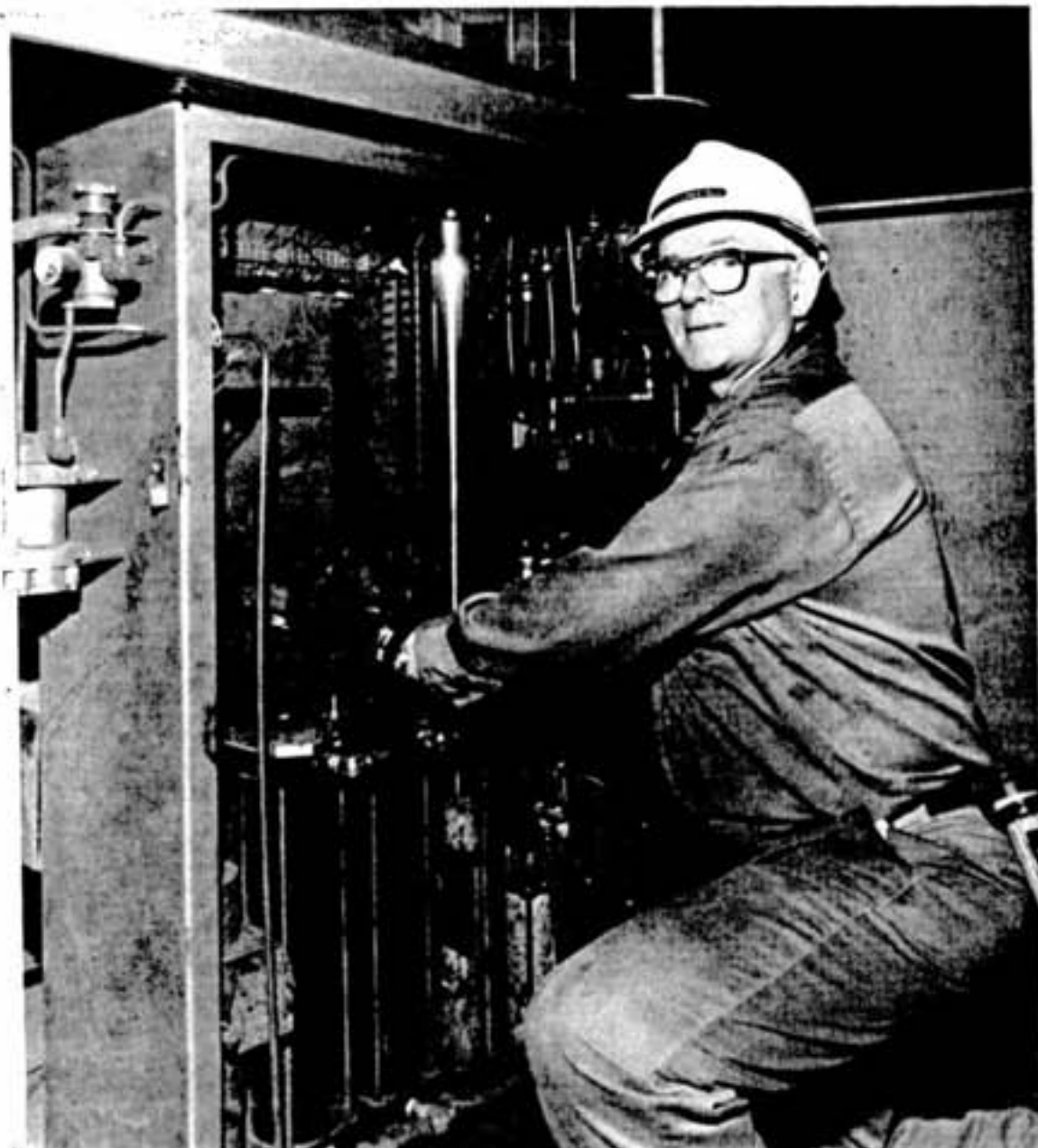
Norm's even more determined to make best use of his glasses. "I'm not taking my glasses off anywhere outside of the lunchroom," he said.



Norm Quenneville shows the piece of heavy wire that almost cost him his eyesight.

\$2,160 a good Inco send-off

Suggestion a ward makes retirement s weet



Bernie Forestell at the Organ Pak machine he modified to earn Suggestion Plan award.

By the time you read this, Bernie Forestell will be a man of leisure.

When the 55-year-old maintenance mechanic retired this past January after 34 years with Inco, he left with an additional \$2,160 in Suggestion Plan cash in his pocket.

He also left his nickel refinery maintenance job a little less frustrating for his replacement.

"The organ pak machine used to break down once or twice a week," said Bernie. "It would bring everything to a halt for a full day while we repaired it. But it's working good now. The last time it broke down was in April of 1985."

The machine, used to package battery nickel powder, feeds empty drums via a conveyor onto a lift table where they are gripped by the base and lifted to a loading spout where the powder is poured in.

"Problem was," said Bernie, "it was a flimsy thing. It wasn't the heavy duty machine that we needed to operate around the clock day after day. I don't think it was ever designed for this kind of an application."

The latest award was for the second major improvement he designed for the machine, the use of larger bolts on the centralized clamps of the lift table. He received an earlier award of \$1,200 for finding a way to modify the sprockets and bearings to accommodate a heavy duty chain on the machine.

"What was on there before was like a bicycle chain," he said. "It was always breaking down. The chain would break and the bolt would shear off."

"Today we have only normal maintenance on the machine," he said. "The usual maintenance to keep it running. That's a few minutes as opposed to a few days."

He's had other suggestion plan awards over the years, but never any this big. It's one example of what he calls the "continual learning" he's had in his years at Inco.

That's rather ironic, since the Inco job began as a fill-in until he could get into his chosen profession.

"I got my papers as a tinsmith first," he said, "but then I was laid off from a local company in 1955 and hired on with Inco as a temporary thing until the job became available again."

"Here I am, 34 years later, and about to retire from Inco. I've never regretted staying here. I've a lot of good training here that I wouldn't have had elsewhere. I've experience as a plate worker, pipe fitter, maintenance mechanic and other experience as well. I can say it's never been boring."

In fact, he knows he could get another job the minute he retired from Inco.

"But the only job I plan to do from then on is to golf," he said.

Big idea from Little Stobie

Eliminating dirty job earns Suggestion cash



Yvon Rainville and Rheel Prevost flash their \$4,665 Suggestion Plan smiles.

There are other reasons to come up with a different way to do a job than a Suggestion Plan award.

"It was the dirtiest, most unpleasant job I ever did," said Yvon Rainville, one of two Little Stobie Mine drill fitters who modified Simba rod gripper rollers. "I haven't touched the thing since the changes were made."

Yvon and partner Rheel Prevost put their heads together in an effort to eliminate the dirty job of repairing the equipment, part of a long hold machine that picks up rods, and lines them up with the drill.

"The old rollers had bearings inside that would become damaged by all the vibrations. Every two weeks or so something would go wrong. Since they were replaced with the new kind, it's been three months before replacement," said Rheel.

Their idea?

Redesign the rollers to use bushings instead of bearings that center the inside shaft, a modification that not only wears much longer but allows the parts to be made locally.

"We had to have the original part replaced by the manufacturer at a cost of \$2,700," said Yvon. "The modified part can be made locally for about \$300."

"Before, when the equipment had to be repaired, the machine would be out of operation for at least two hours. If the same thing happened on graveyard shift, the machine would be down until we could get the material the next day."

Easier job

The two share a \$4,665 Suggestion Plan Award, but both say that eliminating a troublesome job is as important as the money.

"To do the repair, sometimes you had to wade into 10 inches of water, bend down right underneath the equipment with water raining on your head from the drill hole. And there was always the thought that the entire thing could come down on you."

Rheel has been active when it comes to finding the better mousetrap. He figures he's averaged about \$3,000 in Suggestion Plan funds annually for the past three or four years.

He's worked with Yvon on several others, including a \$7,400 award that the two won along with two others.

"The two of us worked alone on lots of others, but they were smaller awards. It's often easier to work as a team on these things."



Inco gardener Alex Gray stands by flats on their way underground at Creighton. They represent a virtual forest of some 55,000 pines.

Inco's forest below: what goes down must come back up

Creighton's underground forest is going down to grow up...again.

The annual trip of thousands of potted seeds to Inco's underground "greenhouse" at Creighton Mine got underway in mid-January. Within only a few days, the seedlings were expected to germinate in the ideal underground conditions.

It's an ongoing project that has become increasingly familiar not only to the folks in the Sudbury area, but to people from all over the province, the country and even internationally.

"We've just about mastered the technique for quite some time now," said Inco gardener Alex Gray. "It's something of a routine now, with very little change from past years."

A total of 55,000 seedlings will be "hatched" underground this year, about the same number as in the last two years. Another 50,000 seedlings will be grown at Inco's greenhouse in Copper Cliff.

The containers housing the seeds were taken underground to Creighton's 4,600 foot level in 288 flats of 192 each. "That's about the capacity of the underground greenhouse," said Alex. "We take them down around the middle of January every year for the 16 week program, and they'll be ready to go

outside at the end of May."

The fully-automated underground facility is perfect not only for germination, but for doing it cheaply.

"We go underground twice a week to refill the fertilizer tanks and to check and monitor growth," said Alex. "The survival rate underground of the seedlings is 100 per cent. Where we sometimes get the losses is when they go outside and we have a dry summer."

With its high humidity (an automatic spray system charges the air with moisture) and constant temperature of 24° Centigrade, the underground greenhouse enables the seeds to germinate in just four days.

Free heat

The "greenhouse" heating is geothermal, using the natural heat of the rock at that depth.

"It takes seeds in a greenhouse about 12 days to germinate," said Alex.

Low labor costs and virtually no heating costs in the underground facility make for cost effective operation of the project.

"We figure the cost to us of each tree started underground is about 10 cents. If we purchased it elsewhere, it would be about 50 cents.



The flats are pushed into the Creighton cage for the trip underground.

"Providing the right temperature is about 55 per cent of the total cost of operating an above ground greenhouse. Labor is also a big chunk of the cost. With this project, we save in both areas."

Initial costs were also reduced,

he said, since a greenhouse didn't have to be built and heating equipment was not required.

He said that the only difference with underground seedlings is that they have more needle growth and less root development. The re-

verse is true of surface-grown seedlings.

"We are monitoring the trees on the long-term to see if that makes any difference," said Alex. "I suspect that one probably cancels out the other."

Suggestion Plan 1989

Received	→	2,833
Processed	→	3,630
Adopted	→	1,321
Awards Paid	→	\$343,197
Highest Award	→	\$10,000
Average	→	\$260
First Year Savings	→	\$1,867,765
Awards Based On First Year Savings	→	\$257,090

Employee ideas get better every year

In 1989, submissions to the Employee Suggestion Plan dropped in quantity but jumped in quality, offering more proof that Inco workers wear their thinking caps under their hard hats.

For the fourth consecutive year, the plan set new records for cash awards and savings generated. Awards paid to employees totalled \$343,197 and first year measurable savings amounted to \$1,867,765.

These figures are even more amazing considering the number of suggestions fell to 2,833 from 3,104 the previous year.

"This is a sign of the increasing quality of suggestions we're receiving," said Employee Sugges-

tion Plan supervisor Denis Lepage.

"We actually received fewer suggestions this year than in 1988 but we accepted a higher number of them. This resulted in higher savings to the company, our highest ever."

The average award per suggestion in 1989 was \$260 and 38 per cent of the adopted suggestions dealt with safety improvements.

"The suggestion plan program began in 1943 as a wartime measure to decrease costs and increase productivity," said Denis. It was successful then and is still in operation today for much the same reason.

"Every plant and every mine has a suggestion box and all sug-

gestions are answered. It may take awhile but we answer every one.

"It's certainly a good program which benefits everybody. In addition to the cash award, the employee receives much-deserved recognition and the personal satisfaction of seeing his/her ideas put into practice, not to mention the safety aspect (in some cases) of having a hazard removed.

"Most of these suggestions are not complicated," he said. "They're simple, common-sense suggestions put forward by people working in an area to make their job easier, safer or more efficient.

"Who is in a better position to make workplace improvements than the person doing the work?"

Inco's tailings reclamation has won o

The transformation of the Copper Cliff tailings area from a barren wasteland to a growing greenbelt is best appreciated from above.

That's the consensus among "birders" at Inco, who have witnessed increasing numbers of their winged friends take up residence in the revitalized region during the spring and summer.

While it may never be mistaken for a Caribbean hideaway, Inco's efforts at regreening the tailings site have yielded some amazing results. Witness the growing variety of birds nesting in the area.

"At least 100 varieties of birds have been reported in that area," said John Lemon, analyst with Central Process Technology.

"That compares to 268 varieties in the entire Sudbury district. I think 100 is a good number for the tailings site when you consider the small amount of time (bird watchers) spend there compared to other areas."

John has been an avid ornithologist, or bird watcher, since he was eight. A 25-year Inco veteran, he took his hobby to the tailings site in 1972.

"I had a friend going up there at the time who had noticed a number of ducks and shorebirds in the area," he said. "In those days the areas they had seeded were spotty, much the same as if you planted your own lawn. But the grass has really filled in over the years."

From '72 to the present, John has seen nothing but positive changes in the tailings area as regreening efforts have really begun to take hold.

"The grass is more lush, the ground cover has increased and the seedlings they've planted have really started to take root," he said. "Right now almost all species in

the area are ground-nesting birds but as these seedlings grow they will attract more tree-nesters."

"Predominant in the area now are quite a few grassland birds such as meadowlarks and savannah sparrows. The soft banks around one of the tailings ponds have collected a large colony of bank swallows and a lot of migrating ducks

are using an abandoned open tailings pond as a disturbance-free resting site."

Although his love of birds extends to all species, John admits to having a particular interest in hawks. At various spots throughout the tailings area, he erected nesting boxes for kestrels or sparrowhawks on utility poles 15 feet



A tailings area is home sweet home for a tree swallow.



Tiny in comparison with the expanse of the tailings area, and with the Copper Cliff complex as

Wildlife, sunsets, scenery and fresh air

Supervisor of Operations Joe Bronicheski doesn't officially start his shift until 7:30 a.m., but most days he likes to get in "a little early" and drive around to take a look.

"I'm usually here by 4:30 or 4:45 a.m.," said the 38-year Inco veteran. "Early morning is probably the best time of the day around here. You get pine trees this high and the grass and the sun on the water...sometimes it makes you forget where you are. I've seen some beautiful sunrises here. I don't think I'll ever get tired of this job."

Often, he spots a wolf or two, foxes, even moose, deer and bear. Once highly unusual, the sightings are today almost commonplace.

It's hard to believe Joe supervises maintenance at the tailings containment area. Sometimes, he can't believe it himself, considering the 5,000-acre site just north of Highway 17 between Copper Cliff and Lively is where Inco deposits millions of tons of milling waste.

"I get a sense of personal pride in what's happened out here," he said. "I figure I had something to do with all this. I contributed. I

would have never believed all this was possible back in 1966 when I started working out here.

"When I first came out here," he said, "it was pretty desolate, not much to look at. I knew they were doing a lot of experimenting, but everybody figured it was just a matter of dust control. Dust was by far the big problem and nobody thought much about the environment. It just wasn't an issue back

then. They just cursed the dust."

He figures that in areas where Inco's "greening" (vegetation) programs have taken root in the sterile, finely ground rock, the reclaimed land "looks better than it did before we touched it."

"When I look around today, I can see the entire process. Don't forget, I've seen these areas when we were laying down the pipes and bringing the waste. It looks pretty

grubby at that stage. Now you can see the end of the process, with pine trees, grass and animals returning. If I hadn't seen it myself, I wouldn't believe it."

There were signs that there could be a limited return of animal life, but hardly to the stage experienced today.

"I remember in one experiment, back in the late '50s, I think, where after many efforts they

managed to get a small patch of grass to grow. I remember walking through it and noticing an unbelievable variety of insects in that bit of green."

With insects returning to the vegetation teased from the once-sterile tailings "soil," other animals eventually returned in ever-increasing numbers.

"Last week I saw two wolves. I've seen as many as three or four wolves around here. We got pretty close, maybe 50 feet. One of the guys once came across a wolf pup. He picked it up and put it in the back of the truck, showed it to us, then went back to the same spot and released it. Mother was waiting behind a tree and she took off with the pup right away."

"You see wolves and that means there's good hunting. There's lots of rabbits around, you can see tracks all over the place after a snowfall."

With the maturing of many of the trees planted by Inco's agriculture department, squirrels have invaded the site. "There's lots of them around," said Joe. "Used to be the odd one, but now there's all kinds of them."



Joe Bronicheski enjoys his tailings job so much he shows up hours early every morning.

Over our toughest critics: the birds

above the ground.

He returns to the nests once a year to band the young hawks once all the eggs have hatched. The banding helps determine migratory patterns, bird population density and the area required by the species to live.

"I've had sightings of hawks I've banded as far away as Miami,

Florida and Louisiana," he said. "That's a long way from the tailings site."

And the tailings site has come a long way itself.

The return of birds and animals to the area is the celebrated sign of success for all those who have worked to squeeze vegetation out of once-barren soil.

"We've even had mockingbirds nest along the edge of the tailings area," said John. "The mockingbird is a bird normally associated with the southern United States. The only other place in Canada where mockingbirds nest is in the

more southern Niagara region.

"Last year there were reports of a sandtail crane in the tailings area. These birds are usually found more to the west and northwest but seem to be expanding their range in this direction.

"The regreening efforts in the Inco tailings area have definitely been effective in making that happen. As a greater variety of plant life takes hold, I'm sure we'll see a greater variety of birds and animals."



A kestrel takes flight from a perch somewhere over the tailings area.



In the background, a fox (at outside bend in road) goes hunting for game.



At left, an American Kestrel is banded while (above) Sanderlings line up for a stop-over in a tailings area pond.

Not bad for a dump

"Every summer we see bear, moose, and deer. If we don't see the animal, we find their tracks," he said. "A few years ago, I was walking around a corner here and there was a moose maybe 100 feet or so away, standing on the tailings. He took a look at me and just walked away. I'm a hunter, but I wouldn't have shot him even if it was allowed. Why shoot it? It's a treat to see these animals here."

Foxes have also returned in great numbers and are regularly spotted, particularly in the early mornings.

"I have absolutely no doubt that when we get through with this entire area, it's going to be an asset to the landscape. Nobody is going to know it was once a tailings area. And the wildlife...it'll all return again, maybe more than before this all started."

Inco, he figures, was off and running with their environmental efforts. He sees a similar change in the people who work for Inco.

"Years ago, when some of the guys spotted an animal on the road, they'd try to run it down. A stupid thing to do, of course. You

know guys: if it moves, kill it."

No more, he said. "Today, if somebody says he's spotted some-

thing on his patrol, everybody wants to go take a look, just for the pleasure of seeing it."



Foxes are spotted regularly, as are a host of other animals.

Greenery coaxed from refuse sparks the return of wildlife

The burgeoning ecosystem on the Copper Cliff Tailings Area was initiated with the successful reclamation and revegetation of stressed lands.

Today there are positive signs that the invasion of flora, fauna and wildlife will flourish as Inco agriculturists finetune their reclamation skills.

"We've learned quite a lot already," said Environmental Control Coordinator Ellen Heale. "We have a number of ongoing research programs to monitor survival, growth and development of different species in order to assess an even greater future potential."

With the introduction of diverse species of vegetation and the invasion of many native species, colonization of the area with wildlife has naturally occurred.

The encouraging results fulfill the area's 1976 designation as the Copper Cliff Wildlife Management Area, a self-sustaining wildlife habitat capable of supporting productive native wildlife populations.

The area is earmarked to provide the basis for high quality wildlife-oriented recreational activities. "We have people from all over the world touring the area to gain information on effective methods of reclamation and revegetation," said Ellen.

Experimentation and monitoring has identified a growing number of plants that are proving particularly hardy, such as the nitrogen-fixing legume black locust. "It's proven particularly beneficial," said Ellen. "It creates its own nitrogen fertilizer. We are also looking at other vegetation that does well."

Other research includes a large test plot, run in conjunction with the Petawawa National Forest Institute to assess the impact of the nitrogen-fixing alder, on the underground-grown jack and red pine seedlings. As the alders grow and fix nitrogen, it becomes a source of nitrogen for the pines.

Another ongoing program is the monitoring of the long-term success of Inco transplanted underground-grown seedlings.

"Vegetation management is the key factor in providing the basis for productive wildlife populations," said Ellen. "Through further research, we are developing the knowledge and understanding of the use of vegetation and wildlife for the reclamation of tailings and associated disturbed areas."

In a report issued on wildlife populations in the tailings area, the department lists almost 100 bird species that have been sighted from 1973 to 1981.

Fewer Inco wheels spinning on local streets



Administration, Engineering and Maintenance Vice-President Paul Parker breaks ground for new gatehouse that will serve after-hours traffic to the Copper Cliff Complex.

A new entrance to the Copper Cliff Complex has succeeded in reducing traffic through the town by 1,200 to 1,500 vehicles a day, says Ken Johnston, Manager of Transportation and Traffic at Inco.

The Copper Cliff main gate began closing between the hours of 6 p.m. and 5 a.m. on Jan. 29. All traffic entering and exiting the property must do so via the new Parker Road access, right off Benjafield Road near Balsam Street.

"A new approach road and entrance to the Copper Cliff Complex was required to facilitate the elimination of traffic congestion both in the town of Copper Cliff and at the main entrance caused by essential truck traffic and other vehicular movements," said Ken.

"The transportation department had an access road available that had been used to accommodate limited truck traffic into the plant. This alternate entrance was up-

graded to serve as a main entrance to the complex this past summer. A security gatehouse with all the necessary amenities is being constructed to replace the existing remote controlled gate in service since 1976."

The proposed gatehouse, scheduled for completion by spring, will include accommodation for security personnel, control gates and necessary lighting and fencing.

"This new route came about as a result of the forecast increase in truck traffic resulting from the SO₂ abatement program and a desire to reduce the amount of traffic using Copper Cliff streets," said Ken.

"It's been very successful. Right now the Parker Road accommodates truck traffic to and from the Copper Cliff Complex including the SO₂ abatement program as well as regular plant traffic."

Once constructed, the new Parker Road gatehouse will be manned 24 hours a day.

Once a Snider, always a Snider

Inco's Stan Snider to retire after 90 years...maybe

Stan Snider is a familiar name around Inco.

On any given day you might bump into him at the Inco Construction office in the Nickel Refinery Complex or toiling away at the Frood-Stobie Mill.

Others recall seeing him underground at Leveck Mine as far back as 1937.

Still, Stan Snider has no intention of retiring for at least another 30 years.

If this all sounds highly improbable, consider that the Sniders

in question are actually three separate individuals bound by blood, name and place of employment.

The saga began in 1937 when Stanley Melvin Snider moved to Sudbury from Kitchener to work for Inco. That same year, his wife gave birth to a son, Stanley Melvin Snider Jr.

Twenty-seven years later, with father and son both working at Inco, the younger Snider's wife gave birth to another baby boy. At the urging of his grandfather, the child was named Stanley Melvin Snider III.

In October of 1989, the story came full circle when the youngest of the three hired on in operations at the Frood-Stobie Mill.

"By the time my son is finished his career it's possible we could have 90 years of Stan Sniders at Inco," said Stan Jr., superintendent of Inco Construction. "I think that's unique."

Stan Jr. has 31 years of service with Inco, the last 28 being continuous. His father, now deceased, retired in 1968 with 31 years service.

Growing up with the same first and last name provided some amusing and often confusing moments.

"Having identical names has good points and bad points," Stan Jr. said. "For instance, when the mail comes who is it for? If it's a bill it's always for the other guy."

He recalled one case of mistaken identity that took place while his father sat as a city alderman and he was a student at Sudbury High.

"At that time my father was embroiled in a dispute with the Sudbury Police Commission," he said. "One day I was driving his car down Elm Street when I was nabbed for speeding."

Hoping to conceal the ticket from his father, the younger Snider was dismayed when an enterprising reporter from The Sudbury Star noticed Stan Snider's name on a police report and telephoned his father for a comment.

Life at Inco was never much easier. He recalled with a smile how his reputation often preceded him with people he had never even met.

"My father was old-style management," he said. "He was a rough-and-tumble type of guy, and sometimes those guys aren't the most popular. This often put me in an awkward position because people would find out my name and say 'I know you. All you Sniders are alike.'"

"Now my son is having to face up to all the bad things his father and grandfather have done. It's the same situation I went through only twice as bad."

Stan Snider III admits that growing up in the same house as his namesake often led to an identity crisis.

"The hardest part about getting mail addressed to Stan Snider was that I'd have to wait until my father got home to see what was in the envelope," he said.

"When the phone rang and somebody asked for Stan, the first

thing we'd have to ask is 'old Stan or young Stan?'"

Despite the obvious mix-ups, the youngest Snider, still single, has entertained thoughts of naming his first son Stanley Melvin Snider IV.

It's a notion his father discourages.

"I think three Stan Snider's was enough," he said smiling. "Let's not have four of them."



The late Stan Snider started the Inco family tradition.



Stan Snider Jr. and son strike a traditional Inco pose with the smelter in the background.



Sports Administration student Neil McLaughlin, son of Copper Refinery's Doug McLaughlin, gets his chance to administrate and ski at the same time.

Inco Cup's downhill experience is uplifting adventure

Neil McLaughlin's life is going downhill this winter and he's hoping the experience will lift him to new heights.

At 20 years of age, Neil is a second-year Sports Administration student at Laurentian University and the son of Copper Refinery worker Doug McLaughlin.

As part of his studies this year, Neil has taken on the job of media liaison for the annual Inco Cup Ski Race Series, which began earlier this month in Sault Ste. Marie and wraps up March 1 in Sudbury.

Working under Northern Ontario Ski Division president Dan Boyd, Neil will attend all Inco

Cup races and file daily results with the sports departments of various newspapers, television and radio stations.

It's a job that should provide him with valuable practical experience while at the same time boosting the profile of the ski series Inco has sponsored for 18 years.

"Part of our function is to deliver a community service but what we're really in it for is the experience," said Neil. "We're evaluated at the end. We have to submit written reports on our progress and they're graded. We also have oral check-ups where the teacher will come in and ask you how you're

doing and whether you have any problems."

Choosing from a list of 30 available projects, Neil opted for the Inco Cup Ski Series for a number of reasons. He is an avid skier himself, having taken up the sport six years ago, and his family has many strong ties to Inco.

Neil's father is a 28-year veteran at the Copper Refinery, his uncle Larry works in Training and Development, his uncle Tuner is a Creighton Mine retiree, uncle Bill retired from the Copper Refinery and uncles Dick and Bob are retired from the Nickel Refinery.

"My father thought it was pretty

neat when he heard I'd be working for Inco, in a roundabout way," he said.

With two years remaining in his Sports Administration program, Neil is treating his Inco Cup duties as an important chance to further his studies.

"One of the attractions of this type of program, besides the experience, is the connections we're making," he said. "Some of the people I meet might be useful as references later on when I'm looking for work."

Last year, Neil made some useful contacts while sitting on the finance and fundraising committee

for the Canadian Interuniversity Athletics Union Women's Basketball Championships at Laurentian.

This year, he'd like to leave a favorable impression on the people he meets while covering the Inco Cup.

"My goal is to get experience, but if I make any contacts and don't do a good job or don't leave a positive impression then I really haven't done myself any good," he said.

"I don't want people to hear my name and have a negative connotation attached to it. So if I can leave the project confident that the profile of the Inco Cup has been raised I'll be happy."

Wet, foggy weather fails to dampen skiing spirit

It was the second of the four-event Inco Cup competition, held for the first time in Elliot Lake, and the racers leaped blindly into the fog as they started their downhill plunge.

"I'm not used to this kind of weather, but that's part of racing," said 12-year-old Kristen Wallace of Sudbury as she looked out the chalet window at the fog-covered ski hill. "It's cold and damp. You

have to concentrate on what you're doing all the time or you won't make it."

The first day of the two-day event saw the ski hill shrouded in fog, an almost constant drizzle making the ski run fast and slippery. The top of the hill was hidden in the mist as racers seemed to materialize out of nowhere on their downhill run.

"Conditions out there are pretty bad, but I've skied in this stuff before," said Kristen, a first-year participant in the Inco Cup event. "It's not as much fun on a day like today, but it's all part of skiing."

At 15, Sudbury skier Stephanie McDougall has six years of skiing under her belt at one other Inco Cup competition.

It was her first time skiing at Elliot Lake, and she enjoyed the experience regardless of the treacherous conditions.

"The rain makes everything icy," she said, "and when things are icy you have a much harder time controlling where you are going. It also makes the run faster."

"Things are going great, despite the weather," said Adanac/Laurentian Ski Club coach Sean Rogers. "The team seems to be gaining confidence and getting stronger with every race."

Jeff Wallace of Adanac/Laurentian Ski Club and Angie Nussey of Lively finished second in Inco Cup boys and girls slalom events on the first day. On the second day of racing, Carol MacCallum placed second and six of her fellow skiers from the Adanac club placed in the top 11 of slalom racing.



Going up above or down below, it was a foggy, foggy ski.



Stephanie McDougall and Kristen Wallace: wet skiing.



Adanac skier Kim Leore, 12, checks out the posted times.



In Your Yard...

A taste of spring

Two plants which should be considered for addition to the landscape, as well as for eating, are asparagus and fiddleheads.

An established asparagus bed will produce for 10 to 20 years, but initial bed preparation is very important. Choose a sunny area, sheltered from the wind. Asparagus requires a well-draining fertile soil containing lots of organic matter (well-rotted manure or compost). A sandy loam soil is best with a soil pH between 6.0 and 7.0. An initial application of 5010-10 fertilizer (at 2 kg/20 square meter) should be worked in with the organic matter to a depth of 25 cm.

After the bed is planted the initial crop will be harvested in three years. Asparagus may be started from seed. However, it requires careful attention for germination and takes longer to produce (four years before the first harvest.) Healthy, container-grown, one-year-old crowns are recommended. Varieties such as Viking and Mary Washington are available from your local garden centre or nursery.

Transplanting is best in the spring. Prepare a trench 20 cm deep and wide enough to spread out the asparagus roots without crowding. Mix in fertilizer with soil in the base of the trench and set in crowns (15 cm deep) spaced 45 cm apart. Cover the crowns with 5 cm of soil and gently firm. As the plants grow, gradually fill in the trench. Rows of asparagus should be spaced 1.2 meters apart. Water the plants well as the top growth develops.

It is very important to control weeds in an asparagus bed. Cultivation must be done carefully in order not to damage the crowns of the plants. Fertilizer should be applied annually based on soil test results. Despite the temptation, avoid harvesting spears until the third year. This time is required to build up root vigor. During the first harvest, pick asparagus for two weeks. By year five, asparagus may be harvested for five or six weeks. Harvest spears when they are 15 to 17 cm long, cut with a sharp knife just below the soil surface.

Unharvested asparagus shoots produce tall, fern-like foliage, attractive as a backdrop and for use in cut flower bouquets. Bees are attracted to asparagus flowers and bright red berries are also produced. The foliage produces food reserves for the roots for the next year's growth. When the tops die back in the fall do not remove them until the following spring. The foliage helps to retain snow and protects the crowns over the winter.

More than 10,000 species of ferns grow wild all over the world. Three main families are the adder's tongue ferns, the Osmundas or royal ferns and the Polypodys or common ferns. The latter group includes the Maidenhair, Male, Bracken and Ostrich ferns. Ferns have been known for centuries for their medicinal properties. The shoots of the Bracken fern were used to produce greenish-yellow and gray dyes.

The Ostrich or fiddlehead fern is a large, vase-shaped perennial fern. As the leaf buds expand in the spring, two types of leaves or fronds are produced. The first are called croziers or fiddleheads. They are bright green and are found growing in a ring. These are the edible fiddleheads. The second leaves to appear are the spore-producing fronds which grow from the base of the stems. They are brownish-black in colour, shorter and more compact and are not the edible fiddleheads. Only eat young shoots before they unfurl in the spring. Do not eat any mature ferns or leaves.

Leaf buds produced by other ferns such as the Bracken, cinnamon and Lady ferns are bitter. Bracken fern fronds grow singly at intervals (not in a ring).

As with any "wild" harvest, pick in the woods very carefully. Be sure of your plant identification, some plant species are poisonous or deadly. Only selectively pick fiddleheads so that planting remains for subsequent years.

Ostrich or fiddlehead ferns are also available from your local garden centre or nursery for planting in the landscape. Ferns grow well where most flowering plants do not. They will tolerate dense shade to filtered sun, depending on the variety. Ferns require moisture and should be watered as often as the lawn. Soil should be light in texture, a combination of topsoil, compost, peatmoss and sand and slightly acidic.

Ferns in the landscape help to naturalize an area. Grown under tall shrubs or trees they add a "forest" atmosphere. Ferns are a good ground cover and their texture and colours provide an interesting contrast with denser plants. Propagation of ferns is easiest by dividing underground stems with a sharp knife. Dig up the clumps with a shovel and replant at the same depth.

Other ferns for use in landscape planting include the Maidenhair, Hay-scented, Marginal Shield, Cinnamon and Christmas Ferns.

Inco expands Gifts program

Inco's Matching Gift Program has been expanded to include gifts of securities as well as cash and to make pensioners eligible to participate.

The move came in response to requests from several employees and pensioners.

The program seeks to encourage gifts to colleges and universities and provides the opportunity for all regular full-time employees and pensioners to double the effectiveness of their gifts to these institutions.

The company will match the personal gifts of an employee to one or more eligible institutions on a dollar-for-dollar basis up to a total of \$2,000 for all gifts in any one calendar year, provided that each such gift shall have a value of at least \$25.

The company will match the personal gifts of a pensioner up to a total of \$1,000 for all gifts in any one calendar year.

The monetary limits refer to Canadian dollars in respect of a gift to a Canadian institution and United States dollars in respect of a gift to a U.S. institution.

While participants' gifts may be designated for a specific purpose or purposes, the company's matching gifts will be unrestricted, to be applied at the discretion of the recipient institution. Gifts must be personal donations (i.e., not merely pledged) in cash or securities listed for trading on a recognized stock exchange.

The maximum amount which the company will match each year will not exceed \$50,000 U.S. and \$50,000 Canadian. If a request for a matching gift is submitted after the total has been reached the matching contribution will receive priority in the following year.

Participants are required to fill out a matching gift form and mail it with their gift in order for the company to forward the institution a matching contribution. Matching gift forms and copies of the amended policy may be obtained from the Administrator, Matching Gift Program in Toronto, New York, Huntington and Copper Cliff.

Pada fund grows as Inco people remember



The Cortina Cruise was one of the activities at the Soroako Reunion: the Pada fund grew.

The reunion of Indonesian employees held last year in Sudbury was the most successful to date, a success judged not only by the more than 200 people in attendance.

Final figures tabulated recently found that the more than \$300 raised at the event have pushed the Pada Memorial Fund to almost \$7,000.

The fund was established in memory of senior staff geologist Vishnu Pada and his two daughters, Brinda and Arti, who died in the tragic crash of an Air India jetliner in June of 1985. It has been growing ever since with donations from friends, neighbors and fellow employees from as far off as Indonesia where he worked for many years.

It was appropriate that any proceeds from last year's Soroako Reunion would be donated to the

fund that provides a \$500 Geological Scholarship at Laurentian University. The scholarship is awarded to a Geology student entering the final year of Mining Geology with the highest scholastic standing.

Supervisor of Engineering Field Services Oli Cajanek, one of the Pada fund organizing committee members, said donations to the fund have come in steadily over the years, making the fund one of the more successful scholarships at Laurentian University.

He said he hoped that donations to the fund will continue at future reunions of the Indonesian group.

Laurentian University Student Awards Director Denis Lauzon expressed heartfelt thanks and appreciation to all involved in the Soroako Reunion for their donation to the fund.

Enthusiastic competition at Copper Refinery bonspiel

This year's Copper Refinery Curling Bonspiel was a resounding success, with almost 130 employees and guests out to provide competition. Top three winners in the annual event were the teams of Bob Gervis, Larry Solki, and Bud Eles. At right, machinist Bruce Pattison takes a shot. Below, right, Denise Hyde and youngsters Andrea and Alyssa watch intently as dad Shayne Hyde lets fly a rock. Below, boom truck operator Don Ley navigates. The bonspiel was staged by the refinery's athletic association. A dinner and award ceremony was also included.



Menno's Miners meet the test

Project proves Inco has the world's best miners

You've heard of the Rapid Deployment Force, the SWAT Team and the Green Berets. Well now there's the Rapid Development Project.

Menno's miners.

They look, talk and walk like miners everywhere, so what's under those hard hats that makes Menno Friesen think his guys are so darned special?

"We've always boasted that we have the best miners in the world right here at Inco," said Menno, Capital Projects Manager. "Well, these guys and this experiment proves it."

Menno was referring to a crack team of miners mobilized after the shutdown last summer to tackle rapid development of ore bodies. "We would use these guys in those cases where time is of the essence and we need to get a professional job done in as short a time as safely possible," he said. "The crews have shown they can do it...and more."

Menno heads the project, and with the cooperation and enthusiasm of a team of about 20 men including Project Supervisors Bob Ballantyne and Gary Merkley, has made the project a success beyond expectations.

Inco's mines are run with two eight hour shifts a day, five days a week, but the experimental project

crews work three eight hour shifts a day, seven days a week.

"But I think a lot of our success has something to do with motivation," said Menno, "and these guys are motivated."

That may be an understatement. The crews' first project, a driving ramp between the 1,000 foot and 1,250 level at South Mine, was completed in January.

"Under normal operating practices, that kind of a project would have taken up to two years," said Menno. "Our crews did it in five months." (He was down \$400 for the price of a dinner for his crews on the day they broke through. He bet against the crews' optimistic break-through date.)

Best ever

"How did it go? Best the company has ever seen," said Menno.

He said there was no effort to "hand-pick" the best of Inco's miners. The project used the most senior of 50 applicants who volunteered for the project. "I think that proves we have the best miners anywhere right here."

In fact, the initial crop of 50 applicants has almost doubled. "Now that the word is out, we have all kinds of volunteers."

But Menno is cautious about moving too much too fast. "The concept is to start small and grow.



The special mining team poses for a brief ceremony at the breakthrough point of a new South Mine driving ramp that was completed in record time. From left are (front) Fabian Harnett, John Janakowski, Tom White, leader Omer Dumont, Don Myre, Bradley MacDonald, project supervisor Gary Merkley, (back) Roger Roberge, Walter Deveau, Maurice Tremblay, project supervisor Bob Ballantyne, Denis Coulombe, Kevin Dwyer, Ben Proulx, Ken Jokela, leaders Gerry Duval, Earl Picotte, Bill Zubriski, and Ron Schilkie

It's been highly successful so far. We couldn't have asked for anything better," he said, "but that doesn't mean we should rush into any great expansion of the project. I'd like to see the group remain small, perhaps growing only slowly and gradually."

He's confident that the team will be "kept busy" for at least the

next five years. "There's certainly enough work to be done," he said. "The only restriction we have is that we stick to special projects, that we don't replace existing crews."

After the ramp project, the team was scheduled to excavate a ventilation station. "After that I expect we'll go to Lowe (Coleman and

McCreedy East. There's lots of work for these guys to do."

A major concern in any project where time is a factor, safety is high in priority. "We don't want rapid development to mean a laxity in safety. There's no short cuts here. These guys don't necessarily work harder or faster. Our guys just work smarter."

Company will work with employees on health, safety

Continued from Page 1

power to direct an employer to stop work be withdrawn from Bill 208. However, within the Internal Responsibility System as established at Inco, we will continue to expect our worker representative, when faced with a serious and life-threatening situation, to take immediate action to remove the risk by any means, including stopping work. This does not include those activities or health concerns that might pose a health risk in the longer term.

2) The Board of Directors of the proposed Workplace Health and Safety Agency include an employer representative from the mining industry.

3) The powers of health and safety committee members to obtain information, to be consulted and to participate in workplace testing, be reasonable so that they can be complied with.

4) The requirement for committees or worker representatives in non-union office buildings at or removed from plant sites be withdrawn from Bill 208.

5) The requirement for Trade Committees be restricted to projects involving a variety of tradesmen.

6) The language identifying duties of architects and engineers be revised to exclude accountability for how equipment and devices are operated or maintained.

7) The internal health and safety audits be afforded protection under the Act similar to that afforded by the Canadian Environmental Protection Act.

8) The requirement for both workplace partners to independently advise inspectors of compliance to an order be withdrawn.

9) The repeal of present legislation which requires workers to participate in medical examinations be rescinded.

10) The written health and safety program be required for all employers.

11) The legislation defining the duties of employers and supervisors be amended so that they are required to take such precautions for a worker that are reasonable based on the information they have at the time. -

New environmental changes 'trickle down' from leaders

Inco's new environmental policy is a "three-legged stool" that includes the assessment of the environmental impact of new projects, self-auditing, and the full cooperation of managers.

The company's Director of

Environmental Affairs Charles Ferguson coined the metaphor in an analysis of Inco Limited's environmental policy before a session at the Healthy Places-Healthy People Conference in Sudbury.

"When the company approves

a capital expenditure," he noted, "it must take a look at the accompanying environmental impact. This must be conveyed to the Board. We must then audit ourselves, looking forensically at how our managers are working according to the law."

He said the policy helps Inco to eliminate bad environmental practices, such as those that occurred in the area 100 years ago. "Now," he said, "we can't make mistakes."

The conference, held January 18 through 20, examined the relationship among health, the economy and the environment. Inco Limited participated in the conference by providing exhibit material on land reclamation in the region and direct input into panel discussions.

He joined Les Kuczynski of the Ontario Waste Management Corporation and Peter Meisenheimer of the University of Guelph on a Saturday morning panel discussion on "An Ounce of Prevention or a Pound of Cure: Environmental Planning or Environmental Crisis." Presently based at corporate headquarters in Toronto, Dr. Ferguson is a native of Sudbury, and was previously the Director of Environmental Controls for the Ontario Division.

"Although we have a large country with a small population," he said, "our energy use per capita is one hundred times that of the Indian sub-continent. We (Canadians) hold records in consumption and the production of waste. Sudbury is a major emitter of SO₂, and Inco is one of the largest mining companies in the world, after the USSR and the USA." He said Canadians shouldn't be fooled about their environmental impact. "We are a small country, but we are large in impact."

He said that Canada has a good image in the Third World, and is in a position to provide leadership on environmental matters. In developing countries, he noted, there is the suspicion that developed nations are using environmental planning to "keep the poor poorer," by promoting the restriction of unfettered development in poor nations. "Canada is not the bread basket of the world. We produce a couple of crops, but California feeds us. On the other hand, India is sustainable, both in its energy and food production."

In agreeing with a delegate that the firm has changed its attitude toward the environment, he said the environment is number one on the public agenda. "People have slowly come around to realizing that we have to change the way we do things. There are also new laws. It's no longer notional. We have to exercise diligence, and we must demonstrate that we are doing so."



Heritage Threads

by Marty McAllister

The Secret Power

In March of 1909, a Sudburian by the name of George Silvester delivered a speech to the annual meeting of The Canadian Mining Institute, in Montreal. His subject was "The Mining, Smelting and Power Plants of The Canadian Copper Company."

It will make some stories less confusing if you remember that, even as an Inco subsidiary, Canadian Copper retained its own name for some time. The merger that formed International Nickel was pretty big news in 1902, and Sudbury buzzed with questions about what the future might hold. In the shadow of that major event, however, shrouded in the utmost secrecy, yet another company was being established, at the very same time.

Who Was That Masked Surveyor?

The other company was Huronian Power — but what suggests it was such a big secret? Well, let's return to that 1909 speech, delivered by the Chief Engineer of The Canadian Copper Company. Over halfway through his text, Silvester casually mentioned that "When the present smelter was blown in (put in operation, in 1903), the construction of a hydro-electric plant had not been considered."

The Huronian Company didn't just come about on a whim; it was created in order to proceed with a specific hydro-electric development on the Spanish River. During the summer of 1901, even before the big merger, Canadian Copper had retained the local engineering firm of Demorest and Silvester to survey the High Falls site. Yep, that's the same Silvester, before he went to work for Canadian Copper, so he sure as heck knew about it. Why did he later "forget" one of his own projects? I suspect he was simply being loyal to the pattern of secrecy that had been built around the whole project. Besides, he wasn't alone.

Almond Pennfield Turner had been made President of the Canadian Copper subsidiary, and was very much on top of the new hydro project. Yet, in a 1903 letter to Ambrose Monell, the Inco President in New York, Turner discussed virtually every aspect of Sudbury's power situation, including Canadian Copper's steam generating plant — except the work of Huronian. Even an inter-office memo was not to be trusted.

The Plot Thickens

Why all the hush-hush? It's really pretty straightforward. The first decade of the new century saw an enormous growth in the demand for electricity, and in the number of hydroelectric plants scrambling to meet that demand. There were fortunes to be made, so there was no shortage of promoters trying to make them. Now, if we throw in the fact that there were only so many waterfalls to go around, things get more interesting.

The Sudbury area was a classic case. There were only two major rivers nearby, the Wahnapiatae and the Spanish — with the Vermilion and the Onaping being tributaries of the Spanish. In turn, these rivers offered only a handful of good sites; the closer they were to the intended user, the better.

In today's world, the high-tech challenge is to make things increasingly smaller and more compact; when Huronian was born, the challenge was distance. The trick was to find a generating site, transform the voltage high enough to make long-distance transmission possible, and then to reduce the voltage to a usable level at its destination. High-voltage experiments had been going on since the mid-1880's, and Huronian took advantage of the 'state of the art'; the

thirty miles from High Falls to Copper Cliff was a pretty brave distance.

I presume distance and technology were the reasons they hadn't earlier pursued the beautiful site at Espanola, then known as Webbwood Falls; they certainly knew about it, as early as 1890. By the time technology had caught up, so had the people of The Spanish River Pulp and Paper Company, who set up shop in 1900 — and who had their own power plant running at Espanola in 1905.

Playing Hardball

Then, of course, there were the private, non-corporate developers who would soon form their own companies: our old friend Colonel J.R. Gordon of the Sudbury Power Company, on the Vermilion River west of Creighton, and McVittie and Cochrane of the Wahnapiatae Power Company, on the river of the same name. There was no such thing then as 'public power'; Ontario's Hydro-Electric Power Commission (now Ontario Hydro) wasn't established until 1906, and the big line from Abitibi Canyon wouldn't deliver any power into this area until the thirties. For a full quarter-century, then, the Sudbury area had to be totally self-sufficient in electricity. The stakes were high.

So, it was very much a private competition, and Inco was ready to play hardball: it knew its planned expansion would need a lot of power, and had no intention of being at anyone else's mercy. Furthermore, it wasn't adverse to gaining the financial benefits of supplying its own power.

The generating site alone wasn't the only thing to keep quiet about; the proposed transmission corridor would cross a great deal of real estate, only part of which was company-owned. Therefore, right-of-way had to be purchased. If the news got out too soon, well, I think you get the picture.

Out of The Shadows

In the summer of 1904, the veils were down, and the work began. Huronian had chosen what it believed to be the best site, but that was four miles from the C.P.R.'s Algoma Branch, at a point just a ways west of Worthington. The first practical task, then, was to start building its own spur line. In June, with that line from the new Turbine station completed, construction on the dams and powerhouse got underway.

Yes, Huronian had strong financial backing, but it wasn't inclined toward being frivolous. No, the more than \$700,000 that was spent showed a far-sighted conviction that only a top-notch power plant would do.

By the time the line to Copper Cliff (with a branch to Creighton) was finally energized, in March of 1906, a proud new chapter in the history of our company had begun. It's been a long chapter.

Oldest Of Its Kind

The old railroad bed has grown over, and the precious little High Falls village now exists only in the memories of those who loved it. Later projects were bigger, but the original powerhouse, with new generators in 1965 and only few cosmetic changes, is still in business, eighty-five years after its clandestine beginning. I don't know of any older Inco building in North America that can make the same claim.

The Huronian Company was dissolved as a separate subsidiary in the mid-1970's, but its vital work is carried on by the Ontario Division's Power Department — and that's no secret!



Vic Theriault draws Vic Theriault with a little help from some darkroom magic. He likes cartooning and graphics.

Creative bent alternates between computers, cartoons

You'd think Vic Theriault hates his job.

After all, manipulating data at Computer Services is hardly the same as painting the Mona Lisa.

"Actually, the computer field isn't as linear as it used to be," said the 36-year-old computer operator and part-time artist. "These days you can be just as creative on a computer as with a pencil and sketch pad."

Vic admits he's still the traditionalist and prefers a pad and paper when it comes to using his imagination. He does it in his spare time now, and there's rarely a slack in demand.

"I freelance a lot, and often I'll do posters and advertisements for social functions such as dances and dinners and other get-togethers. It's

a good way to keep my finger in it."

Vic's been putting lines to paper since he was 10 years old. "I got started by copying newspaper comic strips like Peanuts and Li'l Abner," he said. "My dad draws as well, so I got lots of encouragement."

He took art all through high school. After completing a graphic arts course at Cambrian College, he landed a three-month contract as visual aids designer with Inco's training and development department.

"I was doing things like graphics for training slide presentations," he said. The three-month contract turned into three years.

When the contract was finally up, he got a job with the stationery department where he worked as a

printer for six years.

He lost the stationery job during the heavy layoffs of the early '80s, but landed a job in the computer department.

A new challenge

"I guess I was a little disappointed that I had to leave my chosen profession, but I was lucky to land a job," he said. "I didn't really know that much about computers, but I was interested. It was a new challenge, I guess."

He hasn't dropped the idea of eventually getting back into art if and when an opportunity arises at Inco, but he doesn't lose any sleep over it.

"I have lots of freelance work to keep me busy," he said.

Although he gets a fee for much

of his work, he's not doing it for the money. "It justifies my own studio at the back of the house," he said with a smile. "I suppose it should be another bedroom."

He does a lot of work for fellow employees such as posters, ads and announcements. "I get a lot of satisfaction when people tell me they like my work. I guess I'm an insecure artist," he said with a smile.

Married with three children, Vic seems to be passing his talents on to the next generation.

"My six-year-old son draws dinosaurs and my daughter draws the Swiss Alps. They're pretty good."

He's not into painting landscapes and portraits, but prefers the graphic design field as well as cartooning. It's the area where he

feels he most utilizes his imagination.

His cartoons best reveal the humor in his outlook. "I try not to take myself too seriously," he said.

Not that art, even in his chosen field, is always fun and games.

"During the last layoff I worked for a while for a silk-screening outfit in town," he said. It was 10 or 20 drawings a day for t-shirts and things. "It was production work, but good experience."

Time spent on a project can range from 15 minutes to two weeks and it doesn't always turn out the way he wants it to, yet Vic doesn't get discouraged.

"I do it because it's my escape from the day-to-day routine. When I'm into it, it's a whole different world."

Company involvement is key

New definition for "healthy worker"

Inco is in the process of redeveloping the entire model of the healthy worker to reflect a holistic approach to health, safety and a host of other areas.

That was the main thrust of an address by Inco Medical Director Dr. Robert Francis to a session of the Healthy Places/Healthy People conference held in Sudbury recently.

Speaking at a session on Workplace Environment, Dr. Francis said Inco's attitude has changed from one of reacting to an injury or health problem to a posture of preventing injuries and health problems.

"The idea is not to simply wait until something happens and then react," he said. "Inco's Occupational Medical Department today focuses on the individual's health needs immediately and without delays."

He said the \$50 million the company spends annually on health

related programs goes into a wide range of things from Drug and Alcohol programs to monitoring for substance exposure.

"Some of the substances that are monitored are not designated by legislation," he said. "Our attitude is that we should get on with it if there is a concern, even if there is no legislation demanding it."

Prevention is key

Preventive health is a major thrust of the program, he said, including such things as identifying potential hazards on the shop floor and in the executive suite. Psychological hazards such as stress and substance abuse are also taken into account.

Another area of activity is dealing swiftly with the inevitable injuries that take place. The compensation component of the Inco program ensures that the worker obtains the best medical care possible at the site before being sent to a

medical facility. He said injured workers deserve a swift, prudent recovery in order to return to work as a healthy worker.

"Management of disabled workers is also emphasized," he said. "We had to get active in rehabilitation programs, not to wait for the Worker's Compensation Board to get things that the injured worker needs. Inco underwrites additional expenses in these cases for such things as therapy."

"Before, everybody thought that somebody else was doing the job. Inco, the family doctor, and the WCB. This way, we ensure that action is taken immediately."

He said Inco's program links patient, family doctor and company in order to determine whether alternative work can be provided to the injured worker.

"What you need is committed management," he said. "Inco has put their money where their mouth is. They've taken this seriously."



Dr. Francis addresses session on Workplace Environment.



Retiring PDP-11-44

Senior Process Assistant Norm Kulmala stands beside the PDP-11-44 computer recently sold by Central Process Technology in a move to upgrade efficiency and cost-effectiveness. The computer was able to do a lot of work but did not fit into the lab's long-term strategy. Savings to Inco generated by the move, including air-conditioning, service contracts, repairs and freeing up the room, should run about \$20,000 a year.

Cost cuts, safety key to successful 1990

Ontario Division President William Clement cited a move toward cost reductions and improving safety as a major contribution toward meeting the challenges of 1990.

In referring to Inco's response to current nickel market conditions that cut the company's planned production of nickel from 420 million pounds to 400 million pounds, he urged a fresh approach to bringing costs down.

"I cannot stress enough that all of us in the Ontario Division must take a fresh approach to reducing

costs in the face of lower prices for our nickel," he said.

The announced reductions will be achieved primarily by the elimination of overtime at Inco's Ontario and Manitoba Divisions, and at its refinery in Clydach, Wales and should not adversely affect unit costs of production.

Here in the Ontario division, he said, only situations of an emergency or critical nature will warrant overtime. "Situations unique to shift schedules will not be affected," he said.

He also called for the redou-

bling of efforts to improve safety in the workplace and off the job.

"I want to commend all of you for the significant improvement in our safety performance in 1989," he said. "Just recently we have experienced an increase in medical aid injuries of a more serious nature. It is important that we therefore redouble our efforts to improve safety both in the workplace and off the job."

"By reducing costs and improving our safety, we'll be making a major contribution toward meeting our challenges for 1990."



Hurry up and wait

Smidget looks forward to going for a ride to Little Stobie to pick up the man of the house, but she hates waiting around for him to get off shift at 3 p.m. Maintenance Mechanic Hans Bartsch arrived at the scene shortly after the picture was taken. Driver Ann Bartsch was out of the car when we caught Smidget waiting patiently.

Borbely recognized for research work

Inco research chemist Gyula Borbely received an Honorary Life Member Award from the Science North Board of Trustees.

The presentation is made annually to recognize outstanding contributions to a scientific discipline or to the creation and development of Science North.

Gyula was recognized for his numerous innovations and patents in the mining industry in an award ceremony held at Science North earlier this month.

Featured in last year's August edition of the Triangle, Gyula's most recent accomplishment was in the developing of a major break-

through in the destruction of cyanide. The major use of cyanide around the world is in the leaching and recovery of gold and silver from ores and recycled industrial material.

In order to protect the natural environment, cyanide must be

eliminated from water discharged from the mining and processing plants.

There are several commercial processes available for the treatment of cyanide effluents, but none match the Inco process for cost, performance and simplicity.

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 travel can mail their entry to: Jim Bryson, 630 Pine Street, Sudbury, Ontario, P3C 1Y8.

Curling Committee

Also Gobbo at Cognition, Hil-son Fowler at Copper Cliff, Rusty Duberry at Warden, Wes Hart at Sudbury, Fred Spencer at Levens and Ralph Brown at Midway.

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



Seconds count

In the event of an emergency such as a nickel carbonyl spill, workers have seconds to react so it's important they have a sound working knowledge of their area's Emergency Preparedness Plan. Above, four workers from South Mine test the fit and working condition of their Scott Air Paks. From left are Mike Desroches, shaft services leader, Shorty Roy, hoistman, Brian Donnelly, electrician and Denis Charbonneau, training instructor.

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