



What are judges Ian Plummer, Marcel Caron and Albert Sasseville looking at? See page 5 for the answer.



## Stainless Forest

An employee for SO<sub>2</sub> Abatement Program subcontractor E.S. Fox welds another stainless tube into the base of the new acid plant radial converter. The stainless steel equipment will convert SO<sub>2</sub> to SO<sub>3</sub>. Superintendent of Project Services Victor Englesakis reports the first phase of the project on time and within budget.

## Company, union pledge cash

# 2nd cancer care drive set

Cancer Campaign Chairman Gerry Loughheed looked a little like the matchmaker who'd pulled off a negotiated coup.

"I'm very pleased to see Bill and Dave sitting shoulder to shoulder here today," said the chairman of Laurentian Hospital Foundation's Cancer Care Services campaign.

Quoting the late Martin Luther

King Jr., Loughheed pointed to cooperation and brotherhood as the way to go, especially for the raising of funds for much-needed cancer care.

Seated at the table at the Steelworkers' Union Centre were Inco's Ontario Division President Bill Clement and United Steelworkers of America Local 6500 President Dave Campbell. Both men were

there to announce an agreement to work together in a plant canvass to help raise funds for the cancer campaign. The company and the union will match this year's plant collection up to \$20,000.

"We support this very strongly," said Clement. "This is just another part of our total effort to support cancer care and treatment in Northern Ontario."

Inco gave \$17,500 in the first plant canvass last year, and has made a separate corporate donation of \$6,000 annually since 1985 to the Sudbury branch of the Canadian Cancer Society. The Ontario Division donated \$500,000 to the Laurentian Hospital Fund as the host hospital for the new Cancer Treatment Centre last year. Inco also pledged \$500,000 over a three-year period toward the treatment centre.

Seeing "union and management sitting down together" was especially promising to the campaign chairman, since both union and management pledged to back dollar for dollar the funds raised during a plant gate collection scheduled for late June.

Campbell and Clement agreed that cancer is not a trade union or corporate issue.

"It's society's issue," said Campbell.

He said just about everything

Continued on Page 2



## Pinning Charlie

Jim Black of Investment Recovery managed to tag Charlie Farquharson at the Quarter Century celebrations, but not without some suspicion from the entertainer. See Pages 8 and 9 for more pictures and story.

# \$1 million gift to Cambrian housing

Inco Limited is helping build a student residential complex at Cambrian College with a \$1 million donation.

The announcement highlighted a press conference earlier this month to kick off a three-year campaign to raise funds for the construction and furnishing of the residence at Cambrian's Barrydowne Campus.

Investing In Our Northern Heritage is the first fundraising venture of its kind among Ontario community colleges. The campaign has a principal goal of \$3 million and a challenge goal of \$300,000. The larger sum will fund construction and furnishing of the 300-bed residence, while the smaller sum will fund scholarships, bursaries and student awards.

Total cost of the village-style residence is estimated to be \$10 million. Financing is broken down into \$3 million from the private sector, \$2,400,000 from the public sector and a \$4,600,000 mortgage.

Inco's contribution to the project goes beyond the sizable cash donation. Dr. Walter Curlook,

executive vice-president of Inco Limited and founding chairman of the Cambrian College Board of Governors, is chairman of the campaign.

"One aspect of colleges that has always interested me, personally, is that everyone, virtually everyone, can go to college," said Curlook at the campaign press conference. "You do not have to have a high school diploma to gain entrance. You can gain entrance providing you are at least 19 years of age and can pass certain aptitude tests. In essence, everyone in our society can go to college if he or she so desires."

"Today, with some 5,000 students, Cambrian is a vital educational and economical force in our community."

Speaking in French and English, Curlook pointed out that Cambrian College "is the largest bilingual post-secondary school in the North. Fully 20 per cent of the courses are in French and some 40 per cent of the staff are bilingual."

Continued on Page 2



## Safety First

It's probably no coincidence that Mike Brennan's retirement this year from Frood Mine after 42 years without a lost-time accident comes at the same time that the Ryan Trophy sits in the mine's warm room. People like Mike helped bring it home. For more pictures, story, see Pages 14, 15.

3 Muggings on the rise

6 Supplier surprise

13 Secretary supreme



# \$1 million for Cambrian

Continued from Page 1

Despite those impressive credentials, a lack of residential space has hurt Cambrian's efforts to attract and keep qualified people in the North. To prove his point, Curlook drew a comparison with Laurentian University.

"Laurentian, with 4,300 students, has 1,252 beds. Enough to satisfy a hefty 29 per cent of the total student population," he said.

"Cambrian, on the other hand, now has 5,000 students and only 200 beds, enough for four per cent of the student body. Our plan for the immediate future, for this campaign, is to add 300 beds for a total of 500, enough to satisfy 10 per cent of the student body."

Inco's latest donation to Cambrian College continues a history of company support for the institution. Through bursaries, scholarships and donations, Inco has continually contributed to Cambrian's goals of excellence, a point stressed by Ontario Division president Bill Clement in a speech prior to the cheque presentation.

"Cambrian and Inco Limited have enjoyed a unique relationship in the past decade-and-a-half," he said. "Since its inception, Cambrian has graduated many young people in a great number of professions who have made their careers with Inco."

"In January, this partnership reached a new peak when Inco and



Inco Executive Vice President and the Cambrian College board's founding chairman Dr. Walter Curlook offers Ontario Division President Bill Clement a \$1 million handshake.

Cambrian launched an industry first in Canada, a program to train new people for the mining industry in Canada. Sixty of those young

people are today taking their workplace training at our operations in Copper Cliff.

"I hope this gift of \$1 million,

from all of us at Inco, will inspire other companies and individuals to invest in the future of our young people."

Local 6500 President Dave Campbell opens his wallet and Ontario Division President Bill Clement takes the donation while campaign Chairman Gerry Loughheed Jr. looks on.



## Joint effort to help raise cancer funds

Continued from Page 1

can be achieved easier, with a more desirable ends if done in a more cooperative nature. "A great many things are handled in a cooperative way today as compared with only a few years ago," he said. "I'd like to see more."

That thought was echoed by Clement. He's noted a change in atmosphere over the years. "Certainly this (cancer care) transcends the usual management-labour

boundaries and should be a cooperative effort," he said.

But he said that the joint effort is consistent with others that have made an impact, such as the cooperative efforts in safety and training that have made a major positive impact.

"We are pleased that we can work with the union," he said. "There's no doubt that we can achieve much more if we do not resort to the adversarial mode."

## What are your plans for the shutdown?



**Joe Roque**, geological technician, Field Exploration: "I'm not sure yet. I'll know when I get to it. Last year, I went down south to Toronto. Maybe this year I'll do the same thing. I usually don't plan my holidays much ahead of time unless it's a major trip."



**Mark Valimaa**, General worker, Field Exploration: "This place isn't affected by the shutdown, so I'll be working straight through it. But it's a good job and I don't mind working when everybody else is off having a good time."



**Irene Irvine**, clerk stenographer, Central Utilities: "Oh, I'll probably be doing some work around the house and go to the camp with my family. I have four weeks off but no set plans yet. I like to kind of play it by ear as it comes."



**Ron Orasi**, Records Administrator and Archivist at our Record Centre: "We'll head to Southern Ontario for a week, but most of our time will be spent in our yard and garden. Then, as the notion strikes us, we'll take the odd run to Manitoulin, just for the day."



**Frank Stone**, Craneman, Casting Building: "I'm going to do some fishing and take the ferry from Manitoulin Island to Tobermory. From there it's to Wasaga Beach. That's where I'm from. Some years we go out of province for our vacation."



**Ed Pusiak**, auto mechanic, Port Colborne Refinery: "Yes. Relaxation, having fun, maybe going on a trip. But, basically, just plain relaxing. I have no special plans. Working here (after 33 years) is just like going to school. Taking four weeks off during shutdown is just like getting your summers off."



**Cathy Tweedy**, accounting clerk, Port Colborne Refinery: "I don't have plans right now to go away. Just relax. The last time I had a holiday was in October and I was sick. I had to paper and paint and the whole time I was sick with a cold. So I'm looking forward to three weeks off during the shutdown."



**Mark McCallion**, draftsman, Inco Engineering: "I got to work my butt off in here while everybody's away. I take my holidays during hunting season in October. I do that every year. I'm not married so I can get away with that. I don't mind working when others are off. It's a lot quieter and you get things done."



**Lloyd Russell**, process shipper, Copper Refinery: "I'm working the first week of the shutdown and the last week. In between I'll be going to Quebec. I have a lot on the Ottawa River where I have a trailer parked. It's only a four hour drive to get there, and I like to get away from everything when I go on vacation."



**Steve Garrett**, accountant shipper, Copper Refinery: "I'll be going to my cottage on Manitoulin Island, play ball, golf a little bit, just take it easy. I'll be taking all five weeks during the summer. We seldom go out of province or out of the country. There's no place better than the island."



## Environmental message hits home

## Inco Construction workers get mugged

In Fay Poff's eyes, a dirty sink is the first step towards a cleaner environment.

Especially when that sink is filled with ceramic coffee mugs.

A secretary in the Construction Department and a 16-year Inco veteran, Fay decided to do her bit for the environment after reading comments by Inco Executive Vice-President Roy Aitken in the February Triangle.

Speaking at a conference in Sudbury, Aitken blasted the private citizen for adding to the world's pollution woes by drinking coffee out of polystyrene cups - "good for 10 minutes and garbage for 100 years."

His words impressed Fay, but the situation at Inco did not.

In March, she wrote to the Triangle pointing out that styrofoam containers for coffee and soup were widely used throughout the company.

At the Construction Department's inaugural Total Quality Improvement meeting she raised the matter again. There she was told that if she wanted to make a difference she should start in her own department.

That was all the advice Fay needed.

The next day she came to work with a dozen ceramic coffee mugs which she placed on the coffee table to offer drinkers an alternative. When her efforts met with resistance, she hid the styrofoam cups.

## Plan catches on

"In the beginning, some people turned away saying they would rather not have coffee if they had to wash their own mug," she said. "Now, people are bringing in mugs from home."

Dirty dishes remain the only snag in Fay's plan. It isn't uncommon to see a sink full of dirty mugs in the Construction Department coffee room. Washing duties fall to the unfortunate soul seeking coffee after all clean mugs have been used.

Fay is confident the situation will correct itself.

"People in this department have responded

Fay Poff, secretary in the Construction Department, says cheers to those who are helping to clean up our environment. Fay was the driving force behind the Construction Department's move from styrofoam cups to ceramic mugs.



Mr. G. L. Rogers  
Manager  
Public Affairs Department  
Inco Limited  
Copper Cliff, Ontario  
P0M 1N0

Dear Mr. Rogers:

At your invitation, published in the Inco Triangle, to offer comments and/or suggestions, I would like to bring your attention to a statement made by our Mr. Aitken in the last edition . . .

"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."

This statement is not in unison with the reality that exists at Inco. Warehouse 61 provides all departments with styrofoam containers, both for coffee and soup. In the Construction Department alone we use hundreds of these containers each month. I'm sure that Mr. Aitken is not aware of this situation.

Your magazine gets better and better, and the photographs of the tailings area in the last edition were superb.

Yours truly,

*Fay Poff*

Fay Poff,  
Construction Department

This is a copy of the letter Fay Poff wrote to the Inco Triangle.

very well," she said. "Riddling ourselves of styrofoam coffee cups seems like a small gesture but in this area alone we have about 25 people and they might have four or five cups a day."

One of those coffee drinkers is Construction Superintendent Stan Snider, who hails Fay's actions as a step in the right direction.

"I think it's a good and very positive move," he said. "Styrofoam cups are an environmental concern that we in Construction will not be contributing to anymore, as well as being a cost-saving measure."

"Fay was the one who got the ball rolling and I haven't heard any complaints. We all have our own coffee mugs now and I think everyone sees it as a good move."

Before reading Aitken's comments, Fay never considered herself a staunch environmentalist. Now, she sees the attitudes of people all around her beginning to change.

## Everyone can help

"I see it all the time," she said. "I think people are really making an effort to help the environment. One way they're doing so is by finding ways to reduce their garbage at home."

"The environmental issue is just starting to snowball. You can't listen to the news or watch television without hearing something about it. I think it's important that we make a contribution no matter how small it may be because it always leads to better things."

Fay acknowledges "you can't change people's minds and habits overnight," but she is helping her department take the first step.

"I've pinned Mr. Aitken's statement up over the coffee machine where everyone can see it," she said. "It's a good statement because people tend not to think about pollution in those terms - yet everybody's doing it."

"The people in Construction have accepted life without styrofoam cups. If I could only get them to do their dishes things would be perfect."

## Sudbury Star goes underground for the facts

Newspapers are renowned for digging deep to get the facts behind a story, but few have gone as deep

as The Sudbury Star did in early April.

Nine editorial representatives

from the newspaper travelled underground at Stobie Mine to familiarize themselves with the mining

environment. The tour coincided with the newspaper's announcement that it would be publishing a

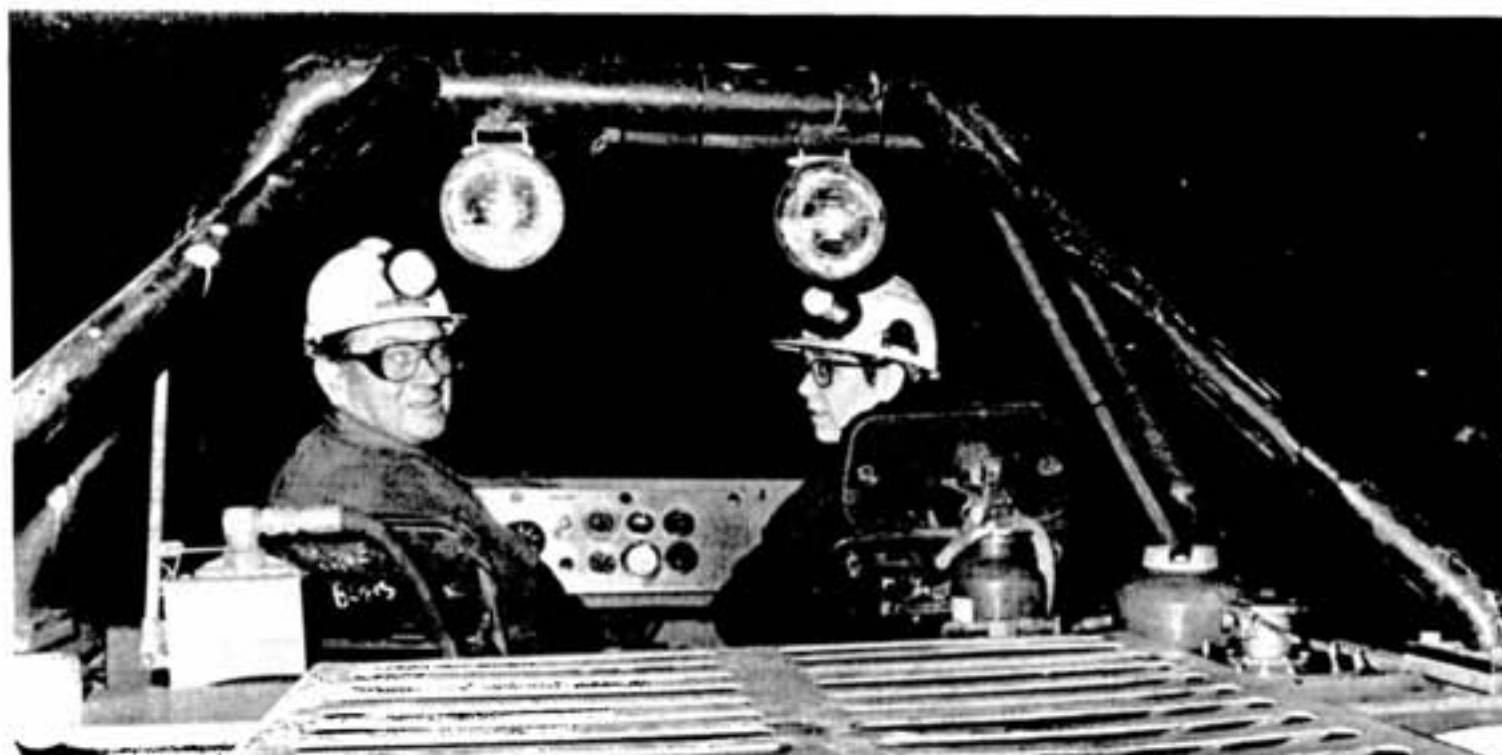
quarterly mining edition.

Trading in their pens, pads and camera bags for hard hats, safety glasses and work boots, the editors welcomed the opportunity to witness first-hand the underground world of Inco.

"It was a worthwhile experience," said lifestyle editor Lori Horner, a first-time visitor to an underground mine. "It's important for us to see what the miners do on a daily basis instead of just reading about it."

Joining Horner on the tour were news editor Boris Hrybinsky, wire editor Bill McIntyre, photo supervisor Mark Webster, specials editor Roger Cazabon, editorial page editor Roger Worth, then managing editor John Farrington, circulation manager Fred Gloster and chief accountant Richard Plaunt.

Following the underground portion of their tour, the editors enjoyed lunch at the Copper Cliff Club and a presentation on Inco's SO<sub>2</sub> Abatement Project from project manager Peter Garritsen.



Driver Lyle Sherson and Sudbury Star Lifestyle Editor Lori Horner: an underground ride.



# Bright students sample campus life

In mid-May, Inco was host to a unique luncheon at Laurentian University's Great Hall. It was the climax to an unforgettable week for 300 intermediate and senior students from Midnorthern Ontario.

Dr. Larry Banbury, Inco's Manager of Environmental Control and Occupational Health, spoke on the history of sulphur dioxide abatement at Inco and was joined by several Inco representatives who mixed with the students and faculty at the luncheon.

One of those representatives was the Safety department's Fred Nicholson. "It was pretty clear to me that the group had enjoyed the week, and that a lot of friendships had developed. They were sorry to see it come to an end," Fred said.

Drawn from Grades eight to 12, the young men and women had come to Sudbury to be on the leading edge of a new idea. It was called the Midnorthern Mini-Course Enrichment Program and was designed to give these students a first-hand look at college and university life, both in and out of class.

"It's been tried before at Queen's and the University of Ottawa, but it was a first for this part of the province," enthused Sudbury Board of Education's Cooperative Education Coordinator Marjetta Longston. She was also coordinator of the Mini-Course program.

The students were selected by their respective schools as being the ones most likely to benefit from the experience.

Then, for five days, they attended lectures in English or French subjects of their choice — delivered by post-secondary professors and instructors — at either Laurentian or Cambrian.

"But there was a lot more to it than lectures alone," added Marjetta. "There were evening activities, a dance, and out-of-town students even stayed in residence. We hadn't imagined how important and successful this last item would be."

Craig Stelmack had a hunch, though. Culture shock can be fun

A bright and affable Grade 10 student from Sudbury Secondary School and son of June Stelmack of the Comptroller's department, Craig found that by paying his own way he, too, could stay in residence (next year, all attendees will be able to stay in residence).

There was only one snag. University College, where the English-speaking students were billeted, was already full. There was room, however, with the French-speaking students at the University of Sudbury residence.

Was it a problem?

"Not at all," Craig replied with a grin. "I used my Grade 10 French as much as I could, but they were very helpful, and didn't leave me out of anything. The social aspect was really great, and I met lots of people. I've already started writing letters to new friends from out of town."

As for the academic side of the week, Craig chose lectures in marketing and entrepreneurship. "The informality of the classes was a real culture shock for me. It was a relaxed, first-name atmosphere, even with the prof, and we were encouraged to give ideas freely."

Asked if it was hard to go back to the stricter high school atmosphere, Craig chuckled: "Not really; it just gives one more reason to look forward to university."

And for the future?

Gaining from this year's experiment, and already anticipating next year, Marjetta echoed a remark often heard from those who give of themselves for our youth: "It was a lot of work.....but the kids made it exciting."

For Sudbury Board of Education Director Jim Smith, the exercise more than met the goals that had been set out for it. "It's one of the finest things we've done to enhance our gifted student programs. These students have to be challenged, and we're always looking for ways to do that. Of course, we develop scores of programs that try to get the best from all students — whatever their level of ability. The Mini-Course was just one



Environmental Control Manager Larry Banbury talks to students at Laurentian University.

example, and it was a great success."

And according to Jerry Rogers, Manager of Public Affairs, the Mini-Course program was a venture Inco took pleasure in supporting.

"The cooperation among the school boards, Laurentian University, and Cambrian College will certainly encourage students to broaden their horizons," he said.

"We were particularly excited about the idea because it's one more way we can help invest in the future of young people from the North."

Yet another program that is reaching out to younger students is the Summer 1990 Mini-University, a project of Laurentian University in cooperation with Science North.

In this case, students aged 10 to 15 years can enroll for one of four two-week sessions.

Mornings are spent on general science at Science North, and afternoons are spent in music, anthropology, or psychology classes at Laurentian.

The session dates are:

- July 2-13
- July 16-27
- July 30-August 10
- August 13-24

The cost is \$175 per 2-week session, and further information can be obtained from Laurentian's Centre for Continuing Education at 673-6569.



Mini-course Student Craig Stelmack was hard at work.

## Dear Employee:

As you know, your Company has made a strong commitment to the environment. We have pledged not only to meet but to try to exceed environmental protection regulations in all our operations.

Individuals, too, can help to maintain and enhance our surroundings. Each one of us can have an impact on our environment by the way we act, the shopping decisions we make, our use of energy, our efforts to recycle.

As part of our commitment during Environment Week, Inco is providing this booklet, prepared by Environment Canada, to all Canadian employees. It contains examples of how you and your family can participate in improving the environment of the communities in which we live. I'm sure you'll find it helpful.

Yours sincerely,

*W.R.O. Aitken*  
W.R.O. Aitken

Executive Vice-President

## Environmental efforts demand company, employee cooperation

Inco is asking its employees to join them in their commitment to the environment.

The company has mailed copies of a booklet containing hundreds of tips and suggestions on environmentally friendly habits to each of the Company's 10,500 Canadian employees.

The 84-page booklet, printed on recycled paper, was produced by Environment Canada and co-sponsored by Inco. It is being distributed to employees in conjunction with Environment Week, which began early June.

In a letter to employees, Inco Executive Vice-President Roy Aitken pointed out that the company has pledged to not only meet, but where possible exceed, environmental protection regulations in all of its operations.

"Individuals, too, can help to

maintain and enhance our surroundings," Aitken wrote. "Each one of us can have an impact on our environment by the way we act, the shopping decisions we make, our use of energy, our efforts to recycle."

## Thompson suffers pollen invasion

Just when Thompson's Inco employees thought it was safe to go outside without parkas, scarves and fur-lined boots, they were plagued with a different kind of outdoor irritant.

Earlier this month the Manitoba Division's newsletter "Extra" reported that the Thompson area was bombarded with spruce and

Inco Limited is currently in the second year of a five-year, \$500 million program to rebuild the smelter at its Sudbury operations so that 90 percent of sulphur dioxide emissions will be contained by 1994.

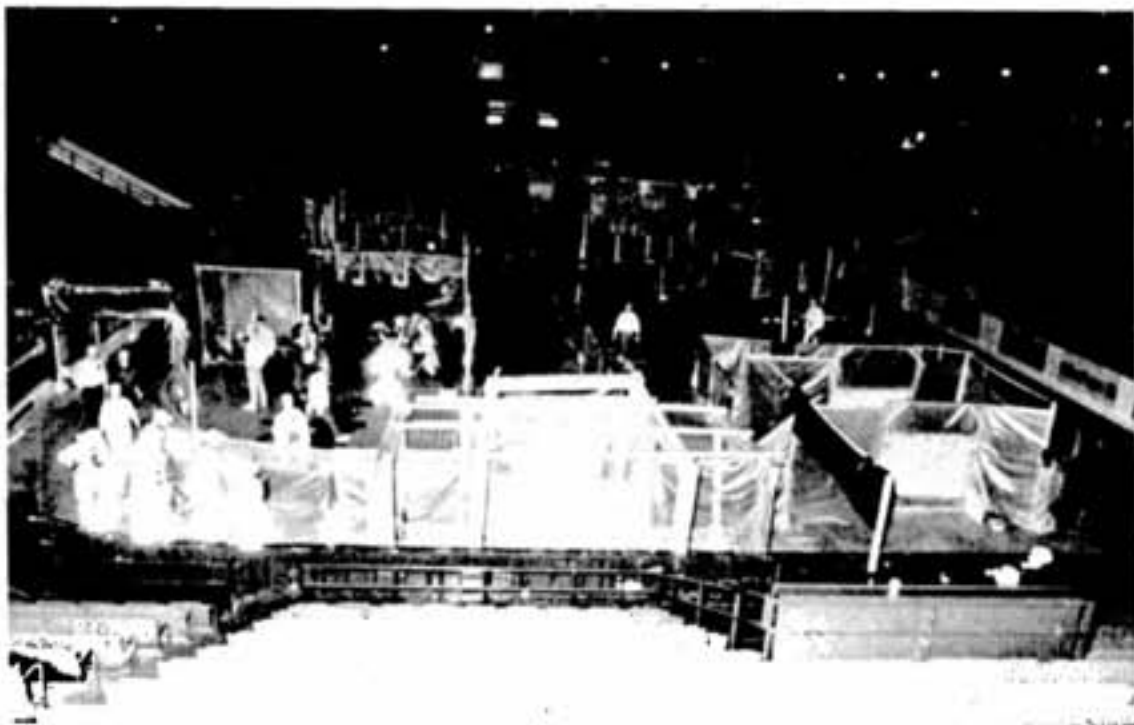
popular pollen, making life tough for area hay fever sufferers.

The spruce pollen is yellow and some people in the past have mistaken it for sulphur.

Although an irritant, the pollen offers no health risk.

Rain expected after the pollen invasion was expected to make life more pleasant for allergy victims.





Mine Rescue teams navigated through this "mine" set up at the darkened Sudbury Arena.

# Not first, but close for team at mine rescue competitions

Inco's Mine Rescue team placed third in stiff provincial competitions that saw only about 15 points separating first and third-place.

"Our guys were expecting a first-place win, of course," said Inco's Mine Rescue coordinator Tom Gunn, "but coming in third in stiff competitions with the best eight teams from across the province is nothing to be disappointed about."

Team technician Mo Sanche also placed third in the Benchman Test portion of the competition. The test involves stripping and reassembling of equipment as well as an oral test.

The Inco team finished its exercise in a simulated mine on the darkened Sudbury Arena floor with 10 minutes to spare. "We had two hours to do the task, and we finished in one hour, 50 minutes," said Tom. "We brought everyone to the surface safely in the scenario, and there were no life-threatening mistakes."

In fact, he said, the Inco team was the only one to figure out a major obstacle without resorting to asking the Ministry of Labour

judges.

"We solved a major ventilation problem without requesting additional information," said Tom.

"That earned us 20 extra bonus points. As far as I know, our team was the only one that solved the problem on their own."

He said that although no points were lost by other teams for asking the judges for the information, they didn't earn the extra points.

The small margin between first and third is an example of how stiff the provincial competitions are. Tom said that the difference between winner and loser is, in some ways, like splitting hairs. "In most

cases the rescue is carried out safely and effectively," he said, "but relatively

minor points are left out or not done in the same order as in the scenario of the experts. These are the kinds of things that make the difference.

"The guys took it well. They would have liked to have beaten the second-place Falconbridge team (Sifto Salt of Goderich was first), but it was all valuable experience for next year."

"Fact is, we know our rescue guys are second to none," said Tom. "The proof of that is their day-to-day performance, 365 days a year. That's probably a better way to judge than a one-day-a-year thing."

"We're proud of them. They did an excellent job," he said.



Rick Blum unmask after competition.



Leo Seguin talks to briefing officer following rescue.



Randy Naponse, Billy Peacock, Leo Seguin check gear while Creighton manager Ron Aelick (rear) looks on.



The Inco team hauls a miner to safety in makeshift mine.



The Inco Mine Rescue team, arriving at the site of the "accident," goes into action.



Cooperation on critical deliveries sought

# GE exec wowed by Inco operations



Maintenance Superintendent Ivon Chaumont and GE Vice-President and Canadian Chief Executive Officer Dick Barker view the substation behind the Stobie 7 skip hoist.



General Electric Apparatus Technical Services Manager Jim Strong and GE Vice-President Richard Barker get a feel for the operator's console at the Stobie hoist room by Engineering Field Services Supervisor Oli Cajanek.

It was the most massive operation that Dick Barker had ever seen, and that's exactly the reaction Inco wanted.

The General Electric Canada vice-president and general manager was visibly impressed after a recent tour of the Creighton, Clara-belle and Stobie operation. "Inco is clearly a world leader," he said. "Your continuing investment in new equipment and your attention to safety, environment and employee relations clearly speaks well for Inco's overall strategy to stay out front in global competition."

Mr. Barker and about 20 other GE Canada officials were invited to tour Inco operations in a familiarization effort set up by Inco to show that the company is a major Canadian operation.

"The Canadian division of General Electric had a change in management at their Peterborough office," said Inco's Supervisor of Engineering Field Services Oli Cajanek. "Some new American managers were coming in and we wanted to make sure they realized that we were a major mining operation and a major customer. We have a lot of GE equipment going through the factories and we wanted to ensure that deliveries were made to meet our tight schedules."

With most of the new equip-

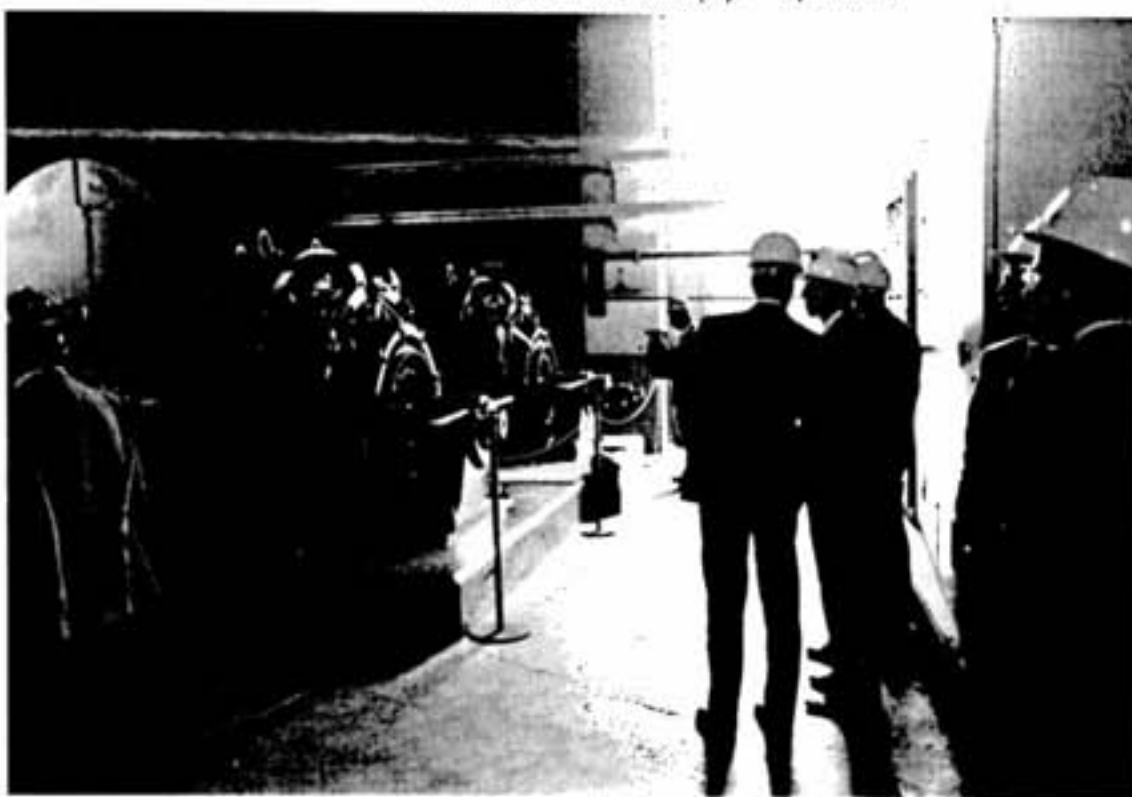
ment slotted for installation during the brief shutdown "window," any delays could mean a slowdown or delay in production. Among the equipment scheduled for installation this year are two complete mine hoist drives for Stobie 7 and McCreedy East. Clara-belle Sag Mill also will get a GE 11,000 horsepower drive system.

The GE tour was the most extensive held in recent memory because of the critical nature of both the ordered equipment and its timely delivery.

More than a tour of the Sudbury operation, the visit included meetings with management. An address by Inco Division President Bill Clement at the Stobie Conference Room concluded the visit.

"We see our relationship with Inco as a partnership," said Mr. Barker. "We must work together. You have our commitment to help Inco meet its ambitious expansion programs. We must help keep Inco a world leader."

According to Oli, the visit achieved the intended result and more. "We have received a lot of favorable reactions," he said. "It was the first time they'd seen a major mining operation and the letters of thanks we got showed they were very impressed with our operations."



Visitors are shown two hoistroom DC Drive Motors to be replaced by General Electric.



GE officials and their Inco hosts take time out for a photo: cooperation a must.



## 18-year-old wins city title

# Janet's badminton act is a 'smash'

All Janet Tessier wants is a little respect.

She's been called a wimp for playing and excelling at the sport she loves, her search for summer practice facilities has proven fruitless, and her recent coronation as city champion earned no more than a mention at the bottom of a story in the city's daily newspaper.

It's the price she's had to pay for starring in a sport which has no stars.

Janet, 18, is the reigning high school ladies senior badminton champion, a crown she captured during region-wide playdowns at Cambrian College March 30 and 31.

### Sport Lacks Popularity

Her passion is that of an unkind birdwatcher. Eyes cocked skyward, she follows the graceful pattern of a bird in flight, watches it descend, then smashes it mercilessly with all the strength her body can muster.

"Badminton is not a popular sport and it should be," said Janet, assuming the role of ambassador for a sport mired in relative obscurity. "You don't see badminton on television and a lot of people aren't attracted to it because they feel it

won't lead anywhere career-wise. But it can.

"There are professional badminton players out there who make money doing endorsements and sponsorships. I met a couple last year who were on our national team. Their level of play is much higher than any I've encountered."

Janet's level of play has been just fine, thank-you, in Sudbury.

She captured the ladies' singles crown this year after winning the senior mixed doubles title a year ago with partner Rob McCann. In both instances she went on to register a third place finish at the Northern Ontario Secondary School Association (NOSSA) championships.

"The competition at NOSSA was pretty tough," she said. "The

girl who won it all is probably my top rival. We've played a few times

this year and all our games were close."



Janet, daughter of Larry Tessier, a Mine Planner at South Mine, is the reigning city high school ladies senior badminton champion.

Janet's athletic prowess delights, but doesn't surprise, her father Larry, a Mine Planner at Inco's



South Mine.

"She has always been athletic," he said. "She's competed in virtually every sport going. You name it she's been in it."

The competitive fires of an athlete have served Janet well in her four-year badminton career. Introduced to the sport in Grade 10 by coach and teacher Rino Zorzi, she worked diligently to reach the point of winning the ladies' title in this her final year of studies at Marymount College.

Three nights a week she takes to the practice courts with the school team, and twice a week she hones her skills against intramural competition.

As the city championships drew closer, team practices were

generally held every day - a grueling schedule for a sport overshadowed by hockey, football and basketball.

"I'm often called a wimp because I play this particular sport," said Janet. "But most of those critics are boys whose egos are shot down a bit when I play them and beat them."

Asked to reveal the strongest aspect of her game, Janet hesitates a moment then settles on endurance, and credits practice time with helping to develop that trait.

### Few Practice Facilities

"I try to keep myself sharp during the summer but it's hard because the facilities aren't always available," she said.

"I played a little last year at Laurentian University but the space is usually taken up by basketball or something else."

Next fall, Janet hopes to continue her badminton career at the University of Ottawa where she's applied for entry into the Public Administration program.

"I know they have a team, whereas a lot of other universities don't," she said.

"If I'm accepted I'm going to try out for sure."

## Suggestion Plan award worth the wait

# Retiree's idea turns cotton into cash

A year and a half after retiring Bob (Reg) Wright is still making life easier for his former co-workers at the Copper Cliff Nickel Refinery.

In April, Bob collected a \$1,355 Suggestion Plan Award for an idea he submitted in 1986 while working as a decomposer assistant in the Inco Pressure Carbonyl area.

"I retired on Sept. 1, 1988," he said. "But I submitted my idea two years before that."

The long wait between submission and acceptance has proven mutually beneficial to both Bob and Inco.

### Diffusion stones replaced

His award-winning suggestion recommended the company replace existing diffusion stones with a quarter-inch thick cotton fabric in the blow tanks underneath the powder decomposers.

"The system works when inert gas circulates under the cotton fabric and blows the pure nickel powder up and out of the blow tank into the storage bins," said Dave Lemmon, General Foreman IPC Operations.

"In the past we used diffusion stones which were almost like sandstone. They were a porous silica sheet (one square foot by one inch thick) and were extremely expensive. We used to use 15 of them in the blow tank at one time."

When he worked in the decomposer area, Bob's responsibilities included overseeing the transfer of powder from the blow tanks

to the storage bins and taking samples.

"We used to run into trouble with the transfer because of the stones," said Bob.

"It might take one to one-and-a-half hours to transfer one unit because the stones would plug up with nickel powder."

"Now, using the cotton fabric, the job averages 20 minutes."

Bob had seen this same fabric used to transfer nickel oxide powder in the airslides in the Recovery Building at the Iron Ore Plant.

### Confident of success

That system worked on high pressure air rather than inert gas, but he was sure the cloth could function equally as well in the blow tanks.

"I was sure it would work because it worked beautifully in the Iron Ore Plant," he said. "I thought it would save us transfer time, down time and cursing."

Bob's suggestion was put to the test and passed.

Of 10 blow tanks in the decomposer area, two are now equipped with cotton fabric and the remaining eight will be switched

over as soon as the stones need replacing.

"The operation of the blow tanks is different from the airslide so we didn't know if we'd have any problems," said Dave. "But it's worked fine."

"The fabric has lasted longer than the stones and the cost savings are substantial. We've had the fabric in there one year already and haven't changed it yet, and it only costs about one-tenth what the stones did."

Bob began his career at Inco in 1956 in the Leaching Recovery Building at the Iron Ore Plant and moved to the Nickel Refinery in 1981. He retired with 33 years' service.

### Largest award yet

The \$1,355 award is the biggest payday yet for the 53-year-old Suggestion Plan veteran.

"I've had five or six previous awards while I was at the Iron Ore Plant, but they averaged anywhere from \$20 to \$50," he said. "I'm happy this one is being used because it's going to save the company money and downtime."

During his young retirement, Bob would phone Dave regularly to check on the progress of his suggestion. His former boss was happy to give him the good news.

"I'm glad we were able to prove this works and give him a fair award," he said.

"Everybody in the plant is happy to see that Bob is enjoying his retirement."



Bob Wright holds up the cotton fabric being used in the blow tanks at the Nickel Refinery.



Hostess Elvi Mikkola, clerk/steno in Creighton Mine's engineering department, directs new member Glenn Plaunt, foreman at North Mine, and his wife Eveline to their table.



Charlie pointed...



pondered...



and prognosticated.



Christine Pauzé, of the musical duo Hewlett and Pauzé, kept everyone entertained with her talented voice.



Don Harron, as Charlie Farquharson, had members and guests at Quarter Century welcomes new member

## Charlie kno

The Quarter Century Club celebrations evoked a lot of emotions from the members this year - but none so strong as laughter.

The source? Charlie Farquharson.

The fast-talking farmer from Parry Sound had 'em rollin' in the aisles with his down-home humor and was easily the highlight of a truly memorable occasion.

The Inco Quarter Century Club was established to recognize the valuable contribution made by employees who have worked for the company for 25 years. The 604 new inductees to the club in 1990 brings to 10,800 the number of current members.

This year marked the first time that Quarter Century celebrations ran two nights to accommodate the large numbers of new members. Over the next five years, membership in the club will jump by as many as 600 people annually.

This was also the first appearance for Inco by Don Harron, who created the Farquharson character in 1952.

Hopefully it won't be the last.

As Farquharson, Harron had the audience in stitches with his compone comedy and malapropish monologue. Charlie handles the English language with all the deftness of Brian Mulroney passing the Meech Lake Accord.

Canada, politicians and Inco - none were spared the sharp sting of his satiric barbs.

During his two shows, Charlie commended Inco on its "neutered rhino (neutrino) observatory" at Creighton Mine, congratulated members on their "25th anniversary" with the company.



Copper Cliff Mill s enjoyed comedian



Charlie Farquharson seems genuinely amazed by the many choices offered behind the bar at the Holiday Inn. To Charlie's right is John Perfetto, general foreman in the Sulphur Products Department at the Copper Cliff Nickel Refinery.



Rachel Robillard pins a Quarter Century pin on her husband Fern, a haulage man at Little Stobie.



Joe Descoteaux, mechanic in the haulage man at Little Stobie, with his wife Sue pick out





at the Inco Quarter Century Club Dinner, laughing and applauding.



Charlie Farquharson hams it up in front of the camera with volunteer worker Don Keegan, a programmer in Computer Services, and girlfriend Nancy Piquette.

# cks 'em dead

and contemplated the day he entered into "holy acrimony" with his wife Catherine McKinnon.

Providing musical entertainment for the evening were the talented Sudbury duo of Tom Hewlett and Christine Pauze. Hewlett handled the additional duties of master of ceremonies and introduced speakers such as Bill Clement, Ontario Division president, who welcomed new members to the club.

"It is particularly pleasing for me to be here tonight because, as many of you know, I only returned to my home town of Copper Cliff last summer after an absence of 26 years," said Clement.

"In that time, while I was off in Thompson and later in Indonesia, you were helping to bring about exciting, new developments in the Ontario Division and helping change the face of Sudbury itself.

"In the early 1980s, as you know all too well, we endured 13 consecutive quarters of financial losses and came close to collapsing. But it was the ideas, energy and contribution of people like yourself that have made it possible for Inco to bounce back and re-establish our eminence as the non-socialist world's leading producer of nickel.

"Without your knowledge and your commitment, Inco and all of its employees would not today be in the position to reap the rewards of success."

Clement told the members to enjoy themselves because "this evening is in your honor."



Superintendent Marty Puro  
Charlie Farquharson's act.



Tom Boyd, a mechanic first class at Stobie Mine, poses for a picture with his wife Lynda under the rose-covered Quarter Century trellis.



Charlie's many faces . . .



rival his monologue . . .



for comic appeal.



a maintenance  
Powerhouse, helps  
a suitable corsage.



Gilbert Morin, a production miner at  
McCreedy West, pins a corsage on  
his wife Gisele's dress.



Records Centre Administrator Ron Orasi, a new Quarter Century Club member  
himself, pins a Quarter Century button on Bud Stearns, a trammer at Little Stobie.





North Mine's Neil Eno shows Matthew Hall the remote operation of a scoop tram.



Conveyorman Eugene MacDonald and pensioned Clarabelle shift boss Jack Abagail talk over old times. Jack's back on the job, under contract.

## North Mine welcomes families, Clarabelle Mill enjoys cookout



Clarabelle Maintenance Mechanic Bert Lalancette loads up.

At North Mine, fair weather made it the best turnout ever. At Clarabelle, rain forced even the trees inside.

But at both places, they had a good time.

"The weather was good for us," said North Mine Foreman Blaine Parrington. "We had around 600 people turn out for Family Day."

North Mine has its Family Day celebrations every three years, but Blaine figures its the expansion of the mine's workforce and many new miners transferred here that helped boost the interest in the celebrations.

"About 400 people took the underground tour," he said. "Many of them hadn't been underground here before."

He said the all-day event included visits to the hoist room,

protoshop, reconditioning shop, and even a bus tour to Murray Mine where visitors got a glimpse at the 70 ton automated truck under development by Inco for underground ore haulage.

"We had the usual hot dogs, pop, even carnations for the ladies. We held Family Day the Saturday before Mother's Day."

A Favorite for the youngsters was a visit to the engineering office where computer-generated pictures of the space shuttle were the favorite attraction.

"These family outings tend to dispel some of the myths people have about mining and miners," said Blaine.

"Some of the youngsters might think that d a d works in a deep, d a r k

hole. Once they see it, they can see for themselves that it's not the way they imagine it to be."

### Forced to adapt

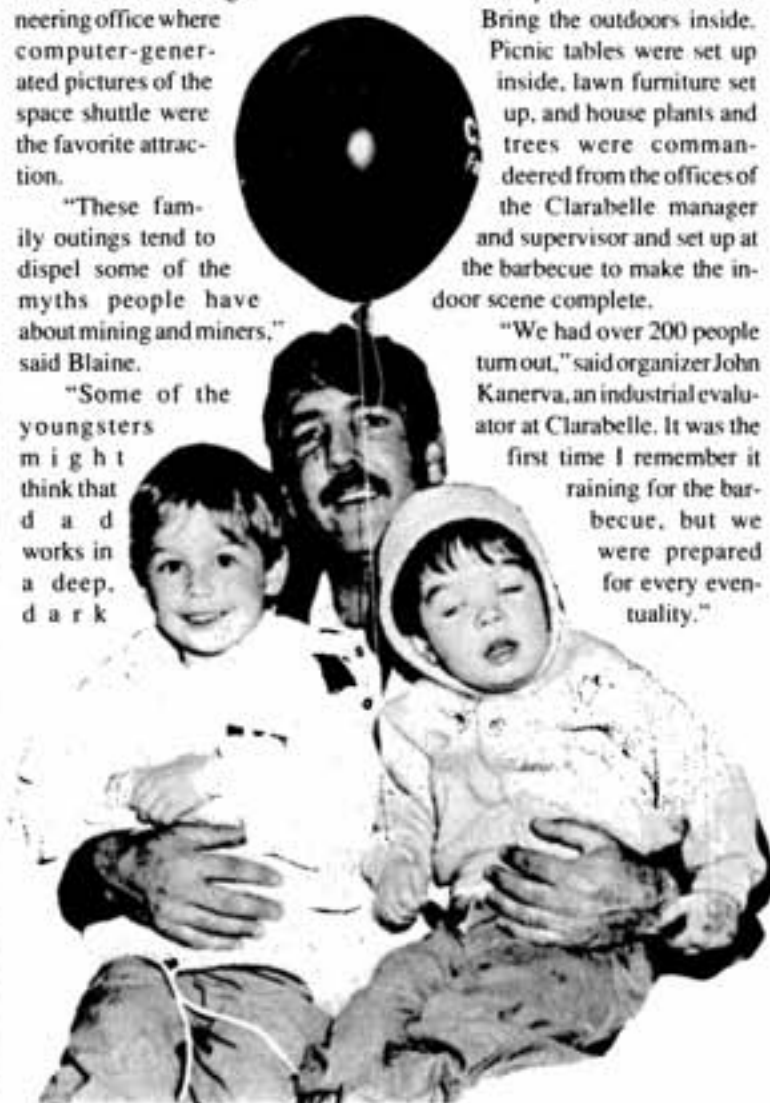
At Clarabelle's barbecue this year, disaster was averted by a little innovation and a lot of enthusiasm when rain changed the Clarabelle Cookout into a cookin'.

The solution to the steady downpour was obvious: Bring the outdoors inside. Picnic tables were set up inside, lawn furniture set up, and house plants and trees were commandeered from the offices of the Clarabelle manager and supervisor and set up at the barbecue to make the indoor scene complete.

"We had over 200 people turn out," said organizer John Kanerva, an industrial evaluator at Clarabelle. It was the first time I remember it raining for the barbecue, but we were prepared for every eventuality."



Clarabelle mechanic Eldon Dunn gets royal treatment from Maintenance General Foreman Norm Bodson, General Foreman Ralph Tolvonen, and Superintendent Mick Throssell.



North Mine hoistman Lloyd Willoughby hoists sons Ryan and Allan up on his lap for a rest before the action goes on.



## Morale on upswing

# First Construction Family Day a smash

This is the first year the folks at Inco Construction haven't ridden piggyback to their own Family Day celebration.

"We've never had our own Family Day. We kind of always tagged along with other groups when they had theirs, when our guys were working there," said Inco Construction Superintendent Stan Snider.

"We always went piggyback with others."

Perhaps that's why about 170 people turned out for the first Construction Family Day recently, a good turnout considering the fact that some crews were working the Saturday.

### Underground Tours Popular

The event was held at North Mine, and underground tours provided family and friends a look at the underground environment and some of the facilities that are typically installed by Construction tradesmen.

A tour of a mine was fitting, considering that Inco Construction's mandate has been changed to deal almost entirely with underground installation projects.

The event is just the logical



Cagetender George Jolicoeur (right) gets ready to bring another load of enthusiastic visitors underground.

continuation of a tremendous growth in morale, enthusiasm and pride that has been climbing steadily at Inco Construction.

"I think morale has improved a great deal at Inco Construction," said Snider.

"We get more participation in

these kinds of things today. When we used to tag along, we never had our people all out together."

### Event Could Be Annual

He said although a final decision has not yet been made, consideration is being given to

holding the event annually like many other plants and mines.

Snider said Inco Construction holds an annual get-together of sorts shortly before the shutdown, a safety meeting where shutdown work is discussed.

"But it's a safety meeting and we want to keep the main emphasis on safety rather than turn it into an annual social event."

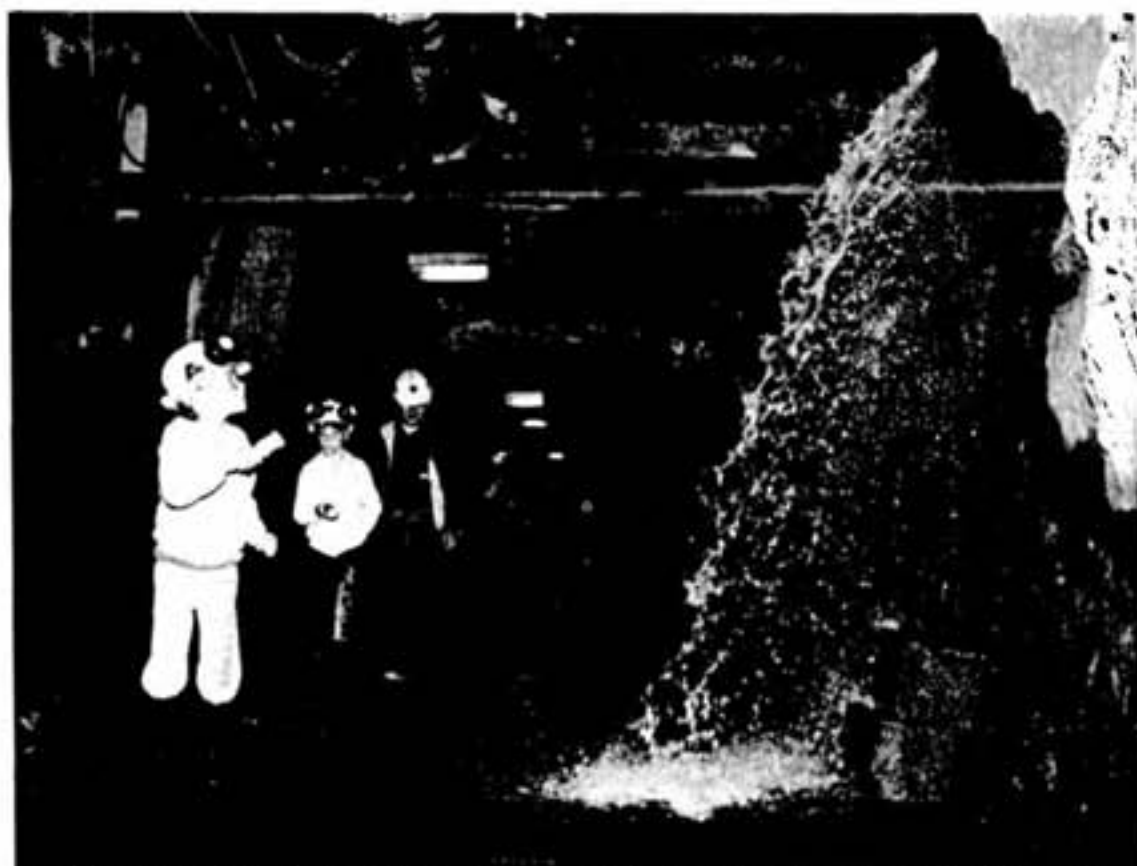
Proof of the growing group spirit at Inco Construction could be the Fishing Derby held on the same weekend as part of the group activities. The derby was planned and executed by employees.

Another indication was the participation in a Construction-hosted poster contest for youngsters, held during Safety Month. "We had tremendous participation," said Snider.

During the Family Day celebrations, four bicycles were given away as prizes in the contest.



Electrician Kevin Poirier and daughters Angela and Melissa take a break.



Dale Lynds brings up the rear as sons Brian and Michael discover underground waterfall.



Safety Poster Contest winners took home brand new bicycles. They are from left to right, Sarah Antonioni, Natalie Guy, Kelly Connors, and Maija Desjardins.



Rick Currie shows son Jeff the gear in the switch room.





## In Your Yard...

Ellen L. Heale, P.Ag.

### Some like it shady!

Shade plants fall into two main groups - those that prefer shade (their leaves may be burned by direct sunlight, although early morning or late afternoon sun will not cause a problem), or plants that will tolerate shade.

Shade may be partial (light) for part of the day from shadows cast by buildings or fences, or under trees such as birch or honey locust. Heavy shade, under an overhang or dense trees like Norway maple or red oak provides a much lower light intensity.

Depending on the amount of light, type of soil and moisture conditions, shaded locations may be damp or dry. Hostas, lily-of-the-valley, ferns and many wildflowers (trillium) prefer a damp shade. Snowberry and vinca or periwinkle prefer dry shade.

Problems may be associated with trying to grow plants in shaded areas. Dense trees or overhangs often provide an effective canopy. However, rain penetration through the canopy may be reduced by 20 per cent under deciduous trees and as much as 40 per cent under evergreens. Plants growing under these conditions may suffer from drought stress and accordingly will require extra attention to watering.

On the other hand, soil drainage under a canopy may be poor. Roots become waterlogged (not enough oxygen) and plant disease or death may result. Plants growing under a tree canopy often lack nutrients due to root competition or leaching of nutrients from the soil. A soil test will determine your soil nutrient requirements and make fertilizer recommendations.

Once you have identified any potential problems corrective actions may be taken. The following information outlines plants that prefer a partial or light shade and those that will tolerate a heavy shade. They include shrubs, vines, annuals and perennials. Check with a reputable garden centre or nursery to determine which species are hardy in your area.

Shrubs for partially shaded areas include:

amur maple	- bushy shrub, 7 m height - brilliant scarlet foliage in the fall - zones 2b to 9
serviceberry	- native shrub - white flowers and purple berrylike edible fruit - attractive to birds - zones 1 to 9
dogwood	- bright red or yellow bark - some varieties with variegated leaves - good for mass plantings - zones 2 to 9 depending on variety
hydrangea	- summer flowering - large globular or cone-shaped flower heads - ideal for cutting and drying - zones 2b to 9 depending on variety
mugho pine	- evergreen - 2 to 3 m spread, 3 m height without pruning - zones 1 to 9
rhododendron and azalea	- require acid soil with good drainage - afternoon shade preferred - require winter protection - zones 6 to 9
elder	- native shrub - large clusters of edible fruit - zones 3 to 9
bridalwreath spirea	- spring-flowering - white flowers on graceful, arching branches - informal hedge - zones 4 to 9

Viburnums	- eg. European high bush cranberry, fragrant snowball, nannyberry - fragrant, large flower clusters, red, blue or black fruit - leaves turn purple-red in fall - zones 2 to 9 depending on variety
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Shrubs for heavily shaded areas include:

boxwood	- low growing hedge, used to edge flower beds, or in a formal planting - responds well to pruning - zones 5 to 9
euonymus	- broadleaf evergreen - depending on variety 1 m height to 3 m spread - excellent colour contrast with leaf variegation - zones 5 to 9
alpine and flowering currant	- 1.5 to 2 m height for hedges - zones 2 to 9
snowberry	- small pink flowers on spikes followed by large, round, white berries - decorative fruit persist into late fall - zones 2 to 9
Japanese yew	- versatile, dark green evergreen - well adapted to clipping or pruning - zones 4 to 9

English ivy (zones 6 to 9) and clematis (zones 2 to 9 depending on variety) are vines suitable for partial shade and Virginia creeper (zones 2b to 9) or Boston ivy (zones 5b to 9) for heavy shade.

Annuals for planting in areas of low light intensity include fibrous and tuberous begonias, impatiens, pansy, ageratum, coleus and fuschia.

Many perennials are well-adapted to shady locations. Suggestions are forget-me-not, viola and violet, black-eyed Susan, astilbe or false spirea, columbine, goutweed (attractive variegated leaves), bugle flower, bergenia or elephant's ears, lily-of-the-valley, bleeding heart, daylilies, siberian iris and primroses.

A shaded area may be successfully landscaped to provide a wide variety of colour, texture, size and fragrance.

#### Grubs in lawns

Irregular, large brown patches of dead grass in your lawn or being able to easily lift the dead sod from the soil may indicate the presence of white grubs.

Before establishing a control program, proper identification of the insect pest is important.

White grubs are insects that feed on the roots of grasses. Rolling back dead sod will expose the grubs. They are "C"-shaped, soft bodied worms (2 to 4 cm long), white or cream in colour with a brown head and 3 pairs of legs.

White grubs are the immature stages of many different beetles such as the Japanese or June beetle or European chafer. Depending on the species grubs may remain in the soil and feed for one to three years.

Lawn damage is most severe in the spring and fall when soil moisture is high and grubs are feeding near the surface.

White grubs are difficult to control because they are protected by sod. They often go unnoticed until severe damage is evident (a heavy infestation).

Chemical control may be appropriate.

Once the pest has been identified, apply the appropriate insecticide. Carefully read and follow the directions on the label and use the proper safety precautions. Immediately after application water the insecticide thoroughly into the grass root zone (2 to 3 cm of water) with a hose or sprinkler.

Proper fertility and maintenance to produce a dense, healthy, high-quality lawn is the most effective method to successfully control disease and insect pests.

### Golf tourney well attended

Close to 300 golfers turned out for the 1990 Inco Employee Golf Tournament at the Idylwyld Golf and Country Club.

Warm weather and cloudy skies greeted the golfers as they made their way around the links in a morning and an afternoon draw.

Skill levels ranged from experienced to amateur, but everyone enjoyed themselves through 18 holes of golf.

Winners in the morning draw were as follows:

Low gross:	Garry McCool	74
	Leo Hayes	74
	Al Massey	75
	Doug Bonden	78
Low net:	Keith Rogerson	79
	Bob Miller	90
	Frank Thompson	84
	Peter Digby	87
	Sid Segsworth	78
	Dale Peloquin	82
	Norm Lessard	94
	Jim Black	82
	Mike Curry	86
	Chuck Keyes	84

Winners in the afternoon draw were as follows:

Low gross:	Lloyd Willoughby	75
	Larry Arseneault	78
	Waldi Swiatek	79
	Don Belle	82
Low net:	Rollie Wing	80
	Brian Sullivan	80
	Greg Baiden	84
	Floyd Laking	84
	Dennis Salem	90
	Shayne Hyde	94
	Maurice Leroux	89
	Yvon Trottier	104
	John Rubocki	90
	Wayne Leavoy	87



### Jailed

Marcel Pousseau, chairman of the 1990 Sudbury Jail-A-Thon, has a firm armlock on prisoner Don McLeod, manager of Mines Engineering. Marcel visited the General Office Building in Copper Cliff last month to serve Don with a summons to appear at the Sudbury District Jail. A group of Don's co-workers collected enough money to send him to jail for 38 minutes during the Sudbury Crimestoppers annual Jail-A-Thon. For a cost of \$1 per minute, the Jail-A-Thon allows people to send friends, relatives or co-workers to prison in the name of charity. All funds raised go to support the work of Sudbury Crimestoppers.



## Inco secretary ranks with best

Miriam Laframboise is frequently referred to as assistant manager of Environmental Control and Occupational Health at Inco.

She earned the honorary title from appreciative co-workers in recognition of her years of invaluable service as department secretary.

No one was surprised, therefore, when Miriam was named runner-up to the 1990 Secretary of the Year in Sudbury.

No one, that is, except Miriam.

"I was shocked," she said. "I didn't have a clue. I feel it's quite an honor but it caught me totally by surprise."

Fortunately, few things catch Miriam by surprise on the job. That's one of the reasons her boss Larry Banbury, Manager of Environmental Control and Occupational Health, nominated her for the award.

"You tend to take the things she does for granted," said Larry. "The only time you really appreciate how important those things are is when she's not here."

"The best way I can describe Miriam is to say that things get done. You never have to ask her for things she knows need to be done. She's unflappable."

The announcement of Miriam's choice as runner-up came during

the annual Secretaries' Day luncheon recently at the Sheraton Caswell Inn. Miriam attended the luncheon with Larry, Brian Bell, Superintendent of Environmental Control, and Bill Elliott, Superintendent of Occupational Health.

"It gives you a good feeling to know your boss considers you a valuable member of the office," she said. "This is an excellent department with a very interesting workload. We're involved in so many things environmentally and with occupational health as well."

Miriam's career as a secretary began 31 years ago when she graduated from the Sudbury Mining and Technical School (now Sudbury Secondary) with a secretarial certificate.

"Jobs were far more plentiful then," she said.

In May of 1959, she started with the City of Sudbury where she stayed for a year before accepting a position with a law firm in the city for three years.

Following this, she worked for six or seven years at a mortgage and trust company before taking two years off when her second son was born in 1969. Her oldest son was born in 1963.

She rejoined the workforce in 1971 with a job as secretary to the District Supervisor with the Department of Indian Affairs in Sud-

bury, before transferring to Inco in January of 1973.

"I think the secretary's job has changed over the years with the introduction of new technology," said Miriam.

"In the past few years secretaries have had to adjust to new technology in the workplace. These things weren't a concern years ago when all you had was a typewriter and that was the extent of your abilities."

"Things are changing awfully fast. You have to constantly train to keep up with changes and most of that training is done on the job while you're working."

Miriam's accomplishments come in a job that many number among the most stressful occupations.

But lately, her fiercest battles have been fought in the doctor's office, making her secretarial duties seem tame by comparison.

Miriam was diagnosed three years ago with lymphoma, a form of cancer affecting the lymphatic system. She is currently undergoing her third bout with chemotherapy which "seems to put the cancer into remission," but doctors have told her they can never totally cure the disease.

Even under these trying circumstances, Miriam refuses to alter the cheerful outlook and un-



Miriam Laframboise, secretary in the Environmental Control and Occupational Health Department, is proud to have been selected as runner-up to the 1990 Secretary of the Year.

wavering dedication that have earmarked her career at Inco.

"It's much better for me to be in the workforce than to sit at home feeling sorry for myself," she said.

That kind of unselfish attitude has earned Miriam the respect and admiration of her co-workers, who have considered her Secretary of the Year, for 17 years running.

### Company's own program the forerunner

## Inco played role in city's greening

It was a day of well-deserved pride for the city, but there was some satisfaction showing on Inco faces as well.

"I like to think that we've had a good deal of influence in all of this," said retired Inco agriculturist Tom Peters as he watched the officials cover the roots of Sudbury's millionth tree planted under the community's continuing environmental improvement and land reclamation program.

"Our involvement has been from the very beginning in 1973," said the Inco pensioner who retired from Inco's own ongoing greening efforts in 1985. "As well as the \$10,000 a year we donate toward the project, we have been involved in other ways. We shared the experience gained from our own land reclamation efforts and we gave

support in other ways, like providing storage space, man-hours, equipment and a range of other things. It's hard to put a dollar value on these things."

"Our own greening program started well before the public awareness," he said. "It's something we can all be proud of."

A major mistake made by people today is that they judge past performance by today's standards. But even "back then," he said, Inco had some major environmental successes such as the creation of the attractive Nickel Park from the old roasting yards.

"The fact that we started early makes a real difference today," he said. "Trees take time to grow. I can show you trees that we planted before people started thinking about the ecology. They are 20 to 30 feet

high today."

Tom said the company not only kept ahead of government environmental regulations, it often provided the example that governments used for establishing standards. "We proved it could be done, and the government then assumed that everybody could do it."

Keith Winterhalder backed up Tom's claims. As chairman of the Vegetation Enhancement Advisory Committee, he views Inco's involvement as crucial in many areas.

"Tom was kind of a mentor. We got many of our ideas from Tom at Inco. Inco's experience in revegetation was very valuable to us. He said Inco's participation seems to be growing. 'Inco seems eager to be involved more then ever.'"



Out in front at the ceremony are Inco grounds specialists Darl Bolton and Mike Peters.



Craig Wabegijig of the Land Reclamation Project and MacLeod Public School student Liz Martin, 12, plant another tree after the millionth tree planting ceremony.



# Rigger takes 42 years of safety home

It's not hard to figure out how Mike Brennan did his 42 Inco years without a lost time accident.

"One of the last things I did before my last day at work was

order a new pair of safety boots," said the 59-year-old Froid Mine rigger.

"I need them for cutting grass and other jobs at home. No point in

slackening off after retirement."

Mike's retirement from Froid now seems more fitting than most.

The Ryan Trophy sits in the Froid warm room this year in recognition of their nation-leading safety performance, and folks here refer to Mike as Canada's safest miner working in Canada's safest mine.

Mike's retirement from Froid now seems more fitting than most. The Ryan Trophy sits in the Froid warm room this year in recognition of their nation-leading safety performance, and folks here refer to Mike as Canada's safest miner working in Canada's safest mine.

## Little White Lie

Ironically, his outstanding safety record began with a "little white lie."

"I was underage when I applied for a job with Inco. I told them I was 18 but I was only 17. They didn't ask me for my birth certificate for a while, and when they eventually asked for it I stalled them."

When his employer insisted on proof of age, it was too late.

"By that time, I had turned 18," said Mike.

Born and raised in Creighton, Mike worked there for his first four years with the company. "They moved me to Levack after that, but I was young and lonesome for home, and they let me go back to Creighton."

In the following years he

worked at Murray, Froid, Stobie, Crean Hill and other mines until finally settling down at Froid in 1975.

His last shift was the first week in June.

Mainly a rigger with hoisting and crane experience as well, Mike said there was never a Monday morning he didn't want to go to work.

## Will Miss The Job

"I came on board with nothing," said the Garson resident, "and I'm going out with a whole lot more."

"I'll miss it, of course. It was my entire life. It's not that I'm leaving the people I know. I've made a lot of friends here over the years and I'll continue to see them."

He's always been safety conscious, but says that Inco's concern about safety has been instrumental in his accomplishment.

"The company was always a stickler for safety," he said, "even way back when I started."

The difference between then and now, he said, is that modern equipment, machinery, mining methods and technology have taken much of the risk out of the job from when he started.

"The backbreaking part of the job," he said, "that's what's gone. That's what made it so dangerous back then. I think it's much easier to work safely today."

Mike is proud of his service with Inco and claims he'd do it all over again.

"But the second time around I'd probably come to Inco with a better education, get into mining in another field."

"I liked my work as a rigger, but there were times when it's very hard and physical work."

"The second time around I suppose I'd take it a little easier."

## Inco's role in mini-course appreciated

Thank you for the effort you put towards the sponsorship by Inco of the luncheon for the mini-course at Laurentian University.

The whole week was a great success and the luncheon topped it off very nicely.

Dr. (Larry) Banbury's presentation was excellent and certainly went a long way to inform a vast geographic area of the good work towards our environment that Inco is pursuing.

Sirkka Laberge,  
Sudbury Board of Education  
representative on the  
Midnorthern mini-course  
sub-committee

**Editor's Note:** For information on the Midnorthern mini-course for students at Laurentian, see the story and photos on Page 4 in this issue of *The Triangle*.



Mike Brennan, Maintenance Superintendent Ivon Chaumont, and Froid Superintendent Mike Grace during brief ceremony held on Brennan's retirement.

## Heritage Threads

by Marty McAllister



### Inco's Roots: The Sequel

In my January column, I boldly wrestled with the objective of finding the very beginning of Inco's oldest operation. I even set out a rule: there had to be evidence of organizational continuity, right through to the present. So, after a fair bit of research (and an assumption that came back to haunt me), I declared Wiggin Steel and Alloys the winner — because it started as a partnership in 1835.

Now, with not a steroid user in the lot, the Wiggin group has to be stripped of its medal. Sorry, Birmingham friends, I goofed — but I hope you enjoyed your few months in the sun.

For the benefit of Canadian readers, David Balchin is the Executive Vice-President with responsibility for Inco's Alloys and Engineered Products segment. With extensive operations on both sides of the Atlantic, he's a busy man. Not too busy to notice, however, when some self-styled authority hands a heritage award to the wrong member of his group! So gather 'round, faithful readers, while I share the continuing story of Inco's oldest roots.

### A Bicentennial and Then Some

In the Western Hemisphere, the war of the American Revolution was still raging. The British were taking Philadelphia, but elsewhere, Loyalists were escaping to Canada. It was five years after the Boston Tea Party, and thirteen years before our country was divided into Upper and Lower Canada. The grandparents of Samuel Ritchie (the founder of the Canadian Copper Company) were still young and active in Londonderry, Ireland. Some five hundred kilometres away, in Sheffield, England, another young man of only twenty-one years set out on his life's work. In time, that work would carve a niche in the fine-steel industry for which Sheffield is famous.

It was 1778, and Daniel Doncaster had elected not to follow his father's trade of "sope boiling". Instead, he began making files — the hardware kind. The trademark awarded him, a diamond mounted above two capital D's, has remained unchanged. After his death, the file business gave way to the converting of Swedish irons into blister steel, under the direction of Daniel II. That first converting furnace was erected on Doncaster Street (which still exists) in 1831, on land which had been the family garden and orchard.

### Birds of A Feather

Through several generations of Doncasters, the business grew, took new directions, and prospered. Bessemer steel from Sweden came in ingots and had to be hammered into billets and then into small bars. To do this on their own, in 1898 Doncasters bought from John Denton his forge on Penistone Road. I hate to say it, but this forge dated back

to 1637 or earlier — so, if anyone digs up a solid connection, I'm going to have to do an Inco Roots III.

The twentieth century brought not only increasing demand for Doncasters' Swedish steels, but also for more complicated alloy steels. At the end of World War II, Rolls Royce wanted an assortment of parts made almost entirely of nickel, for its famous Merlin engines. Those NIMONIC alloys were supplied by Henry Wiggin & Sons, by then already part of the Inco organization. The increasing interdependence between Doncasters and Wiggin was solidified by Inco's 1975 purchase of Daniel Doncaster and Sons Limited.

For over two hundred years, the company was led by a member of the Doncaster Family. In each case, that senior officer was known both respectfully and affectionately by his first name, with the prefix "Mister". It was Mr. Richard who, as Doncasters' Chairman, guided the company to its integration with Inco, and to its two-hundredth anniversary.

### A Visit to Birley House

Mike Heapey, now Internal Audit Manager for Canada, is nostalgic about his introduction to Doncasters in the late seventies. The internal audit function had to be extended to this newest member of the Inco family, so Mike journeyed from London to get things under way, aided by his New York boss, Jim Connelly. It was a trip to old elegance and charm.

As representatives of the new parent corporation, they were received by Mr. Richard himself, and were put up in a centuries-old stone guest house. Across the road was Birley House, the Doncasters head office — where they were honoured guests in the directors' dining room. The entire experience pointed to a reverence for the Doncaster family, but Mike recalls the one person who could who could offer a firm, but polite challenge.

"In the dining room, we were served by a gracious old lady who had probably spent her lifetime looking after the family. It would have insulted her," Mike grins, "had we not taken something of everything. As we settled into the sumptuous meal, she made a point of ensuring that even the master ate heartily, as she reminded him: 'Eat your greens, Mr. Richard.'"

### The Doncaster Histories

Although I was a half-dozen columns late in finding it, there exists some wonderful documentation on the history of Daniel Doncaster & Sons. Just recently, I received a mint-condition copy of a 1938 history, containing the inscription: "Dedicated to all our business friends, both living and departed, who have given us their support during these one hundred and sixty years." For that treasure, I am indebted to Dr. Ian Dillamore, Managing Director of Inco Engineered Products Limited, also in Birmingham.

In 1978, on the occasion of its two-hundredth anniversary, Doncasters published another, more comprehensive history. I have a photocopy of it, which I found right under my nose — you guessed it, at our very own record centre.

I hope my light-humoured look at our company's roots will encourage you to take a look at page 52 of your 1989 Annual Report. "Inco Worldwide" will show you how the various pieces fit together — how the many heritage threads have been woven into such a great tapestry, by you and countless generations before you.

Have a safe, wonderful summer!



## Frood, South Mines share Ryan Trophy

# Safest mines here at Inco

Early in May, the Canadian Institute of Mining and Metallurgy held its annual general meeting.

This is always a grand get-together, partly because it's the occasion when the big awards are given out. This year, the ceremonies had special meaning for two of Inco's Ontario Mines, and for the Manitoba Division as well, because they were all in the winners' circle for the 1989 John T. Ryan awards, of which there are several.

For the first time since the early 1960s, the national Ryan trophy for Metalliferous Mines had to be shared. The three big winners, the safest mines in Canada, were Inco's Frood and Copper Cliff South mines and Rio Algom's Stanleigh mine in Elliot Lake. And for our neighbours out in Thompson, it was their second consecutive year to win the Regional Ryan Trophy for being the safest mine in the Prairie Provinces and Northwest Territories.

The last big Ryan winner among our Sudbury operations was Levack, in both 1947 and 1946. Garson was the winner for the year 1945, and Frood won the Ontario Regional award for 1944.

That's a long dry spell between wins, and the competition has gotten steadily tougher, so it's a big achievement to get the Ryan trophy back again. But — for two big mines from the same company to win in the same year, with a compensable injury frequency of zero, is truly

spectacular, according to Bruce Campbell of the Ontario Mining Association.

### No Black Ties

It's enough to make any manager want to celebrate and have pictures taken, but Graham Ross wanted no part of the photo from the black-tie party in Ottawa. The Manager of the Frood-Stobie Complex was emphatic: "I'm not the hero in this story. The Frood workers won the Ryan Trophy, so I want the picture taken of them."

So that's the way it happened, only Frood had a bonus to offer: they were also winners of the All-Mines Safety award for 1989. Just before the beginning of a Monday afternoon shift, both trophies were set up outside the Frood warm room — in front of a group of miners who gathered on behalf of their colleagues throughout the mine. A modest bunch, they weren't too keen about all this fanfare and publicity. Like their boss, they were more concerned about the safety than the recognition.

At South Mine, a week later, it was the same no-nonsense story. Not exactly a little fellow, Superintendent Ed Sirkka can be very convincing when he tells you that "safe shifts are the big thing for me." You bet, Ed.

So the Ryan Trophy was photographed once again, this time surrounded by an excellent cross-section of the South Mine team.



South Mine miners show off the newest addition to their trophy room.

Two big winners — two groups of great people — both proving beyond a doubt that the concept of "safe production" really works. Both

locations, safe as they are, achieved 1989 copper/nickel productivity performance that surpassed the average for their respective

complexes and for all mines in the Division.

Congratulations to all, for a job well done!

## Prestigious Ryan Award encourages mining safety

Winners of the John T. Ryan trophy should be proud to know that this prestigious award is not only emblematic of supremacy in mine safety.

With the appearance of their names on a tiny Birks Sterling nameplate, these champions have become part of a legend.

Long before the idea of the Ryan trophies was conceived, a young mine rescue engineer by the name of John T. Ryan returned from Alaska to Pittsburgh. He sought out his old friend George H. Deike and, in June of 1914, they formed a partnership called Mine Safety Appliances.

Their agreement on the kinds of safety equipment needed in mines became the foundation of their new business. Thus, their crusade began, "that men may work in safety."

Ryan and Deike were the type of partners who proved a truth spoken many times in business history: you can't sell what you don't believe in.

They believed totally in what they were doing, and their Mine Safety Appliances company grew to become the largest of its kind in the world.

Besides having faith in themselves and their products, the MSA founders were innovators.

They persuaded Thomas Edison to miniaturize his electric battery

so that it could be worn on a miner's belt — beginning the elimination of hazardous open-flame lamps forever.

The gas masks that were developed during World War One were soon applied to peacetime applications. As industry grew and became more complex, so did the need for protection against workplace hazards.

Mine Safety Appliances of Canada Limited was MSA's first subsidiary, and in 1941 it made a landmark contribution to the recognition of excellence in Canadian mining safety.

Believing that the pressure of wartime production need not cause more accidents, MSA donated a major trophy, to be awarded by a committee of the Canadian Institute of Mining and Metallurgy.

It was to be called the John T. Ryan trophy, to honour the company's late president and co-founder.

Atop the trophy was a smiling man with a lunchpail tucked under his right arm, leaving both hands free to greet his young son and daughter — clearly symbolizing the happiness shared by workers and their loved ones at the end of a safe day's work.

By war's end, winners of a "Ryan Award" stood tall among the safest miners in the country.

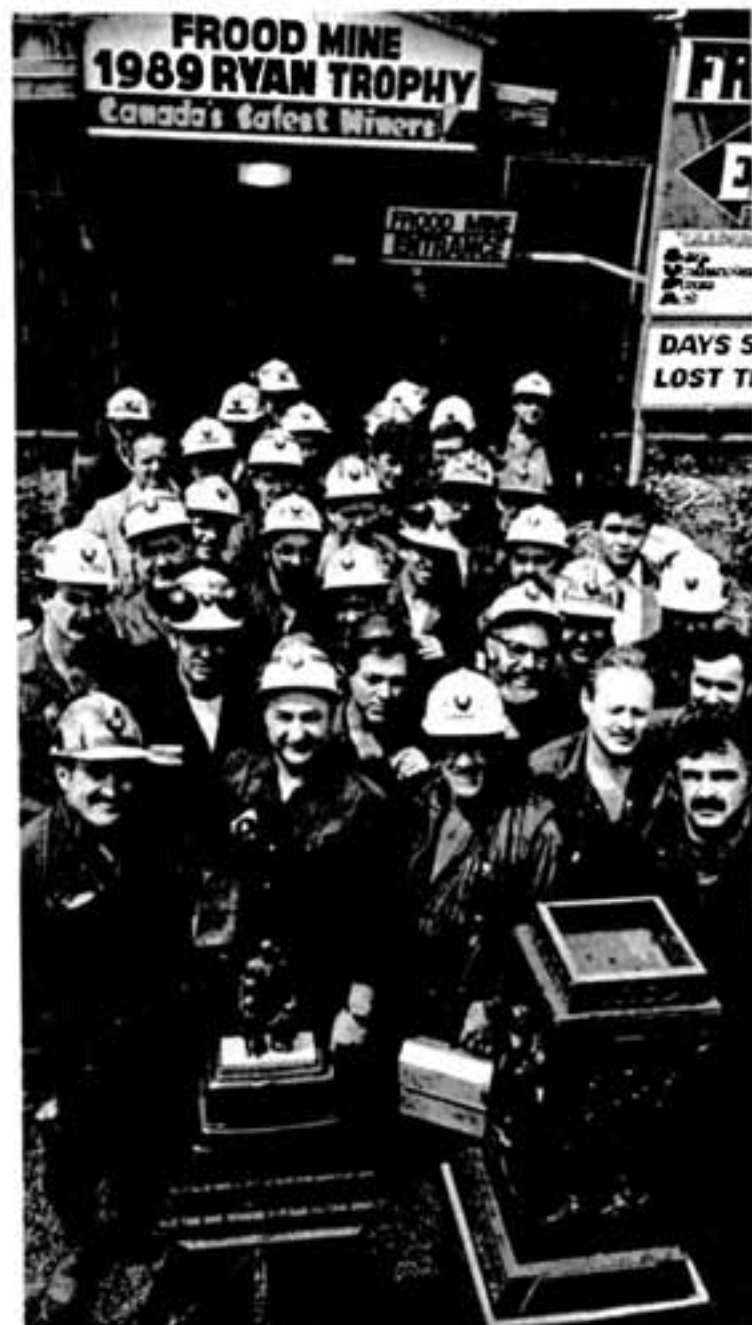
Today there are three national trophies — one for metalliferous mines, one for coal mines, and one for "select" mines (e.g., potash). In addition, there are six regional trophies.

It gets progressively harder to win, because more people are recognizing the need for safe production — and because there is more cooperation toward that end.

In all cases, winners of the trophies and awards are judged by the Canadian Institute of Mining and Metallurgy's 26-person John T. Ryan Safety Trophies Committee, drawn from every province and territory in Canada. The committee's work follows very specific guidelines, and continues to enjoy the generous support of MSA.

Rosemary Bolton, Executive Assistant at MSA Canada, explains that they believe as strongly as ever in the importance of the Ryan awards program. "We do take on certain financial obligations," she said, "and we host various events for the Ryan Awards Committee, but that's because the program is so important to us."

"John T. Ryan, Jr. and John T. Ryan III are still active in the parent company, and the recognition of excellence in safety is a very personal thing with them," said Rosemary.



The Ryan and All-Mines Safety Trophies mark a safe year.





## Pensioner Days

More pensioners than ever turned out for the week-long Pensioner Days Celebration at the Caruso Club. At left, General Offices Secretary Carol St. Laurent proves that a volunteer's work can be hard on your feet. Above, Kelso Beech, 73, and Lloyd Campbell, 73, relish good times at Inco. Kelso retired from Garson in 1978 after 31 years and Lloyd in the same year from Stobie with 39 years service. More stories and pictures in the next In Touch.



## Bloody Nickel Business

It was a good turnout for the Red Cross as scores of employees turned out for the Nickel Refinery's Blood Donor Clinic recently. At left, crane operator Rick Gagne and hot metal operator Ken Bassett plug the puncture while (right) Welder John McCann gets some attention from Clinic Assistant Paulette Alberton.



Winners Ron Papineau, Roger Lafleur, Gordon Roberts, Roland Frappier, Gary Carscallen.

### Almost 1,000 contest entries

## Utilities safety slogans say it all

The Central Utilities safety slogan contest, which ran through the month of May, has now produced five winners from a total of 987 entries.

Three of the safety-minded champs took patio furniture sets as their prizes, and two opted for a new gas barbecue.

The five winners, and their respective slogans, are as follows: Ron Papineau, of Utilities

Construction: "Safety: conceive it, believe it, achieve it."

Roger Lafleur, of Utilities Electrical: "My belt for the road is my seat belt."

Gordon Roberts, Utilities Specialists: "Today is your reward for working safely yesterday."

Roland Frappier of Central Utilities Construction: "Some people learn from experience, others never recover from it."

Gary Carscallen, Utilities Loss Control: "Take safety home — it's not heavy to carry."

The Utilities Occupational Safety, Health and Environment Committee, through Roy Edey and Berno Wenzl, were happy with the slogan contest and are now looking forward to the big day in July — when their department reaches the milestone of a million safe manhours.

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