

INCO Triangle

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Ontario Division

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All the way from South America to get caged at North Mine. See Page 7.



Darl & Two Turtle Dudes

In what's becoming an annual Yuletide tradition, Inco's Agriculture Department managed to come up with another imaginative entry for this year's Santa Claus Parade. Rumor has it that Inco's "Aggies" are actually kids in disguise, which may account for their uncanny ability to keep their pulse on what's big with the kids and interpret the latest fad into a parade entry. To prove our point, note the antics of Ninja Turtles Jerry Zanuttig and Shana Stafford as they do battle with grounds specialist Darl Bolton.

Speaking of Russians

The new, cordial East-West relationship could be seen in microcosm when a seven-member delegation of nickel producers from the Soviet Union visited Inco's Sud-

bury operations here in mid-November.

For two Inco employees, it was a chance to hone a skill.

"We speak Russian in my fam-

ily," said electrical design engineer Nick Volf, one of two Inco interpreters assigned to the visit. "I know conversational Russian fairly

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United Way campaign reaches all-time high

For the seventh consecutive year, the Inco Employees' United Way Campaign shattered its own fundraising record with \$216,600 in donations to date.

That remarkable total will rise in coming weeks as the remaining returns trickle in and pledge cards are mailed to the 500 employees

missed during the in-plant canvass.

"I think it's fantastic," said campaign coordinator Gerry Cul-lain. "I'm pleased that we accomplished what we set out to do when we started this campaign by matching (and surpassing) last year's total of \$211,215."

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Division publication wins world-class award

Dedicated to Excellence, the Ontario Division's new corporate brochure, has struck gold in a major international communications competition.

Three golds, that is.

The 24-page four

color book-let captured medals in the writing, photography and

design categories, and is in the running for the grand prize as the overall winner among the more than 1,000 entries submitted from around the world.

Now in its fourth year, the Mercury Awards competition is the most prestigious to recognize outstanding achievement in professional communications.

The grand prize embraces the best of an annual reports, brochures, special events and advertising campaigns and video productions.

The contest is designed to honor innovation, skill and knowledge and symbolizes the spirit of agility,

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Exploration's candy house a sweet toothed draw

Holding the winning ticket on Inco Exploration and Technical Services draws can be hard on the waistline.

Consider the culinary sadism of program analyst Shelley Patterson as she skillfully combines architecture, design, construction and art to create a thing of caloric beauty guaranteed to make your average sweet tooth salivate in anticipation of a giant sugar fix.

"There's 10 pounds of icing sugar, two dozen eggs, two bags of jelly beans, bags of chocolate, ice cream cones and a lot more. I lost track of all the other stuff I put in," said Shelley as she plugged in the lights to illuminate the giant candy house she built as the prize for a draw to raise money for the department's Children's Christmas party.

"I don't count calories. I have no idea how fattening that is."

"The only part that isn't edible is the board it sits on, the frame of the house and the lights," she said.

"I've never known anyone who's

eaten an entire candy house. I've never eaten one."

"The enjoyment is making them," she said.

Shelley has been studying candy construction since she was 12 years old. "That's when my mother made the first one. Since then it's been a family tradition."

Shelley has carried on the tradition now that she's married and her unusual skills seemed perfect for another drive to raise cash for the kids' Christmas party.

On the second day on display, the box of draw tickets was already starting to fill up.

Over 30 youngsters were expected at the Dec. 9 party, sons and daughters of the approximately 80 employees of Inco Exploration.

The unit's social club has activities all year such as 50/50 draws, hockey pools and other events to raise funds for club functions. The candy house is the latest successful venture.

It took Shelley a solid week of

nights and a weekend to finish construction. She didn't even nibble, she said. "I'd never get it done that way."

She plays down the effort. "It's more engineering than cooking. Very little cooking. They're fun to build."

As for eating it, that's not necessary.

"People to keep them for years without eating them."



Shelley Patterson shows off her culinary architecture.

Ontario Division pamphlet an international winner

Continued from Page 1

creativity and success of the message communicated. Last year's winners included Turner Broadcasting, Chevron Corporation and the Discovery Channel.

Accepting the awards earlier this month in New York was Ontario Division Public Affairs Manager Jerry Rogers who produced the publication, assembled the information and did the writing over a summer weekend.

"We knew that many of the 25,000 copies of the booklet would be going to our employees, many of them well-informed, knowledgeable and highly skilled technical people," said Jerry. "At the same time, copies would be going to media, politicians, business leaders and other industries. The challenge was to tell our story in a style and with a language that would appeal to both groups."

These are the first international communications awards the Ontario Division has won in more than a decade. Inco's corporate communications department also won a Mercury Award. They received a fourth place award for U.S. Investor Advertising.

The fact that Jerry is a relatively new Inco employee himself, coupled with his journalism and public affairs background, proved advantageous in striking a delicate balance between technical and popular languages and writing style. "People who have been involved in the mining business all their lives sometimes make assump-

tions about what the general public will understand," he said. "Coming from outside the industry was an advantage for me in getting Inco's message across. I think I still have a feel for what the public can understand."

Yet information, advice and knowledge of Inco's Ontario Division operations by highly skilled technical people made the project possible.

"It wouldn't have been possible without the cooperation and input from every level. From the very senior management of the company to employees at our operations who provided superb assistance to make it all fit together."

People such as Executive Vice President Dr. Walter Curlook, who provided the primary technical and historical outlook for the research. "A mother-lode of arcane and practical insights" is how Jerry describes Dr. Curlook's input about Inco history and its technological breakthroughs.

"Many other Inco employees made significant contributions as well. Our people in underground operations, mines, smelter and refineries and Mines Research all made the work easier, from helping to line up photographs to checking technical references," he said, citing the work of people such as Sam Stupavsky and Haydn Davies of Process Technology and Bob Marks of Mines Research.

He singled out for praise the remarkable Cresswell family whose members have contributed several

hundred years of experience to Inco.

Project photographer Bob Chambers, a native of Port Colborne and well acquainted with Inco, found his cameras, equipment and shooting schedules were welcomed wherever he went. He even located a milling, smelting and refining friend with whom he went to school 30 years ago and dated the same girl.

"People just couldn't have been more cooperative," he said. "It made my job that much easier."

Jerry agrees. "Our people did everything possible to get him into spots where he could get eye-stopping photographs that outsiders have not seen."

He said Dave Cooper and Lakehill Advertising, a Sudbury firm, were extremely helpful in designing the award-winning book.

The book was an attempt to show Inco employees as well as the outside world the major changes that have made Inco a world leader in everything from high tech mining methods to environmental protection.

"We felt that because of the significant changes in major operations such as the \$500 million Sulphur Dioxide Abatement Project, new mines opening up and the rapid spread of the Total Quality Improvement movement throughout the Division, there was a real need to tell our employees and the general public about the exciting new changes in clear, simple language."

He said that when the decision was made to go ahead with the project in early spring, the deadline was set to coincide with the first Inco Board of Directors visit to Sudbury in six years this past fall.

The tight deadlines made Jerry particularly proud of the accomplishment.

"I knew it was an excellent team effort that's paid off in ways we hadn't expected," he said. "I figured we were up against some stiff international competition with over 1,000 companies and industries where expense is no object. I would have been happy with any kind of mention at all and some advice on how we could improve."

"I think three gold medals was a fantastic accomplishment for the many people who were involved in one way or another."

Publications such as the book-

Creighton sets the pace for record campaign

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"Our pensioners campaign has also topped last year's effort. To date our pensioners have reported \$11,500, up from \$10,500 in 1989."

The Inco employees' record-breaking canvass represents the largest single donation by employees of a company in the seven years of United Way in Sudbury.

Leading the way for the second consecutive year in the employee campaign was the Creighton Complex with \$49,000, up \$6,000 from 1989.

Gerry reserved special praise

let may be a sideline for a mining company, but Jerry sees no reason to demand any less quality here than in any other area of Inco's operations.

"All Inco operations are committed to Total Quality Improvement, and I think the public relations function and publications should be involved in not only conveying the message, but portraying what we do, too."

"Public relations has a significant impact on the public's perception and I know the public's attitude towards Inco has improved dramatically over the past few years. We have always done a lot of good things, environmentally and otherwise."

"We have to tell our story as effectively as we can. If we don't blow our own horn, somebody else will use it as a spittoon."

for the canvassers at the three areas included in the complex — Norm Lessard, Al McDougall and Bob Leblanc at Creighton Mine; Ken Bolton and Mary Thompson at South Mine; and Bruce Hofford and Ron Dicaire at Crean Hill Mine.

"All three of those areas bettered their 1989 totals substantially," said Gerry.

"The trio of canvassers at Creighton Mine reached every last employee and had a 64 per cent participation rate. They finished with \$31,500, leading the campaign by far."

How do you survive the Sudbury winter?



Marcel Labelle, Utilities, Copper Refinery: "I more or less hole up in the winter. I do some ice fishing, some hunting, but I stick around the house a lot. At one time I did a lot more in the winter, but now I wish winter would never come."



Neville Johnson, Maintenance safety supervisor, Ontario Division: "I own horses and I train horses all year, including the winter months. I've been doing that for 10 years now. It's my hobby. I have no time for fishing. I go straight to the track (Sudbury Downs) from work."



Ron Hebert, South Mine foreman: "I'm as active as in the summer. I do a lot of cross country skiing. I don't particularly like the winter, but doing things makes it a little more bearable. I'll break up the winter this year by going to the Caribbean in February."



Leo H. Bisson, custodian, General Engineering: "I wear my long johns. I like to go to the Senator (hotel) for the whirlpool regularly to warm up my bones. I stay indoors a lot in the winter. I try to think warm. I like snow only on Christmas Day."



Rick Thomas, Instrumentation foreman, Smelter: "I play hockey and enjoy snowmobiling. I try to get out of doors as much as possible. I enjoy winter, it's something that grows on you when you live here. If you keep active, the winter doesn't seem as long."



Eddie Hourtovenko, stationary engineer, Copper Refinery: "All I do in the winter is ice fishing. This year I bought a four plex so I'll be doing a lot of fixing up, remodeling. When I want to get away from it all, I'll be going ice fishing."



Mike Fahey, South Mine foreman: "I have a snowmobile and I do some of that in the winter, but not as much as I used to. I take it easy and ride out the winter as best I can. I used to play hockey, but I'm slowing down a lot on winter activities these days."



Tom Hambley, Construction Inspector, Utilities: "I go to my camp on the (Manitoulin) island on most weekends in the winter. It's winterized. I do a lot of chopping wood, some ice fishing. I don't mind the winter at all. I have a four-wheel drive vehicle to make sure I get there."



Bob Emond, maintenance mechanic, Matte Processing: "I cross country ski, go snowmobiling and coach kids' hockey. That takes care of my winter. I'm an outdoors person and winter is no different from summer. I love it in the north, including the winter."



Laura Diniro, secretary, General Offices: "As I get older, a like winter less and less. Winter is for the kids. I try to keep myself as busy as possible, but indoors. I'm an indoors person in the winter. A couch potato. I also square dance twice a week."

Efficient motors earn Hydro dividend

Inco's hydro bill cut . . . with help from Hydro

Psssst, want a hot tip?

Inco's found a supplier who pays you hard currency to use less of his product.

Sweet deal, huh. No hitch. No smoke and mirrors. Just cash in the bank.

The supplier is Ontario Hydro, the product is electricity and the currency was in the form of a \$27,000 cheque presented to Sulphur Dioxide Abatement Project Accountant Diana TerBraak.

The cheque was Ontario Hydro's way of saying thanks to Inco in general, and the SO2 project in particular, for reducing the amount of hydro pumped into the project so far.

"It was only the first of a number of incentive payments we'll get from Ontario Hydro for using high efficiency motors on the project," said project services superintendent Victor Englesakis. "We've

purchased 33 of the motors so far, and we will be buying more so there should be more claims in the future."

The payments are part of Hydro's Motor Efficiency Services package, a group of services offering everything from information and advice on motors to cash incentives like the High Efficiency Motors Plan.

For Inco, the deal is sweet. "Our motors are used almost constantly," said Victor, "so it would be economical for us to buy the more expensive high efficiency motors even without Hydro's incentive.

He said that the difference between the purchase price of regular and high efficiency motors would be made up over time by the savings in the electricity used to run the motors.

"The more you run the motors, the more you save," he said.

The high efficiency purchases also dovetail with a long-standing Inco policy of energy conservation.

"Everybody wins in this deal," smiled Victor.

So how does Ontario Hydro make more by selling less?

The equation is quite simple, according to Ontario Hydro Industrial Energy Adviser Luke Frawley. If Ontarians keep increasing their power needs at the current rate, Hydro's ability to meet those needs will begin to diminish.

For Ontario Hydro, the looming power crunch is something of a double whammy. While energy demand increases, many existing hydro generating stations are getting old and will have to be replaced. In just 24 years, it's estimated that between 20 and 30 per cent of Hydro's major electricity stations will have to be retired.

Building more power generating plants to meet future needs is an option, but an enormously expensive one. Instead, Ontario Hydro has opted for a less expensive option that would meet future needs by tapping a large number of small sources, power purchases from other suppliers, small and medium water power sites, and other less expensive sources.

Problem is, the plan will work only if forecasted energy demands are reduced. A key element of the plan is to work with Hydro customers to help them use electricity more efficiently in order to slow the rate of increase in demand.

The High Efficiency Motors are promoted as part of the conservation effort and Ontario Hydro expects the overall conservation measures to take care of about 25 per cent of the future requirements resulting from increased customer



SO2 Project accountant Diana TerBraak enters the hydro cheque into the ledger while Ontario Hydro Industrial Energy Adviser Luke Frawley looks on.

needs and retiring electrical stations.

"In short, it's actually less expensive for us to get people to use less," said Mr. Frawley. "Building new generating stations would be very expensive."

He said that Inco is one of Hydro's largest customers in the area and the potential for savings

here is very good.

"We have a long-standing relationship with Inco," said Mr. Frawley. "With these kinds of savings, I think that relationship is coming to fruition. Inco has been very energy conscious in the past and initiatives under way show that the company will continue the same way in the future."

Port conservation gets Hydro help

A Port Colborne Refinery project designed to cut \$50,000 off Inco's hydro bill has enthusiastic support from an unusual quarter.

Ontario Hydro.

In fact, the hydro supplier has given Inco a \$34,802 cheque to help with the energy saving project that involves a conversion of the power supply to Inco's induction furnace. The conversion will increase the furnace's efficiency from approximately 70 per cent to 90 per cent and will also reduce the electrical load by 344 kilowatts.

Presented to Inco in recognition

of the company's contribution to Ontario Hydro's energy management program, the cash was one of a number awarded to introduce the media and representatives from local companies to Ontario Hydro's energy savings programs for the commercial, residential, industrial and agricultural sectors in the Niagara Region.

As well as the cheque, Inco's superintendent of maintenance and utilities Ray Harrington was presented with a plaque in recognition of the company's energy conservation efforts.

Inco helps lead the way to a new spirit of giving

Inco is one of the first corporations to be designated "a caring company" by Imagine, a Canada-wide corporate and individual awareness program initiated by the Canadian Centre for Philanthropy with the vision of inspiring a new spirit of giving in Canada.

The award comes in recognition of Inco's policy of donating at least one per cent of average domestic pre-tax profit to charitable and other non-profit organizations and its encouragement of current and retired employees to increase their personal donations and volunteer involvement.

"This commitment to quality of life for all Canadians demonstrates leadership in the Canadian corporate community," states a plaque presented recently to Inco Limited by the Imagine corporate program.

In a letter to Chairman, President and Chief Executive Officer Don Phillips, Imagine Corporate Program Chairman Arden Haynes lauded Inco's support for

charitable and other non-profit organizations in Canada.

"To encourage more companies to follow your lead," Mr. Haynes states, "it is crucial that caring companies be widely recognized. Our thanks for your leadership in this campaign to see more companies giving more."

The recognition of Inco came despite the fact that the company's contribution "policy" cannot follow Imagine's criteria due to the cyclical nature of the mining industry.

"We cannot state categorically that we will donate one per cent of profit before taxes each year, based on the average of the three preceding years excluding profit from foreign operations," states Manager of Corporate Contributions Program Janice Griffiths. "Due to the cyclical nature of our business we have to use a much longer time frame than three years."

To further complicate things, Inco is obliged to report worldwide earnings in U.S. dollars and does not calculate Canadian donations

as a percentage of Canadian earnings. Instead, worldwide donations are calculated as a percentage of a moving 10-year average of worldwide earnings in U.S. dollars.

"What we can state is that our world-wide donations over the past ten years have averaged \$1.5 million U.S. or approximately 1.3 per cent of average pre-tax earnings, of which a little over 82 per cent has been donated in Canada," she said.

In an effort to maintain this average, Inco plans to inject extra funds in periods of high earnings and make substantial one-time grants instead of multi-year pledges. If necessary, Inco can revert to more modest contributions in periods of lower earnings.

Mr. Phillips confirmed Inco's commitment, saying that the company believes it and its shareholders have an important stake in the prosperity, health and quality of life in the society in which it operates. "It recognizes the crucial role played in Canadian communities by charitable and other non-profit organizations."

A Caring Company



Inco Limited

is recognized as A Caring Company for:

its policy of donating at least 1% of average domestic pre-tax profit to charitable and other non-profit organizations

encouraging current and retired employees to increase their personal donations and volunteer involvement

This commitment to quality of life for all Canadians demonstrates leadership in the Canadian corporate community and is greatly appreciated.

Arden R. Haynes

ARDEN R. HAYNES
Chairman, IMAGINE
Corporate Program

Martin P. Connell

MARTIN P. CONNELL
Chairman, IMAGINE

AN INITIATIVE OF THE CANADIAN CENTRE FOR PHILANTHROPY

The Thomas boys spin their wheels

Port foreman & sons a six-wheeled team

Dave and Derek Thomas are both relaxed and tense at the same time. With careful precision and grace, they leap into the air, twisting sideways in mid-flight to land at almost impossible angles. But their feet rarely touch the earth, because this is a ballet on two wheels — the art of observed trials motorcycle riding.

While other motorcyclists compete against each other in tests of speed or endurance, observed trials enthusiasts like Dave and Derek ride against themselves and the constantly changing off-road terrain at events around North America. They don't race against the clock, but against the law of gravity. The Thomases are avid riders in the world's oldest motorcycle sport, which started at the turn of the century in England.

Dave, 24, and Derek, 17, are the sons of Inco's Dave Thomas, 51, a foreman at the Precious Metals Refinery in Port Colborne. Dave Junior just started work as an operator at the cobalt refinery in January of this year. He'll have less time now to devote to his favorite hobby. It might be compared to a rodeo rider trying to stay on his bucking mount for as long as he can, except that more often than not, the mechanical beast runs as smoothly and quietly as a horse poised to jump over an obstacle at an equestrian steeplechase.

It's a very demanding sport, and at the end of a six and a half to eight hour event, you just want to collapse," says Dave Jr.

"We try to eat a lot of energizing foods, like pasta, the night before a trial. Or we'll carry a bum pack with water and snacks in it. Last year in Texas, in 94 degree weather, my arms kept clenching up from dehydration. I splashed water on them and kept going," adds brother Derek, who notes there are official water stations along the trails.

Over an average several kilometre course, Derek and Dave will expend a lot of energy bouncing, jumping, climbing, teetering and even inching their

way up steep grades and around tight turns. They simultaneously navigate swamps, logs, cliffs, ponds, mud sloughs, rocks and other strategically placed challenges or naturally occurring obstacles.

"Riders have come up with some strange names to label the moves they use to go through a section," laughs Derek. "There's the slingshot, the nose wheelie, the splatter and the jap cap, which is used for undercutting steps. Standard ones are the front wheel hop and the rear wheel hop."

The objective of observed trials is to ride through each section without touching the markers, crossing your own path or stopping while supported. Official watchers along each section record any of these infractions and add penalty points if the rider touches the ground with his or her feet, for example. At the end of the day, the rider with the fewest points wins the appropriate class.

Dave Jr. and Derek have excelled in the gymnastics of this stop and start, balancing act part of the motorcycle world.

In the last two U.S. Nationals in Illinois this September, Derek placed first and second in two separate rounds of a high school class event. Despite penalty points sustained during his bike's temporary

Mechanical problems, Derek won first place by half a point in the second round.

Earlier this year at U.S. Nationals in Farrendsville, Pennsylvania, Derek came third in his class and Dave Jr. came in 10th and 11th overall against 25 competitors.

Derek also came first in last year's Canadian Motorcycle Association's Trials Intermediate Ontario Championships.

Dave Jr. was ranked 19th overall in the United States in 1989.

To what do they attribute their success in observed trials? There are several things.

One of them is practice. Lots



Dave Thomas is flanked by sons Dave (left) and Derek during a break in their favorite sport.

and lots of practice. Derek started competing when he was nine or 10 and Dave Jr. at about 13 years of age.

We try to practise every night, if we can," says Derek. The season usually lasts from April to the end of October.

Dave Sr., who has encouraged his sons to ride since they were very young, points to a perfect place right across from their semi-rural Ridgeway home.

The guys ride and practise on a 1/4 mile stretch right across the road. There's lots of steep grades and testy trails there, because it's part of the Onondaga Escarpment. Not too many riders have such a convenient practice area. Even in an urban setting, though, it is really advantageous to ride these bikes. They're quiet and you don't need a lot of space for them," he said.

Another ingredient to success is the ability of the two brothers to handle tools and perform their own maintenance work, which is often required right on the trail.

Dave Jr., who once worked in a cycle shop, recalls patching his muffler with fibreglass on the first day of an observed trial. He was soon back on two wheels again.

I can pretty well do anything to a bike, except for a rebore," he says with the confidence that comes with knowing his 250 cc. machine and competing on a regular basis. Dave Jr. is also the proud owner of a fairly new BMW road bike, and his father Dave Sr. has restored a 1970 BMW for cruising.

Derek is also pretty handy in a tight spot.

Last summer, I had to fix my transmission case on the run when it cracked after a fall. You carry a minimum of tools and hope you can work quickly and efficiently," he said.

This kind of response to ever-changing situations and gruelling, ever-improving courses rubs off a bit on Dave Jr.'s work at the cobalt hydrate plant.

Riding affects your way of thinking. You tend to think things through a lot more, because in trials there are so many combinations and ways of clearing a section," he

said.

Support for his sons' endeavors is the most important thing Dave Sr. can offer. Beside officiating at some observed trials meets, he often transports the brothers to events, scouts ahead on difficult sections of terrain and even helps to catch either Derek or Dave if they're in trouble and about to fall.

There is a northern Inco connection contributing to Derek and Dave Jr.'s success on the trials circuit. Dave Butler, who works as



Derek gets high on cycling.

a maintenance foreman at South Mine in Copper Cliff, also runs D & J Motorcycles with his wife Joyce, first as a hobby but now as a business that keeps me in my motorcycle habit! I've got to be nuts about motorcycles."

Observed trials bikes in particular. Dave, 38, has already sold four bikes to the Thomases, and keeps them abreast and informed of the latest technology applied to the lightweight 175 to 350 cc. machines, which are becoming more sophisticated all the time.

I almost enjoy tinkering with the bikes more than I do riding them. You've got to tune the bike just for you," says Butler, who feels he

will continue to ride until he's about 45 years old. In the meantime, "it gives me a real challenge to lay out a course" when observed trials events come to the Sudbury area.

Usually, the event is held in Naughton, 15 miles west of Copper Cliff. I arrange for the land and lay out a course on a five kilometre ski trail on the other side of the old highway," Dave said.

Originally from Port Colborne, where his father Ross worked for Inco, Butler returns there on a regular basis to compete in an annual observed trials meet along the old Welland Canal, where tons of earth and rock were dumped on adjacent land while building the huge waterway in the early 1900s.

Butler credits his present wrenching and riding expertise to an early apprenticeship with Port Colborne's Ed Given, an Inco locomotive driver with a motorcycle dealership on the side.

Ed was probably one of the guys who influenced me the most. I didn't get much money, but that wasn't what was important. The experience was important. I learned just as much or more from working on motorcycles as I did from college.

"Now, I've come along a problem at work on a big scooptram and said, 'I've fixed this on a motorcycle before.'

"What do you mean? This is a big piece of machinery!" someone will say.

"I reply, Don't worry, it's just nuts and bolts. It'll go together one way or another!"

Sticking together is what draws observed trials riders to the sport.

"Trials is like one big family. It's not fiercely competitive, like motocross. You're riding against the ground and not each other," enthuses Butler.

"It's a great spectator sport, too, because you can get right up close to the riders," adds Derek Thomas. "We go no matter what the weather, so the fans are always satisfied.

"There aren't too many monetary rewards in the sport, unless you are part of a team. More than anything else, though, it's fun!"



Dave and Derek do some stunts in unison for the camera.

Purchasing & Warehousing on the slippery skids again

From a photographer's point of view, Nick Palandra was the best sport in the house.

Photographers forget what staring down the business end of a 105 mm lens can do to your concentration, yet when the Purchasing and Warehousing Operations Superintendent fell on his keester while making a shot at the Purchasing and Warehousing Bonspiel, he didn't chase the photographer off the rink.

Sorry, Nick, but we couldn't resist using the pictures (right).

It was another full house again this year at the Copper Cliff Curling Club for the fourth bonspiel hosted by the department.

"We had over 100 people turn

out," said Divisional Shops storeman Bill Beavers. "We had 28 teams competing this year."

Bill has been the main organizer of the event ever since its inception. "We had a golf tournament four years ago, and everybody had such a good time that we added the curling event."

Although the golf tournament has been dropped, the curling match

has picked up more enthusiasm every year.

Bill said that a lot of purchasing and warehousing work involves telephone calls, and the social event is a good way to "put a face with the voice."

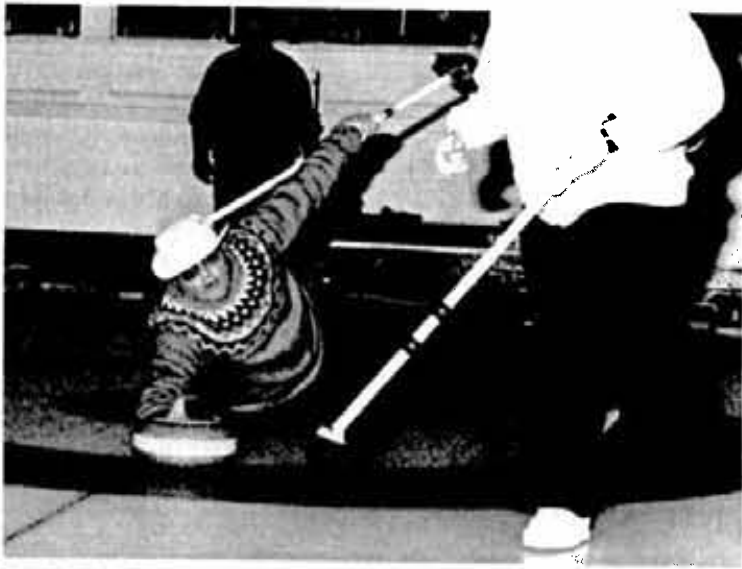
"The warehousing department is located all over the operation," he said. "It's a way to see people you haven't seen for a while."



Systems and Projects Supervisor Jim Elliott puts a hex on the approaching rock while Andy Spruce of Trans-Provincial Freight Carriers looks over his shoulder.



Paul Meehan of Kenscott Industrial Products concentrates on the shot.



Al Beauchamp, Divisional Shops Warehouse, gives the rock a little encouragement.



Warehouse foreman Terry True and Sue Thompson work hard to bring the rock home.



Despite an unsteady start, Purchasing and Warehousing Operations Superintendent Nick Palandra didn't give up on the rock. The facial expressions tell the story. Now that's true grit.

Clarabelle pair primes pump for Suggestion Plan money

Having an idea up your sleeve can be lucrative.

Just ask Roger Zazulak and Ray Lachance who won a \$6,675 Suggestion Plan award for their scheme to reduce shaft sleeve wear on Clarabelle Mill pumps.

Roger, a maintenance mechanic who retired last March after 38 years with Inco, returned to his former workplace at Clarabelle to join maintenance mechanic Ray Lachance for a brief cheque presentation ceremony.

Each left the ceremony \$3,337.50 richer.

"We've been working together on these pumps for 17 years," said Ray. "We're always looking for an easier way to do our job."

That's one reason the two have made the Suggestion Plan something of a part-time job. They don't know how much, but calculate there's been a "few thousand" in Suggestion Plan cash come their way for the over a dozen ideas they've pioneered in the past.

"It's good for everybody. You're helping yourself with your

job and getting money for it."

Their latest idea involves extending the hard surfacing shafts on pumps that move everything at Clarabelle from tailings slurry to copper and nickel.

"The problem was," said Roger, "that the material we pump is very thick and contains a lot of particles that act like a grinding compound."

To adjust for the wear, the pump impeller had to be adjusted regularly to bring the impeller closer to the suction wear plate.

Although there's a wear resistant stellite covering on the steel sleeve of the impeller shaft, the weekly adjustment would expose bare metal and result in dramatic wear on the exposed areas.

Their suggestion was simple. Extend the stellite covering to account for any future adjustment.

"We started in May, 1987 and installed and tried it out experimentally," said Art McDonald, Safety and Administration superintendent at Clarabelle (he was maintenance foreman at the time the suggestion was submitted.)

"With the old system, we could run it once, then two more times with a rebuild, but that was it. With this new method, we run them 18 times at last count and it could be more than that."

The savings are considerable, considering the cost of a new sleeve is about \$350 and the cost of rebuilding it is \$287.

"You work with something over and over and sometimes the ideas come almost automatically," said Roger. "Most times, the answer is simple. It makes you wonder why you never thought of it before."

He said getting support from foreman and supervisory staff is a factor as well. "We could come up with ideas, but we don't really have the information on how it could be implemented or if it is economical. The foreman's job is an important one in the process."

For Roger, the extra cash was a here today, gone yesterday scenario.

He hit a moose earlier this year and figured the car repairs took most of his winnings.



Art McDonald, Roger Zazulak and Ray Lachance with old shaft sleeve on the left and new improved on the right.

Pair whistle to the tune of \$3,205

Untangling a lucrative boneyard idea



Roger Leblanc and Gilles Julien untangled a winning idea.

Roger Leblanc and Gilles Julien are whistling past the graveyard to the tune of \$3,205.

The "graveyard" the two Little Stobie drill fitters are referring to is the final resting place of a tangle of torn, leaking and discarded Simba drill hoses left behind in the drilled areas whenever the drilling is completed.

"Eleven hoses stretch from the top to the bottom of the drill boom and along the mainframe of the machine," said Roger. "The hoses were too loose and would hang to the ground."

When the hoses were tightened up or the drill moved, the buried hoses would entangle in the cuttings and tear. "It was an ongoing problem. At least once every couple of days we'd have to replace some hoses, not to mention the 20 or 30 gallons of oil that would be lost with a break in the high-pressure hoses."

To eliminate the problem the two came up with a scheme that was as simple as it was effective: Install a series of bulkhead plates fabricated with fittings, attach them to the simba drill frame and attach the hoses between the plates.

"Instead of 11 long hoses, you now have three shorter ones," said Gilles. "No slack."

The two have been working on drills for the past 15 years, and the problem was a nagging one that's perfect for brain storming. "Look for the problems in the job, things that you'd like to get rid of," said Gilles. "There must be a better way to do it."

Suggestion Plan veterans, the two have submitted seven ideas already this year. "Two heads are

better than one," said Roger.

"You'd think that the manufacturer would build the machines with the plates, but you don't see the problems until you start working on it day after day."

Initially, the two made the plates themselves and attached them to the machine on each side of the boom. "We tried it for a week and the drillers were happy. It saved them a lot of work."

NICKEL NEWS

Going with nickel

When people in one of the most densely populated cities in the world go to work, they grab for stainless steel.

The Hong Kong Mass Transportation Railway (subway) greets the thousands of commuters with a good morning shine, made possible with the gleaming, clean stainless steel grab poles, passenger seats and kick plates on coach doors.

More than two million passengers are carried on the subway.

Seeing with nickel

The key to fabricating superpolished x-ray astronomy mirrors is the use of electroless nickel that accepts an exceptionally high polish and withstands the stresses developed during mirror removal. Electroformed nickel also provides a rigid and relatively thin shell that resists deformation from extreme forces such as those encountered during a spacebound rocket launch.

Clean up with nickel

Corrosion on industrial waste and sludges detoxification equipment can be severe, according to Zimpro/Passavant general Manager Ken Fulmer, but nothing that some kinds of stainless steel and nickel alloys can't handle.

That's why the company sees a great future for wet air oxidation plants in pretreating hazardous wastes ahead of deep-welling or other disposal options.

Wants Canadian partners, not handouts

Chilean deputy mines minister visits Inco

The Chilean Deputy Minister of Mines sat in the North Mine lecture room, intensely studying a slide presentation of Inco's high tech mining operations in the Sudbury Basin.

"Inco is well known around the world as a good producer, a producer of high technology as well as nickel," said Ivan Valenzuela. "We know about Inco's research and advanced mining methods."

Responsible for mining in a South American country where 50 per cent of the total export is in the mining sector, Mr. Valenzuela is eager to pick up all the mining information he can get. He's particularly keen about the research cooperation between industry, universities and other research facilities such as Sheridan Park in Toronto.

That personal touch

"Face to face is much better than by letter," he said. "I'm finding out what I need to know. I'm getting the answers to all my questions. Inco seems happy to help, to share what they know."

It is this spirit of cooperation that's another reason behind Mr. Valenzuela's first visit to Canada. "I believe we are in the first stage of a much closer relationship between our two countries in the future," he said. "We need partners, not gifts. I'm impressed with the potential of such a partnership and with the friendliness and eagerness of Canadian people to work with us."

It's part of Mr. Valenzuela's job to help plan the Chilean mining sector, a rapidly expanding segment of Chilean industry that supplies about eight per cent of the country's gross national product.

Part of the expansion has been an improved climate for foreign investment in the past few years,

and Canada has been one of the investors.

"We calculate that in the next three to four years, there will be more than \$1 billion (U.S.) of Canadian investment in Chile," he said. "Part of my purpose here is to make contact with Canadian companies to plan the expanding Chilean mining sector."

Although Chile mines no nickel, it is a country with huge mining potential. About 1,600,000 tons of copper is mined here annually, as well as 25 tons of gold. Copper, he said, represents about 40 per cent of the entire mining sector.

Seeking partners

The growth in Canadian investment is relatively new, he said. "Canadian investment is only about five years old. Canadian companies seem more willing to work together with Chileans, more responsive to Chilean needs and interests. I think relations between our two countries will be very close in the future."

Mr. Valenzuela said it was the size of Canada and the strength of its regional communities that impressed him the most. Although Chile stretches along the entire southern half of the continent, it is no more than 200 km from the sea at the furthest point. "In a way, you have a similar situation in Canada, with most of your population living along the southern border. But in Chile, we have no isolated communities."

The transition to democracy after 17 years of military rule has brought the highest rate of foreign investment in 20 years and a return to military rule is very unlikely, he said. "The people want democracy. The transition hasn't been easy, but all indications are that we have a very good future ahead of us."



On the way down at North Mine are mine planner Denis Garcia, mine superintendent Bob Russell, training instructor Andy Pilon, Chilean Deputy Mines Minister Ivan Valenzuela and Sheridan Park section head Carlos Diaz.



Chilean Deputy Mines Minister Ivan Valenzuela and Sheridan Park section head Carlos Diaz take in information during briefing before the underground tour.



Planner Denis Garcia helps the Chilean visitor with his gear.

A bridge from heart to heart: The

by Marty McAllister

Inco's first trip to Thompson took a full decade.

Throughout the latter part of The Second World War, Robert Stanley (then Inco's Chairman of the Board) regularly voiced two of his favorite concerns. One was the need for a "just and durable peace". The other was that even the best orebodies can't last forever; exploration would have to be intensified. In 1946, Inco parties moved away from the Sudbury region, concentrating a major part of their search in Northern Manitoba.

Ten years and \$10 million brought success. The persistence and ingenuity of our exploration people and the stubborn faith of Ralph Parker paid off in spades.

The Ford Motor Company did the impossible, making its second Thunderbird even more beautiful, more timelessly desirable than its first. World media attention was shifting from the uneasy peace in the Suez Canal zone to the desperate flight of Hungarian refugees. Maurice "Rocket" Richard, it seemed, would never retire. And, Inco found its new Manitoba orebody.

Married barely a year, Chip and Valda Duncan shared the growing excitement in the Moak Lake exploration camp. Ever since that one drill had been "briefly" diverted to what would become Thompson, with the intention of shortly moving it on to Moak, their whole world had changed. The hopeful searching, the nomadic life in the unspoiled wilderness had come to an end. This was the real thing, the once-in-a-lifetime thrill of being part of a major find.

More people began to arrive, many from Sudbury. James Parlee was on site, soon to become the first General Manager of the Manitoba Division. His challenge was a massive one, even with Parker's full backing, but he had time for little things, too. Responding to the big man's remark that a garden couldn't grow that far north, Valda Duncan challenged him to bring in some seeds. Parlee did just that, on the return from his next flight out, and Valda set out to develop Thompson's first garden. The growing season may have been short, but the clear skies and fresh air made it quality time.

Important public announcements are always preceded by a lot of planning and plain hard work at the grass roots level, and often by some pretty heavy politicking. Down in Washington, the Eisenhower administration was growing bullish on adding nickel to the U.S. stockpile, making it even more doubtful that existing producers could meet the growing peacetime demand. By 1961, it was said, the United States alone was going to need 440,000,000 pounds of nickel annually. Even allowing for the proposed development of the Moa Bay deposit in Cuba, Inco saw itself cornering a good share of this broadening market. Although there

were no guarantees, the Americans hinted strongly that Inco would be part of the action.

Another recruit out of Sudbury, Ralph Hawkins, went to work with his engineering staff, in cooperation with counterparts in Copper Cliff and Toronto. They added up the numbers on what it was going to cost to develop the mine, mill, smelter and refinery — as well as a railroad, a power plant on the Nelson River, and, oh yes, a city.

Buoyed by market optimism, the Inco Board of Directors gave the go-ahead. Finally, after months of carefully hiding the full extent of their plans, it was time to tell the world.

On December 5, 1956, Inco President Henry S. Wingate and Manitoba Premier Douglas Campbell formally announced the biggest project in the province's history, requiring a company expenditure of \$175 million. The same day, typical of its old pay-as-you-go way of doing things, Inco raised the price of nickel to a record 74 cents (U.S.) per pound — then only 70 cents Canadian. The New York Stock Exchange approved: Inco shares jumped \$8.

Thompson had two waves of pioneers: One had discovered the orebody and now another would carve an industry and city out of the wilderness. The target was 1961, and the race was on.

If heavy construction were to begin in the spring of '57, incredible amounts of equipment and supplies would have to be on site, ready to roll. There was only one way to get it there.

Manitobans were no strangers to tractor trains. For decades, the bulldozer/sleigh combinations had

been used to take advantage of the only firm road Mother Nature offered, across the ice and snow of deep winter. That winter of 1956-57, the idea was expanded to serve this most ambitious of schedules.

The "Snowball Express" was comprised of 24 diesel-powered 'trains', making more than a thousand round trips between the site and the marshalling yard at Thicket Portage on the CNR line,

35 miles distant.

As planned, by the time the railroad spur was completed late the following summer, things were already well under way. The butt of many jokes since, the long Thompson winter had allowed Inco to gain an entire construction year. (See the sidebar: If Inco had paused for a breather . . .

Building the warm Places

As it had at Port Colborne 40 years earlier, the Foundation Company became a prominent name around Thompson — not just because of its huge contract, but because of its mastery of the challenge of hiring and caring for many hundreds of workers. They came from across Canada and around the world.

Bob O'Reilly, frustrated with the sporadic employment back east, was one of them. "It's hard for you to imagine what it was like at the beginning. Nowadays, if we're working out in the cold, we go inside once in a while, to warm up. Back then — except at mealtime or when you got to the bunkhouse at night — there was no place to go. You see, we were building the warm places."

They worked 12 hours a day, seven days a week, for as long as they could handle it, and they lined up for everything. Accommodation and food were first-rate, but some things were just forbidden, like alcohol and gambling. For O'Reilly's first six months there, no cash was paid in Thompson. Finally, a makeshift bank was set up in the bunkhouse, where they had to line up again.

One payday, someone in the



While Thompson is often noted for its isolation, there are advantages, as seen in this picture of nearby Paint Lake

Sudbury operation grew up, Tho

With the passage of 30 years, one's world takes on a different hue. Days go faster, legs go slower and foreheads grow wider. Grandchildren arrive and high schools hold reunions. Rock doesn't roll like it once did. We do things we used to protest and protest things we used to do. Companies grow . . . and communities mature.

Unlike the piecemeal beginnings around Sudbury and Copper Cliff, Thompson was born whole — wheels spinning when they hit the road. In less than five years, the package was complete . . . almost.

Don MacLean has seen the other pieces fall into place. The Cape Breton native has been mayor of the City of Thompson for 12 years. He's been involved in municipal politics from day one and remembers the population reaching its boom height of 23,000, but also agonized through the leaner years of the early '80s. Now his city of 15,500 is more stable, growing at a steadier pace.

What has happened, without a lot of fanfare and pageantry, is that the city has grown on its people.

When no one was looking it became home. Now, as folks prepare to shift gears and leave their "first career", many are choosing not to leave Thompson. Like Moe Chaychuk, they want to stay and enjoy the extra time with the

community and the people they've come to love.

The changes have shocked a few.

In Doug Taylor's memory, time had stood still. Now the acknowledged master of what is

perhaps Canada's finest private exploration library at Copper Cliff, Doug somehow expected the friends from his Manitoba days to stay forever young. Then, during his 1989 vacation, he joined many of us in listening for news of the



Unlike Sudbury, Thompson, Manitoba, was "born whole."

the bond between two Inco divisions



The "Snowball Express," diesel-powered "trains" made more than 1,000 round trips to carry men and materials to construct an industry and a city.

line accidentally brushed against the light switch, plunging the room into darkness. When the lights came on again, the workers exploded into laughter to see the frightened banker sprawled across his stacks of money, protecting it with his own body.

Now that his mattress is full, Axel (no, that's not Alex) Lindquist has chosen to retire from the Thompson maintenance office. But he remembers the hiring office down at The Pas: "If you were breathing, you were hired." The

high turnover of people led to the joke that the Inco project had three crews: One coming in, one going out — and one working.

Among the crew coming in were always several on a return trip to this new land of plenty, where the streets were paved with mud, and they were well aware that the boys in camp would truly appreciate (and pay dearly for) a 'wee drop'. Of course no one dared conduct such trade within the camp itself, so discreet sleigh runs would run through the bush to the train station,

greeting the bearers of good cheer.

Not everyone could endure the elements. O'Reilly tells of a young German lad who worked for a time on the smelter building. The black flies got to him so badly that his eyes swelled completely shut, and he required hospitalization in Winnipeg. He came back for one more turn, then departed for good. For a host of reasons, others followed the young German's lead. Many did not and it is they who went on to transform Thompson the project into Thompson the

hometown.

On schedule, the Thompson Grand Opening took place on a Saturday — March 25, 1961. Never before, and perhaps never since, had so many dignitaries ridden the train 400 miles north from Winnipeg. Among those assembled, of course, was the grand old man himself, Dr. John Fairfield Thompson. It was characteristic of this man, who had become an industry legend in his own lifetime, to give full marks to Ralph Parker and Jim Parlee for a job well done. The Honorary Chairman watched with pleasure as the new Chairman, Henry S. Wingate, and the new President, J. Roy Gordon, presided over the official dedication in the Refinery, with the new Manitoba Premier, Duff Roblin. The production clock began ticking.

Around Manitoba and throughout mining circles around the globe, the Thompson story was front page news. For weeks, no one could talk about anything else. (Then, at the end of April, Willie Mays changed the subject by hitting four home runs in a single nine-inning game.)

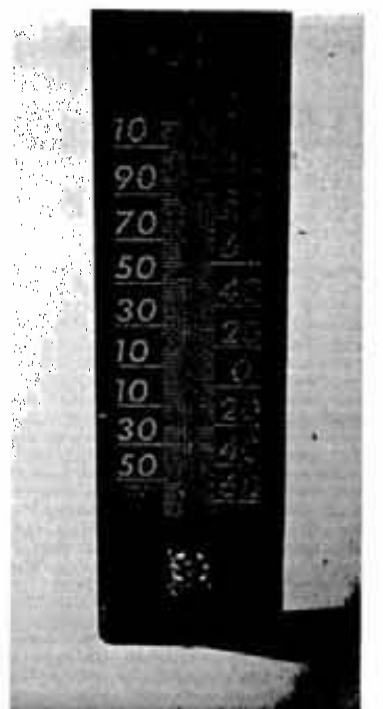
Something else began to happen. At the beginning, many people had left the Sudbury and Port Colborne areas to seek out new career opportunities in Thompson. Some stayed, some left, and some came back to Ontario. Still others, like James Parlee, Foster Todd, and John McCreedy, went on to become senior officers of the company.

Although it was pretty much one-way at first, the flow of people between Inco's Ontario and Manitoba Divisions soon became mutually rewarding.

With enormous depth and collective experience, the Ontario Division is bigger, more spread out, and much older. It had very humble beginnings, and grew in

many stages. When Copper Cliff was Thompson's age, "the Club" was brand new, the First World War was still on and people in Northern Ontario were mad as hornets to learn that Canada's first real nickel refinery was going to be on the shore of Lake Erie.

On the other hand, Thompson



A cold snap in Thompson: Now that's chilly.

was designed as a fully integrated package, making it a great place to see the full picture. Many Incoites have broadened their horizons there. The location may be isolated (although less so as the years go by), but the thinking is not.

The ongoing exchange of skills and experience — and plain old love and friendship — involves countless journeys back and forth between east and west. With each succeeding trip across the "bridge from heart to heart" you can easily become confused: It's like going home in both directions.

Thompson born full-grown

great forest fires in the Thompson area.

What jarred him most, however, was the broadcast that told of plans to construct a senior citizens' building. Could it be true?

Alas, Doug, it is true — and the building is grand!

Books about Thompson vary in age and content. "For The Years To Come," written by Dr. J.F. Thompson and Norman Beasley, helps put the whole thing in Inco context. "A Journey North," by Hugh Fraser, gives valuable insight into the arduous search for the orebody.

More recently, "Thompson: A City and Its People" offers an informative and fun-filled collection of photos and yarns that will moisten many eyes. Author (and Inco chemist) Graham Buckingham is a story in himself. His most memorable sale of this book took place at one of the Thompson malls. A group of young lads were scanning the book's pages, but Graham didn't see much enthusiasm. Suddenly, one of the boys saw a picture of Margaret Madonick and exclaimed: "There's

Granny!" Pooling their resources, they paid out the \$30 on the spot.

A magnificent new museum building is proof-positive that these

Northern Manitobans intend to preserve their heritage: a delightful blend of centuries-old customs — with the 12,000 days of Thompson.

If Inco had paused for a breather . . .

Had there been a delay — had the company decided to wait until 1957 before committing itself to the Manitoba project — there would have been much cause for second thoughts.

The summer of that year brought bad news and good news. On the down side, Inco's proposal to the Americans had been definitely rejected. There we were, full steam ahead on a project that would add 75 million pounds of nickel to our annual production, and remove \$175 million from our coffers and the customer of all customers was bowing out! The very thing that had given the Board its confidence was gone. Had this

turn of events been anticipated, their approval might have waited for years.

There was, however, an up side to the U.S. government's decision to get out of the nickel stockpiling business. Peaceful markets for nickel could now be assured of reliable supply, no longer playing second fiddle to government priorities. The excitement of finding new uses and customers would be a lot more work but infinitely more rewarding in the long run.

Other challenges arose, notably the business slump of 1958, but Inco hung tough. A world-class commitment had been made and we would see it through.



Scores of displays at the Cambrian Foundation served to provide a wider scope of career options for hundreds of visiting young people.

Technology - Your Tomorrow exhibit draws interest

Technical careers show gives options for

It's a paradox, but nevertheless true. Canada is suffering from high unemployment while the country's industries can't find people to fill high-paying technical jobs.

The solution?

Change an attitude.

That was the main purpose be-

hind Sudbury's first technological careers exposition, and by all indications, the Cambrian Foundation show was a success despite a drastic drop off when a snowstorm kept most students away on the second day of its two-day run.

"We had thousands of kids

come through here and many seemed very interested," said Frank Moss, head of the delivery of Inco's electrical and instrumentation apprenticeship and tradesmen upgrading programs. "We have to do more of this kind of promotion to ensure that the technical trades

are considered as an option by young people."

Inco was one of over 24 industries, businesses and educators who took part in the exposition, setting up booths and displays covering everything from woodworking to electronics.

Frank, chairman of the Vocational Advisory Committee of the Sudbury Board of Education, said the exposition was the brainchild of the Sudbury Technology Studies Support Group, an organization of 23 industries, businesses and educational institutions. Organi-

Attitudes changing, but not fast enough

Blue Collar Blues no longer the hit tune it was



Smelter electrician Roger Gagnon shows Greg Burns (standing) and Claudio Faccendi a test unit.

Greg Burns is enrolled in a cabinet making course at Cambrian this January, but that didn't stop the 21-year-old from window shopping down the aisles of the technological careers exposition.

"I'm still open for other ideas," he said as he eyed a piece of computer equipment at Inco's Industrial Electrician exhibit. "I'm here to find out what else I'd like to try. You can't really get that kind of information from a book."

Greg was one of a trickle of students who made their own way down to the Cambrian Foundation on the second day of the exposition, defying the snowstorm that had kept most of the over 1,100 scheduled student visitors away from school from where they were to be bussed to the exposition.

The day before, there was barely room to move as hundreds of kids piled off buses and invaded the over 40 displays.

Greg said there was no better way to "get a feel" for a trade than to attend the exposition. "I know they have them in Toronto, but I never knew we'd have one here. I think it's a great idea.

He said that one of the best things about the exposition is the contact with people in the different fields. "It helps to talk to people in the trade, to see where things will be going in a few years.

"Sure, there's still a stigma at-

tached to blue collar work, but it won't bother me at all to go to work with a blue collar and lunch pail. I think the attitude about the trades is starting to change though. A lot of it comes from parents who want their kids to be doctors and lawyers."

Greg seems to know what he wants and where he's going. "I'd like to go into the construction business and eventually run my own construction business, but the technology seems to be changing so fast and I'm going to have to keep up with it."

Dan Lux, 19, also did some browsing at the exposition, despite the fact that he'd already graduated from a 52-week Cambrian Heating, Refrigeration and Air Conditioning course. "I'm looking at just about everything. I might like to work at something else. I'm interested in more than one field."

Son of Frood-Stobie Mill Process Technology senior analyst Gilbert Lux, Dan said he didn't realize there was such a wide-ranging choice of technical careers available. I was kind of looking at electronics when I got out of high school, but I took the Cambrian course and I'll decide later if I want to do something else.

Many students, dazzled by the new computer technology, discovered that most trades have an ever-increasing computer component.

"Computers are definitely a drawing card today," said Roger Gagnon, an electrician at the Copper Cliff Smelter who was one of the representatives at Inco's industrial electrician display. "We're getting a good response from these kids and they're showing a lot of interest. They seemed amazed how much computers are involved in the trades today."

Judging from the response of some of the students, Roger said there's an obvious lack of information about trades as a career. "We try to tell them what's available, but we have to reach the parents, too. Parents who want their kids to be doctors and lawyers. Trades have changed and I think they are at least as challenging as many white collar jobs."

Learning a high tech trade isn't all that's involved. A tradesperson has to keep on top of the constant deluge of changes in technology.

"I've been in the (electrician) trade for 20 years now and the overwhelming changes today have me continually upgrading. From now on, continual upgrading will have to be part of the job."

Are attitudes changing about technological careers?

"From what I've seen here, I'm not sure," said Roger. "But these kids are certainly better informed about what the trades have to offer."



Mobile Mechanical Training Instructor Don Brunelle lets Dan Lux take the controls of a scoop tram control simulator.

a bright future

zation began back in June of 1989 and almost 250 people worked on setting up the exposition either directly or indirectly.

Not only will the first-ever show give young people new insights and options in choosing careers, an on-going study will attempt to gauge whether the exposition has had an impact on technical enrolment at Sudbury schools in the future.

"If so," said Frank, "we could expand such expositions and promotions in the future."

Frank said the dilemma of high unemployment with unfilled, lucrative technical jobs has been created in large part by only one major misconception. "Young people aspire to white collar jobs and anything less is considered a failure. There's the mistaken belief that blue collar jobs don't pay well and are insecure careers."

Nothing, he said, is further from the truth. "In 1990, about 70 per cent of layoffs were in the white collar category and in the clerical field that supports them. The lay-off rate among technical people is about eight per cent. Skilled trades are about as secure a job as you can get."

Somewhere along the line, North American culture has lost its respect for the skilled tradesman, he said. "It is considered an admired vocation in many other cultures."

He said shows like the exposition can start to get the word out, not only that the jobs are available, but that the jobs are challenging, interesting and rewarding. Above all, he said, it gives young people a chance to talk face-to-face with tradespeople who are proud and enthusiastic about their work. "This show is run by people who are very proud of what they do for a living. That's a good thing to get across to these kids."

"A lot more of this kind of thing needs to be done in the future," he said. "We have to link together educators, industry and businesses to try to get the word out. Unless we do it and do it now, we won't survive as an industrial country."

The "second choice" attitude about blue collar jobs often leads to the mistaken impression that technical trades demand a second rate education. That's another myth the exposition is trying to eliminate.

"The education required for many trades demand high school graduation, two to three years of college and another four years as an apprentice," said Frank. "That's not a second rate education."

Often, negative attitudes about trade careers begin in the home, that's why the exposition was open from 9 a.m. to 9 p.m.

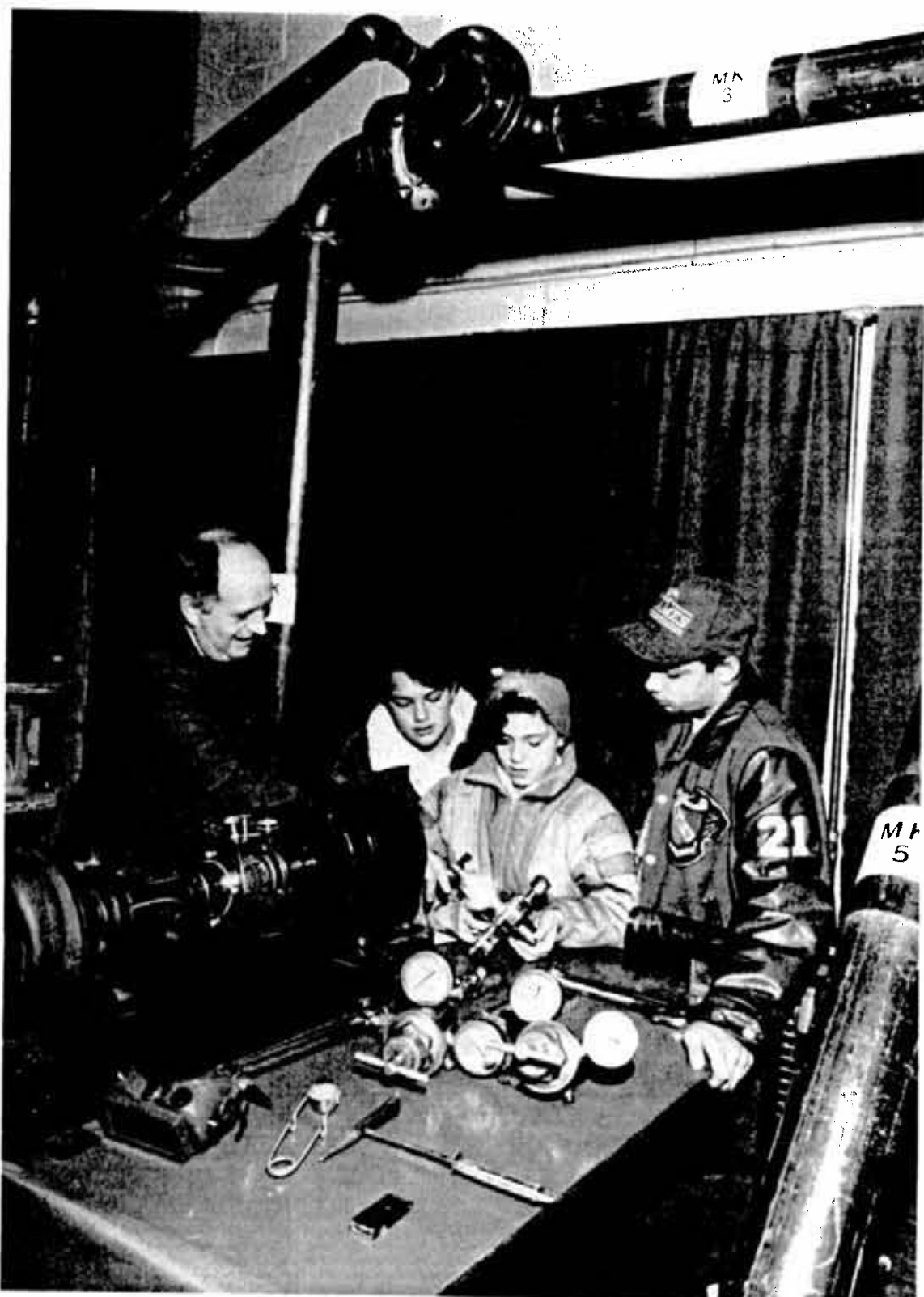
"We wanted to get adults out, parents of these young people. They should understand that out of every 100 kids who want to go to university, only 18 do so. Out of those, an even smaller number makes it through university."

What do you do with the rest of these kids?"

Frank said the overall motivation behind choosing a career seems to be wrong. "The idea seems to be to get through school as fast as you can and then make a lot of money. Instead, you should pick something you like doing, then check to see if you can make a living at it."

"This show is about people making choices. Different choices for different people."

Inco set up booths representing industrial maintenance mechanics, garage mechanics and industrial electrician fields. Frank said the displays could not have been possible without the cooperation and support of Smelter electrical department people who wired the displays, made repairs and even helped hang signs.



Françoise, Louise and Andrew Gravelle pay attention as Iron Ore Mechanical Training Instructor Larry McLaughlin takes them through some equipment on display.

"Inco also supported us in many ways, making up programs for us and providing copying facilities for career information sheets."

"This kind of thing is good for us, too. Everybody wins. The kids are directed to new career options, schools have increased enrolments,

drop-out rates are reduced, colleges and universities get more students and industry gets the skilled workers they need to survive."



By Ellen L. Heale, P.Ag.

"If you wish to be happy for the rest of your life, become a gardener."

If you are a parent with young children, a youth leader responsible for planning activities or a teacher you may be interested in a new publication from The National Gardening Association titled "Guide to Kids' Gardening." Activities, experiments, developing a youth garden and basics of indoor gardening are outlined.

Gardening for children is important for a variety of reasons. It creates an awareness of our environment and provides an opportunity for making environmental choices - do we put it in the garbage or can it be composted or recycled? A youth garden may be a community improvement project and help develop neighborhood pride. Gardening, on a small or large scale, offers a hands-on activity in a variety of disciplines - including science, the environment, art and creativity - building scarecrows, birdhouses, signs, and math - how much topsoil do we need for this area? and measuring distances between plants and rows.

Personal growth, developing self-confidence and interacting with other children result from gardening together. Growing vegetables provides important lessons in nutrition and health and is a forum for discussing food, agricultural production and awareness of hunger issues faced by many communities. In addition to all of the above reasons, gardening for children is fun and is a practical, life-long skill.

Challenges will need to be faced in the development of a youth garden. The first chapter in Guide to Kids' Gardening discusses issues and potential solutions. These include: Leadership - you don't have to be an expert gardener, where to find land, keeping costs low; vandalism - it is to be expected but can be minimized, who will look after the garden over the summer; and motivation - keeping interest high. However, do not let these issues discourage you, the rewards are proven and many youth gardens provide successful models.

A program plan is part of a successful project. Why are you starting a youth garden, who will participate, how long will it last, what tools and supplies will you need? Good land for a garden site may be vacant lots, existing community gardens, around churches, schools or seniors centers, the opportunities are unlimited. The garden may be indoors, grown under lights, tropical foliage plants or in an existing greenhouse. Allow plenty of time to locate a site and get permission to use it.

It is very important to examine the soil at the chosen site, consult a professional if necessary. A minimum of 15 cm of good, well-drained topsoil is required. Sample the area thoroughly and test the soil for pH values and nutrient requirements. Ensure that the soil is not contaminated or in close proximity (less than 150 m) to heavily traveled roads. Lead levels in the soil from automobile exhaust must be determined. Also, steep slopes are subject to soil erosion and should be avoided.

Basic tools that will be required include shovels, rakes, hoes, hand trowels, cultivators, watering cans, hoses, a wheelbarrow or cart and miscellaneous items such as string and stakes. Depending on the location of the garden, proper insurance protection against property damage or personal injury claims may be required. Finally in your program plan, share the harvest, an important part of concluding a successful gardening project.

Involve children in decision making and site preparation from the beginning. Gardens may be made up of individual plots (3m x 4m) with paths a minimum of 2m wide and beds of different shapes such as raised beds. A plan is important and remember that some crops such as corn, cucumbers and squash require a lot of room. Design ideas and group planting techniques are included in the book (tested by 72 first, second and third graders).

Twenty eight garden experiments and tests are outlined. "Plant a single row of lettuce about 2m long. Next to it, plant a wide row of lettuce 2m long by about 40cm wide. (Sprinkle the seeds to plant.) How much seed is used for each? Which is easier to thin out? To weed? Which produces the most lettuce per metre of row?"

Garden activities may involve keeping a journal, puzzles, riddles, lessons on where food comes from, recycling, flower dissection, building row markers or raising worms. Container gardening may be an alternative to large-scale plots and is a good introduction to gardening. Containers save space, they can be obtained at minimal or no cost, can be moved if necessary, taken home by children and an artificial growing medium may be used instead of soil.

Your local Horticultural Society, Master Gardeners, 4-H groups and community centers are a valuable source of advice. Volunteer support and assistance may be available from seniors, local garden centers or construction companies. The National Gardening Association is in Burlington, Vermont. Guide to Kid's Gardening is published by Wiley Science Editions, 1990.

Port Colborne soccer

In Europe, the game of soccer is revered and played each season with the same intensity that Canadian hockey brings out in its fans and players every winter.

Many soccer-loving Europeans came to this country in the early 1950s. Their first priority was to search for permanent, satisfying careers. Some of them found those jobs at Inco in Port Colborne.

Their second prerogative was to get involved in soccer. They all did that in a very minor way!

Bruno Favaro, 61, came to Canada in 1951 from a French coal mine where many of the 2,000 men of different nationalities played spare time soccer in a field near the camp. There were Poles, Germans, French and Italian men working and playing there among others, he recalls. Twenty-two at the time, Bruno was already a soccer fanatic, having played as a youth in Venice, Italy. So it wasn't long after he started working at the Port Colborne refinery in 1954 that Bruno began to play goal on a Port Colborne senior soccer team with other Inco employees —Odillo Turchetti (retired), Lino Di Pasquale (shipping), Carlo Elaro (retired), Frank Francescangeli (cobalt), George Frey (retired), Frank Rotella (retired) and Orazio Nuccitelli (retired). Ten years and a lot of fun later, Bruno and some of these senior players decided to pass on their playing experience to the younger generation. They started the first unofficial minor soccer teams to play out of Port Colborne. Though they competed in the Welland league, all the players, coaches, managers and volunteers called Port Colborne their home.



Bruno Favaro

What got them going?

"Kids used to say to us, the parents, 'How come you never teach me to play soccer?' We

listened to them, because we knew you can't teach a kid by the book. You need coaches with experience," Bruno declares.

One of them was Eddie Madsen. Now a refinery retiree, he co-founded the local Sir John Colborne Youth Soccer Club. A real team man, Eddie held every position from referee to president in the local organization; and served during seven concentrated years on the organizing body of the Niagara Region's and Southern Ontario's minor soccer executive.



Barney Santarella

Barney Santarella, a receiving and storehouse employee, is a 33 year refinery veteran. He was the proud parent of a young player when Eddie got the ball rolling. But the spectator soon turned into an eager participant. Barney, 53, and his wife Dorothy, 54, have since worked for and helped manage the club for the past 15 years. Barney has served as president for the past two years and vice-president two years before. He is now the past president. Both Barney and Dorothy are directors of the Niagara Youth Soccer League. All this and coaching in between.

These people are passionately dedicated to soccer. They have certainly kicked in a lot of time after work to help four to 18 year-olds find their aim and poise in the game. And their goals have been met, as the Sir John Colborne teams are constantly growing and consistently competitive in the Niagara Region and Southern Ontario. They've been that way in Europe for many years.

When Eddie Madsen was growing up in the Danish province of Jutland, he played organized soccer at left wing. From the age of six, he repeatedly qualified for the

local all-star teams with the careful instruction of his uncle, who coached a provincial junior club of all-stars. By the time he was 18, Eddie had moved up from his uncle's junior squad to a third division senior team, Aarhus Gymnastik Forening. He was competing against other Scandinavian squads in Norway and Sweden but a knee injury, followed by work in the Danish underground during the Second World War, temporarily interrupted his dedication to the sport. Eventually, when his life was settled again, Eddie picked up soccer where he left off, in a different, yet still devoutly connected way.

Barney lived in the Abruzzo region of Italy, in the town of Castropignano, before he came to Canada in 1953.

"I never played organized soccer because there wasn't any. We played in the streets or nearby farmers' fields. Most of the time we used homemade balls," he remembers.

His wife Dorothy, who is the club's treasurer and former secretary, recalls a visit to Barney's hometown.

"He showed me where he used to play soccer. I told him the roads would have been a better place to play than those fields I couldn't believe they used to play soccer in those fields. It sure has come a long way from kicking a little rag ball around."

Canada has proven to be the right kind of training ground for the likes of Santarella, Madsen and Favaro to pass on their skills to fresh young teams. It is a nation relatively new to the sport and it is a place that welcomes immigrants from all over the world. Some of whom have grown up with the World Cup in the same way we have glued ourselves to Hockey Night in Canada and Lord Stanley's mug.

"The Dane," as Eddie Madsen was called by his fellow workers, came to this country in 1950. He worked in Port Colborne's process technology from 1952 to 1959, when he was transferred to Thompson's assaying laboratories for seven years. He returned to Port Colborne to stay in 1966. After he was settled in and his two children



Roger Battista and his Squirt Team.

enthusiasts keep sport in limelight



Roger Battista of the Electrocobalt Refinery gives words of advice to budding soccer stars.

were well on their way to being raised, Madsen struck into soccer again.

"In 1971, I went to a Niagara Peninsula minor soccer meeting in Welland with another Inco employee, Gyula Borbely, whose son played soccer. Someone I knew



Eddie Madsen

saw me at the meeting and said, 'There's an old soccer player. We've got to get him in here.' Borbely stood up and recommended me for one of the two open directorships. The other guy seconded it and I was in before I knew it.

Immediately they started to work on me. 'Why, there must be more boys in Port Colborne who want to play soccer in the Welland league?'

"So I put an ad in the local paper and set up registration booths in the arena, the firehall and the high school. Twenty-two boys replied. Most of them were of atom age.

"Lydia Favero was one of the parents who came out. She was in the Ladies Auxiliary of the Italian Canadian Hall, which was full of soccer enthusiasts and potential supporters, and she worked very hard with me to get the club going.

"We decided to call it the Sir John Colborne Youth Soccer Club after the man for whom the city was named. No other sports club in the city had commemorated him in this fashion so we thought we'd do it." Sir John Colborne was the Governor-General of Upper Canada who threw his weight behind William Merritt's idea of the Welland Canal in the early 1800s. Port Colborne is at the southern end of the canal.

"I was talking with people I

worked with at Inco, and they said, 'You'll never get it to work. There aren't enough boys.' I guaranteed them that I'd have five teams playing in Welland and an all-Ontario mosquito team. Don't forget, we were competing with hockey and baseball leagues, too.

"The pressure was on. The first thing we needed was enough boys of the right age to form proper teams. With Lydia's help we got more and more registrations.

"Bob Browne was the manager of the refinery at the time. He soon had his two kids signed up.

"John Shedden, a Scottish machinist who had retired from the plant and used to play soccer, helped me to canvass companies for sponsors. I joined him after work and we rounded up a lot of generous support. Shedden's wife remarked that her husband was a new man, now that he had something to do at 67. He must have got 12 sponsors in the time it took me to get three." The club banked on this off-field support but it couldn't have survived without volunteer help. Much of it came from Inco families.

Lydia Favero was president for 15 years. She has now left her more active duties with the club but remains one of its directors. Her husband Luciano, a carpenter at



Lydia Favero

Inco and at home, built much needed items such as benches for the players. He still picks up his tools and chips in on the odd project. In the beginning, everyone got into the act to save money including the club's auxiliary. The ladies made homemade nets and the men welded the net supports together. This

scrimping and saving paid off.

On the field, the club's players, coaches and managers made an



Luciano Favero

excellent account of themselves.

"We started out in 1971 with one team playing in Welland. The next year we had 18 teams. In 1973, there were 23 teams, including a select team playing in the Niagara Region. Twelve years ago, when other teams heard the name Port Colborne, they were scared. We were that good," Lydia exclaims.

"One of our competitive select teams went to the finals in the '78 and the '80-'81 seasons. Both times, we lost in overtime, but they were good games."

Eddie also remembers his teams with pride.

"As a coach, I took an all-star mosquito team to the semi-finals of the Ontario Cup in 1974. Someone remarked on the excellent training of the kids. I guess I was a tough coach. At 50 years of age I was running up and down the sand dunes at Nickel Beach with my boys. We trained at least twice a week in the evenings when it was still light. After some Mexican teams from a private school came here to play in a tournament with us in '74, I had my teams practise with tape on their mouths so they would breathe properly through the nose. The Mexican kids used to train that way and it showed in their play."

Madsen's intensity and willingness to teach also showed in his other work, although he says it was play most of the time. He served as president of the Niagara Peninsula Minor Soccer League for

seven years and started the On Target and Coaches magazines. He became vice-president of southern Ontario minor soccer in 1973 and served as president for seven years. In 1977, the year before he left minor soccer, Eddie ran for the all-Ontario presidency but lost by one vote.

Bruno is also watching the SJCYS more from the sidelines now, but he puts in a good word for the athletic organization as a longstanding member of the Italian-Canadian Hall, which has sponsored at least two teams a year since 1974.

"In '76, Lino Di Pasquale (coach) and I (manager) took those teams to Mexico for a tournament and in '77, we had a home and home tournament with some teams in Sudbury. As well, in both those years I was treasurer for the club," Bruno said. He also found the time to teach his son Enrico how to be "King of the Crease."

Barney and Dorothy Santarella have been equally as dedicated to the cause. They've not only followed sons Nick and Tony through the system, but coached, coaxed and cajoled hundreds of other youths to play their best at all times.

Some of their charges have headed off to the big leagues.

"A lot of excellent players have come up through our system. John Di Pasquale (Lino's son) used to play for the Hamilton Steelers pro team. Lucio Ianero is still playing for them. Carmen Cicarelli Jr. is playing on the under-16 Canadian national team. Joey Belan played at the 16 and under provincial level. We've also had several people picked for the regional teams and don't forget that we're picking our talent from a much smaller population than cities like Toronto. We've done extremely well."

That's because the team is much larger than the one that appears on the field. The dedication of coaches, managers and volunteers rubs off on the players themselves. How can these youngsters not be motivated when they have unceasing help like this? Barney talks about the rewards and the results of the volunteers' efforts.

"Soccer is very much our life. We get a few hours of sleep here and there during the season. It's really hard work. You never stop. But we feel it's one of the best sports for overall participation. When you've got 11 people on the field, 11 people are involved in the play. Every kid gets a chance to play," Barney declares.

"I've seen kids who could hardly kick the ball. A year later they are heading it and everything. That's a big transformation. But it's even more satisfying to see kids going beyond the play and helping us out. We have one kid, Brian Demarais, who plays on an under-15 team but has also coached a squirt team and refereed squirts and pre-squirts. Last year, he received a 'Best Effort' for his team trophy and a most dedicated player award.

"We've also got girls in a bantam team still coaching the in-

house leagues.

"Actually, most of our coaches and referees are parents and young players. Lino Di Pasquale and Frank Franciscangeli don't coach anymore but they still referee. Roger Battista, from the electrocobalt refinery coaches a squirt team.

"We can see soccer growing steadily every year. For the size of Port's population we are doing very well. We have four regular fields and two mini soccer fields here at the Humberstone school. And we're using almost every other sports field in town, including two at Lakeshore Catholic High School, one at the Elizabeth Street Sports Complex and another practice field at Port Colborne High School. The city preps most of these fields for us before games. But we are still running out of room for storage and playing space. There are also times when we have team tournaments and the cars are parked all over the street."

Because of this growth the busy Santarella's and the 100 or so other volunteers needed some extra facilities to better accommodate their young players.

So Barney approached Port Colborne Refinery manager Len Kowal last year about a parcel of vacant land next to the club's playing fields at Humberstone Senior School. It wasn't being farmed or used in any other way so Inco has leased it to the club for \$1 a season.

That was just a start.

Some unused and forlorn trailers on Inco property suddenly found themselves yanked out of the dust and transported to the site. With a little work, these former temporary offices will provide much-needed storage space for soccer balls, nets, other equipment... and more soccer balls.

"The club is really grateful for what Len Kowal did for us. We've made up a plaque in appreciation of the company's help. This is the first official help from Inco to our club and it couldn't come at a better time. Now we have room for both parking and our equipment right at the fields," says Barney with a sigh of relief.

Barney and the other members have other things on their wish list, too.

One is extra fields.

If we had a couple of extra fields we could rotate them and give them a rest, just as a farmer uses crop rotation. Soccer fields need to be rested. We have to regularly resod the goal areas and other parts of the field get very hard and compacted under play," he notes.

The other is lights.

"Every other community in the Niagara Region has a lit field. We would like to have a lit field. Early in the season it doesn't get dark until late, but in August we lose the available natural light. We're playing with the Hamilton-Wentworth Interlocking Competitive League to get the calibre of play our older competitive players need and the other cities all have such facilities."



HERITAGE

THREADS

The Frontier

by Marty McAllister

Every history of mining in the Sudbury area talks about Samuel J. Ritchie, and justly so. In 1886, the Ohio entrepreneur founded the Canadian Copper Company — one of the major components of the Inco organization that followed. That he later fell out of favor with his Cleveland colleagues detracts not a whit from the importance of his achievements in those early years. But what drove this ambitious man who had such dreams of industrial greatness? Where was he trying to go?

A comprehensive, scholarly answer belongs in the court of a Ritchie historian like Dr. Natt Bray at Laurentian University. For an amateur like me, a good guess would be that S.J. wanted to get to West Market Street.

Trees and a woman's hand

There's a farm in northeastern Ohio, just off the route that runs down from Cleveland to Akron, that was settled in 1810 by one Jonathan Hale. By the time old Jonathan died in 1854 his son Andrew was pretty much in charge of the prosperous farm and inherited the grand old brick house and a large tract of the land. Around the beginning of the Civil War, Andrew was selling some of the timber on the north slope of his land.

One of those who came to buy and clear the trees and who in 1865 won the hand of Andrew's daughter Sophronia, was "an aggressive, competent young man named Samuel J. Ritchie."

The couple settled in Tallmadge (today an East Akron suburb) and began raising their three children: Lewis Andrew, Clara Belle, and Charles Edward.

In nearby Akron, which was enjoying a post-war prosperity, Ritchie went into the carriage-making business with the Honorable Ira P. Sperry and his brother, Dr. Willis Sperry. Under the name of Sperry, Ritchie and Company, the firm also dabbled in the manufacture of sewer pipe — until the works burned in 1878.

Always pursuing a new venture, a new opportunity to make his fortune, Ritchie travelled in 1881 to Trenton, Ontario, where he formed the Central Ontario Railroad. The family, of course, stayed at Akron, where they

planned to one day live in grand style. When he moved on to Sudbury, however, Ritchie called upon Lew Ashmun, Sophronia's brother-in-law, and Francis L. Sperry, the chemist son of his old partner Ira, to join him in the mining business. And even today, there are reminders of his daughter's visits to the area — the most important of which is the giant, modern, Clarabelle Mill (the two-name spelling got lost along the years).

As Main Streets tend to do wherever you go, Akron's Main Street divides the city neatly into halves: East and West. Marking off the quarters, Market Street runs in a southeasterly to northwesterly direction. When Ritchie left for Ontario, the East Market Street-Fir Hill area was where the truly successful lived. By the 1890s, however, while his legal battles with Canadian Copper raged on, that began to change.

Authors of that change were men like Dr. B.F. Goodrich, John and Frank Seiberling, and Harvey S. Firestone. They turned Akron into the rubber capital of the world and with the increasing traffic of freight trains, brought great clouds of smoke upon the East Market Street mansions. Rather than fight the hand that fed new riches to the city, the elite moved across Main Street and the valley beyond, to the western hills overlooking the city.

Ritchie joined them. In 1902, on a magnificent property at West Market Street and Portage Path, he built The Frontier.

Although it resembled a late 19th century grand hotel, the 30-room mansion blended the latest technology with its classic design. It even had an elevator. The building had a steel framework under its yellow brick veneer and its polished wood floors were laid on concrete. From his own background in the lumber business, Ritchie knew good wood — and saw that only the best went into The Frontier. From the windows of its tower one could reportedly see Lake Erie on a clear day. The stone wall that ringed the estate was of such quality and craftsmanship that it would outlast the house and all its residents.

S.J. Ritchie only lived six years to enjoy his "castle in the air." He died on September 18, 1908. His wife Sophronia outlived him by 20 years, remaining in The Frontier with their only daughter, Clara Belle, who never married. After

1926, Clara Belle stayed on alone at the yellow brick mansion.

An overdue visit from a Sudbury friend

This past summer, although I knew the old home had long since been demolished, I felt a tug of excitement when I turned onto West Market Street. What would I see when I reached number 900? On the seat beside me was a file folder opened to a photocopy of an old picture — a picture that clearly matched the old stone wall now coming up on my left, as complete and perfect as it had been all those years ago.

In the National City Bank across the street, Norma Adante remembered the Ritchie mansion; "I was sad to see it go in a way, although it had become pretty run-down after being vacant so long. When my children were small they used to insist it was haunted. Can't say that I blamed them."

The old cobblestone street still provides access from West Market to the main entrance to The Frontier. Then, the long, winding driveway leads to an attractive, nine-storey apartment building that has taken full advantage of the sloping lot, broad lawns and magnificent old maple, oak and elm trees. My right brain had somehow hoped to get a glimpse of the old house itself, but my left brain told me to be grateful that the site had been so tastefully re-dedicated.

And a quiet farewell

About halfway between the old estate and downtown Akron, in historic Glendale Cemetery, the Ritchie family plot occupies the gentle crest of a hill. Clara Belle likely visited there often for many years before re-joining her father, mother and brothers. Directly across the path, too well-positioned to be a coincidence, a giant oak has stood for many decades. Leaning against it, I could picture Sophronia and Clara Belle having it transplanted from The Frontier more than 80 years before.

In 1956, Clara Belle Ritchie's will divided an estate worth about three million dollars, one of the largest handled by Akron's probate court since Harvey S. Firestone died in 1938. Except for a few small bequests, the principal beneficiaries were the City Hospital in Akron and the Western Reserve Historical Society for the preservation of the Hale Farm, now a popular tourist attraction. Also, she left a trust of \$25,000 for the maintenance of the family plot at Glendale.

I guess the money ran out

From my oak tree vantage point, I could see that the flagstone edging had fallen into disorder and that the headstones hadn't been swept for several seasons. I did a little tidying and straightened up the flagstones. Then, with one last fond look, I drove quietly away into the warm Ohio afternoon.

Maybe I didn't hear a whispered "Thank you." It just felt that way.

LETTERS

TO THE EDITOR

How about mom? reader asks

Dear Sir,

The September, 1990 issue of the Inco Triangle contains its annual article listing the winners of the company scholarships and the runners-up awards.

It is always interesting to read about these bright, hard-working students and their aspirations. The short captions accompanying each photo informs us, also, of the position occupied in the company by the student's father. They are quite varied.

What, though, about the mother? As acknowledgement of

the part she undoubtedly played in the life and upbringing of this young person, might it be an idea to say first for example: son (daughter) of John and Mary Smith, and then to add the information about the father's position at work?

Yours sincerely,

Mrs. Hylde D. Lalonde

Editor's Note:

Technically, of course, it is the Inco employee in the family (be it mom or dad) who makes

the student eligible for the scholarship, but you certainly have a point. Next year, moms will be

listed along with dads (and vice versa where it demands). Thanks for the suggestion.

Yours sincerely,

Natalie Dorion.

Thanks both ways

To whom it may concern,

I would like to express to you my sincere thanks for the article you have written about me in the

Inco Triangle. It was a great honor to have an article written in your magazine.

I am currently studying Music at Wilfrid Laurier University and things are going very well.

Once I have completed my studies at Laurier, I hope to become a professional teacher and performer.

Once again, thank you very much for what you've done. All the best in the future.

Editor's Note: Natalie's story was told in the July-August issue. Her kind letter came to us written in Braille. Despite her blindness, she has earned two Inco Open Bursaries and has already made considerable progress toward her dream of becoming a professional flute player. Our thanks to you, Natalie, for sharing with us your courage, determination and dedication.



Sue Lavoie, friend of Richard Desjardins, puts a steely eye to the target as she carefully releases the rock.

Div Shops... on the rocks

Only the third time the people at Divisional Shops got together to slide rocks down the ice and already the event is on the skids.

Skidding upwards and onwards. "So many people are turning out every year that we've had to make it first come, first served this year," said organizer Larry Solski, a winder at the Winding Shop. "Every year we get more people interested in participating and if that continues we may have to add another draw to the event next year."

The Divisional Shops Bonspiel,

held at the Coniston Curling Club again this year, saw more than 60 people turn out for a full day of fun and relaxation and a chance to get together with people they haven't seen since the last Divisional Shops social event.

"Our people are spread out more than some other groups," said Larry. "We have the Heavy Repair Shop at Creighton and shops at the Smelter. You don't often get together with these people except at events like this one."

Larry sees social events such as the bonspiel as a good way to build

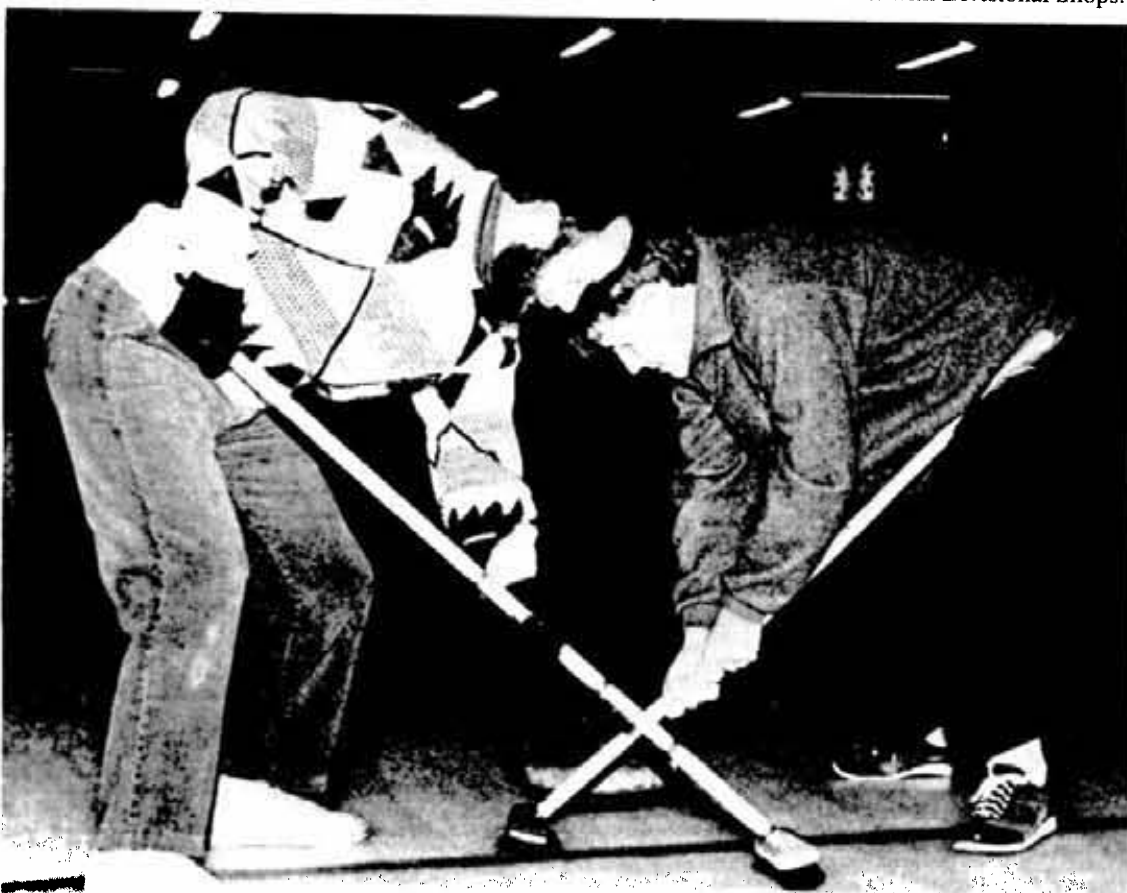
morale by providing a different focus other than work on the Divisional Shops team spirit.

He figures the effort has been successful. Everybody chips in to pay for the ice time and wind-up dinner. "Everybody has a good time. It's a chance to get away from the daily work routine. I think these social events play an important part here."

Winning curlers were the team of Bryan and Judy Chisnell, Pete Dowdall and Yvette Simoneau. Bryan is an electrician and Pete a machinist with Divisional Shops.



Tournament organizer Larry Solski of the winding shop takes aim before releasing a rock down the ice.



Dave Bain and Kevin Hostrawser do the hard work of helping the rock to the target.

Thompson team tackles improvements to bolter

Just a month in operation, a Thompson Division process improvement team has already come up with several ideas to improve the performance of the mechanical bolter.

Team members are Pat Poulin, Les McIvor, Mike Birdsall, Dan Hayduk, Jim Hinds, Derek Owne, Adam Rust, Paul Lapierre, Kerry Freund, Mike Kennedy and Norm Ceppetelli.

The team is looking for ways to improve the operation of the bolter, a "fairly new piece of equipment," according to team member Norm Ceppetelli.

He said that there is a lot about the bolter that must be examined.

The team has already identified several improvements.

Included so far are changes from rubber to steel of the machine's centralizer.

Pat Poulin, a Manitoba Division maintenance employee, has designed and built what the team believes to be a better stabilizer for the unit.

The machine is being used to install eight-foot rock bolts and the team would like to be able to use it to do extension bolts and cable bolts as well.

Inco interpreters

Continued from Page 1

well, but when it got down to technical terms, we started getting into trouble."

Smelter Technical Services environmental group member Artur Wisniewski had similar apprehensions. "We didn't get a lot of prior warning, so when they asked me to act as interpreter just a week before the visit, I spent a lot of time looking up a lot of the technical terms. How do you say things like 'flash furnace' in Russian?"

Artur has always been interested in languages and took up English as a hobby when he was a teenager in Poland. He's interpreted before, the last time when the Polish copper smelter where he worked had English-speaking visitors.

Artur left Poland on vacation with his family in 1987 and decided not to return.

Although he asserts that it's always good to know another language, he has mixed feelings about Russian. "In Poland we were forced to learn Russian as a second language. We had no choice," he said. "It takes a lot of the fun out of it. I

took up English on my own when I was only 14 years old. I like English very much."

The fact that Nick Volf was able to act as an interpreter was even more remarkable since he has never lived in Russia and only picked up the language at home.

"My family came to Canada from Germany where I was born in 1954," he said. The family's Russian background meant the language indoors was Russian. "My grandmother spoke only Russian, so if you wanted breakfast, lunch or supper, you had to speak Russian."

Both found the visiting Russians fascinated by Inco's high-tech mining methods, computerization and efficiency. "They were interested in a much wider range of things," said Nick. "Things like management structure, politics, administration and economics were as new to them as the processes here."

The three-day visit included tours of Mines Research, Continuous Mining Systems, Clarabelle Mill, the Smelter Complex and Copper and Nickel refineries.

Long-time boxing coaches two of country's six best

Copper Cliff Mill electrician Peter Jannacoure and Casting Building assistant Mike Rosko are well on their way to becoming two of only six boxing coaches in Canada qualified to coach any level of amateur boxing.

Peter and Mike received their Level Four certificate last year and

have passed the first segment of the Level Five testing process.

Peter's dedication to the sport and the many young boxers who he has coached was outlined in a feature story carried in the August, 1989 issue of the Triangle.

If all goes as expected, they'll have the certificates in February.

Remembrance Day comes early for Alex

While Canadians paused to remember our war dead November 11, Alex Gray was embracing military memories of a decidedly more pleasant nature.

A soldier in the British Army's 5th Battalion Parachute Regiment at 18, Alex was a member of the occupying force at Husum in post-War Germany in 1947.

In September, the Inco gardener visited the site for the first time since leaving the service as a 20-year-old in 1948.



Alex Gray as he was then.

In Germany to visit his son Alasdair, 27, stationed in Baden-Baden with the Canadian Air Force, Alex and his wife Edlina borrowed a Volkswagen van and drove nearly 900 km to Husum in the northern tip of the country.

"I thought it would be pointless to drive to the barracks, if they were still there, because we wouldn't get past the sentry," said Alex. "So I went to city hall and asked to see the mayor."

Explaining his situation, Alex found the mayor more than happy to assist him. "He spoke perfect English and was absolutely delighted that someone would come back to Husum after 43 years," he said. "He telephoned the barracks and made arrangements with the commanding officer to allow us entry."

At the barracks, as he had predicted, Alex and Edlina were stopped by the sentry at the gate. But rather than be held up for security reasons, they were introduced to a military press officer and a young German fighter pilot named Michael Kütke, who offered his services as an escort for the afternoon.

"I asked him what I could see and what I could photograph," said Alex. "He told me I could see and photograph anything I wanted."

"They were absolutely amazed at the things I could tell them about their barracks. I showed them where

the old writing school was and the old guard house. The barracks had doubled in size since I'd been there



Alex Gray today: his occupation is vegetation.

and the trees were 40 years taller, but all the buildings I remembered were still standing in the old section."

Alex's tour of the barracks brought back a flood of memories from his youthful tenure with the British Army in occupied Germany. It also allowed his young escort the opportunity for a first-hand history lesson.

"He was very interested in our relationship with the people of the town at the time," said Alex. "As I recall we had a very good rapport and there was no resentment at all. I remember Husum fondly as an agricultural community of hard-working people who at that time were trying to rebuild their lives."

"This trip was well worthwhile

for two reasons. It allowed me a trip back to my youth and it allowed me to drive up through the very spine of Germany from the south end near the Swiss border to the north end near the Danish border."

Shortly after arriving back in Canada, Alex received an interesting package in the mail. It contained a press clipping from the local German newspaper with a story on his visit and a picture of he

and his wife outside the barracks gate with Kütke.

In return, Alex is digging out pictures of the barracks from his time there and will be sending them over to Germany for their military archives.

"I was a young man at the time and it was definitely a positive experience," he said. "If I hadn't thoroughly enjoyed it I suppose I wouldn't have been anxious to go back."

INCO

Reserved Scholarship Competition for Children of Canadian Employees and Pensioners 1991 Awards

Up to twenty 4-year university admission scholarships will be awarded in the 1991 competition. The awards are valued at \$10,000 each (\$2,500 annually). Up to five \$1,000 finalist scholarships may also be awarded.

ELIGIBILITY

Children of Canadian employees, pensioners, expatriates from Canadian locations and of deceased employees are eligible to enter the competition. Candidates must have a strong academic record and be enrolled in a secondary school program of studies required for university admission. Award winners are expected to enter university in 1991.

SELECTION

An independent committee of high school principals will select award winners on the basis of the complete academic record, SAT scores and information supplied by the applicant and the high school. Award winners will be announced in mid-August.

APPLICATION

The application deadline is April 5, 1991. Application forms and SAT Test material will be available from September 2, 1990 at the applicant's school, or from:

Administrator, Scholarship Program
Inco Limited
Box 44, Royal Trust Tower
Toronto-Dominion Centre
Toronto, Ontario M5K 1N4
(416) 361-7844

SAT TEST

APPLICANTS MUST WRITE THE SCHOLASTIC APTITUDE TEST ADMINISTERED BY UNIVERSITIES AND SCHOOLS ACROSS CANADA. PLEASE NOTE REGISTRATION DEADLINES AND TEST DATES: TEST DATES IN OTHER COUNTRIES MAY VARY.

REGISTRATION DEADLINES

September 24, 1990
October 22, 1990
December 17, 1990

TEST DATES

November 3, 1990
December 1, 1990
January 26, 1991

APPLICATION DEADLINE: APRIL 5, 1991

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